



ACADEMY OF MANAGEMENT
PHILADELPHIA, PA

DOING WELL BY DOING GOOD



PHILADELPHIA, PA
AUGUST 3-8
2007



ACADEMY
OF MANAGEMENT

How to Use the Program Guide



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Looking for what's happening each day at a glance?

Go to **Section B – Conference Program Guide** which acts as a quick reference guide, listing sessions by day in an easy-to-use overview format similar to a television guide. Sessions are displayed by day part (Morning, Afternoon and Evening) and each meeting location is displayed with sponsors and a brief description of sessions. If you want to find out more information about a particular session, continue to either **Section C – Summary Overview by Sponsor**, or **Section D – Session Details**.

NOTE: Session start and end times in this section are approximate, please refer to **Section D – Session Details**, for the exact information. The Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops (PDW) and committee activities and meetings. The All Academy opening is on Sunday afternoon followed by an evening reception. Monday through Wednesday sessions are the scholarly sessions, i.e., paper sessions and symposia. Monday and Tuesday evening are also times for division receptions, business meetings and social hours.

| Friday Afternoon, August 5, 2005 | | | | | | | | |
|----------------------------------|---|------|------|------|------|------|------|------|
| | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 |
| EM: Orleans | 10 MH: Higgs Industries | | | | | | | |
| MT: La Galleria 5 | 5 EN: New Faculty Consortium | | | | | | | |
| MT: La Galleria 8 | 6 ENT: Doctoral Consortium | | | | | | | |
| MT: Mardi Gras Salon R | 17 GDO: GDO Doctoral Consortium | | | | | | | |
| MT: Presentation Hall Studio 7 | 13 RM/HR: Multi-Level Analysis | | | | | | | |
| MT: Presentation Hall Studio 9 | 14 RM/HR/MS: Research Philosophy | | | | | | | |
| MT: St. Charles Suite | AAC: Board Governors Meeting | | | | | | | |
| OS: Harrah's Casino | 7 HR: Lounge Harrah's Casino | | | | | | | |
| OS: Louisiana Bayou | ONP: Environmental Rhythms Trip | | | | | | | |
| OS: Swamp & Plantation | IM: IM Division Adventure | | | | | | | |
| RC: Acadia | 34 MCD/CAR/GDO: Our First Years | | | | | | | |
| RC: La Salle | 23 ITC: Europe At The Academy | | | | | | | |
| RC: Union Terrace A | 9 MCD and co-sponsors: Pajamas | | | | | | | |

Looking for a session sponsored by a specific division, interest group, committee or sponsor?

Go to **Section C – Summary Overview by Sponsor** where all conference activities are listed by the division or interest group sponsoring specific sessions or meetings. Sessions are listed by day, time and location. Also the session numbers are listed so you can reference **Section D – Session Details** for more information or the full description of a particular session.

| Business Policy & Strategy | | | | |
|--|--------|----------------------------|-------------------------------------|-------------------------------------|
| Program Chair: Anita McGahan, Boston U. Professional Development Workshop Chair: Russell Coff, Emory U. | | | | |
| Day | Start | # | Location | Session Information |
| Fri | 8:00am | 3 | HH South Pacific 3 | SPDW: Moving Images |
| | 1:00pm | 7 | CC Room 301B | SPDW: Qualitative Research Methods |
| | | 12 | CC Room 300E | SPDW: Corporate Venturing |
| | | 14 | CC Room 311B | SPDW: Measuring Global Competencies |
| 2:00pm | 21 | SH Maui Ballroom | SPDW: Strategic Competencies | |
| | 26 | HH South Pacific Suite 3-4 | SPDW: Creating The Next Generation | |
| 3:00pm | 30 | CC Room 311A | SPDW: Research Development Workshop | |
| 3:30pm | 33 | CC Room 305B | SPDW: CE Miller's Workshop | |
| 6:30pm | 54 | CC Room 308 (A&D) | Doctoral Consortium | |

Looking for a full description of a session?

Go to **Section D – Session Details** to review all the details of a particular session. Because the sessions are numbered consecutively for the entire Annual Meeting, you can first locate the session number throughout the other sections of the program. In **Section D – Session Details** you will find the full title, the listing of session participants, the papers or presentations included in the session and any additional instructions for attendees or participants. The symbols located next to the session number indicate the orientation(s) that apply for that given session, paper or presentation. For example the **●** next to the session number indicates that the session is theme-oriented. For a listing of all abbreviations and symbols used in the program, see the inside back cover.

FRIDAY

QUALITATIVE RESEARCH METHODS (10190)
 1:00pm - 4:00pm Hawaii Convention Center, Room 300B
 Organizer: **Diana L. Day**, Rutgers U., Camden
 Coordinator: **Johann Peter Murmann**, Northwestern U.
 Presenters: **Robert A. Burgelman**, Stanford U.; **Deborah J. Dougherty**, Rutgers U.; **Charles D. Galunic**, INSEAD; **Gabriel Szulanski**, INSEAD; **Klaus Weber**, Northwestern U.

● SPDW: (CAR, MC, MSR) Complexity, Energy and

Looking for someone on the program?

Go to **Section F – Participant Index** where you will find an alphabetical listing of conference participants followed by the numbers of the sessions associated with a particular individual.

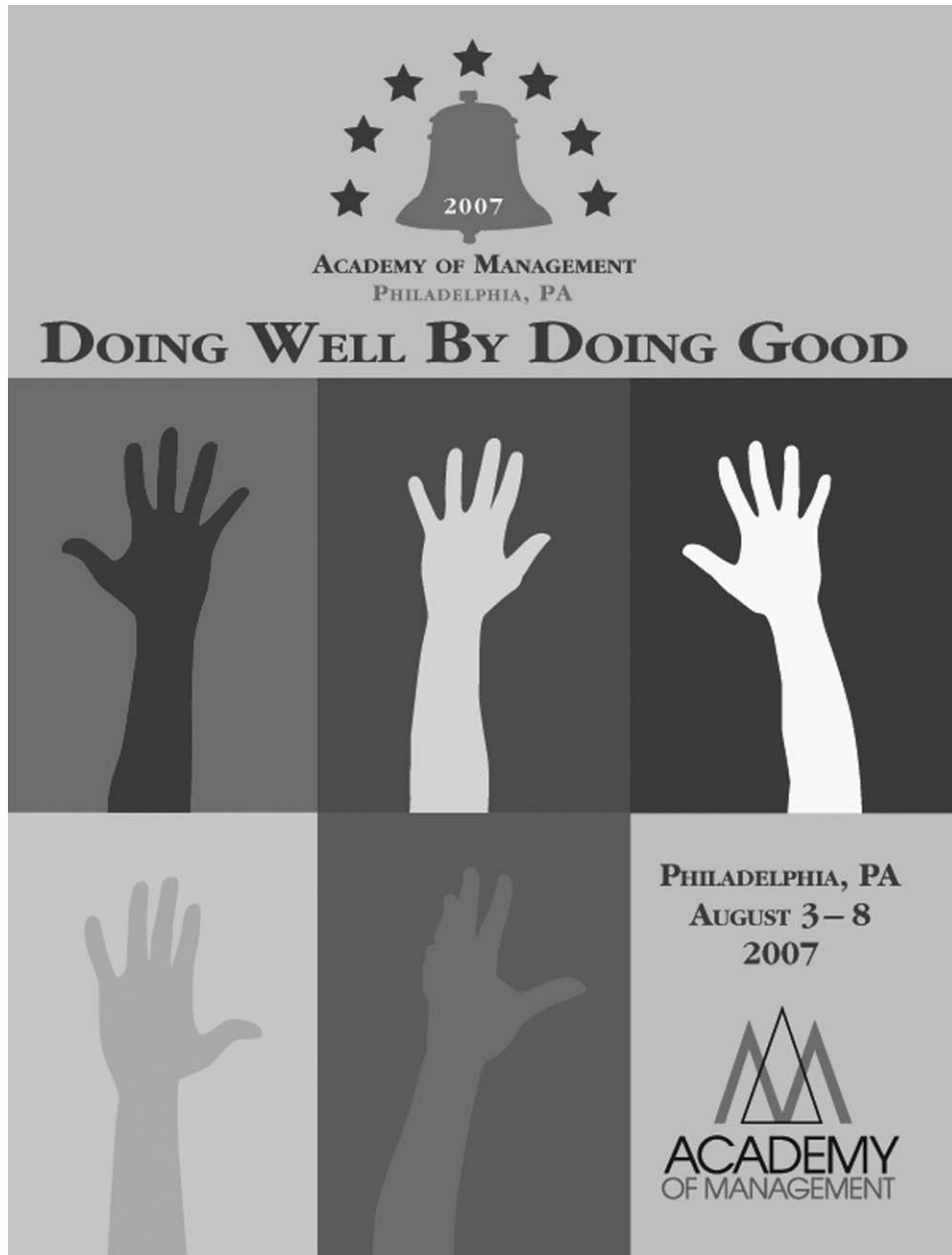
| Participant Index | |
|-------------------|--|
| 1/37-0121 | Allatta, Joan Teresa (Upenn, The Wharton School) (215) 898-6596 allatta@wharton.upenn.edu 657 |
| a 534 | Allen, Belinda C. (U. of Melbourne) 61 3 834 43707 allenbc@unimelb.edu.au 623, 984 |
| ampaign) 217- | Allen, David B. (Instituto De Empresa) david.allen@ie.edu 1132 |
| 53 1591 | |

Looking for a specific meeting room in a conference hotel?

Once you've found a session, you may need to refer to the conference hotel floor plans found toward the back of this book in **Section G – Conference Venue Floor Plans** in order to find out the room, floor or specific location within the hotel.

We hope we have made the Program easy to use so you can make the most of this year's Academy of Management Annual Meeting.

Academy of Management 2007 Annual Meeting



<http://meetings.aomonline.org/2007>

Philadelphia Marriott
1201 Market Street
Philadelphia, PA 19107

Loews Philadelphia
1200 Market Street
Philadelphia, PA 19107

Pennsylvania Convention Center
1101 Arch Street
Philadelphia, PA 19107

Front Cover & Program Design: Roxanne Dybevic
Back cover photo by Paula Burch-Celentano

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Welcome to the 2007 AOM Annual Meeting in Philadelphia

On behalf of the many members and staff who have worked extremely hard to organize this year's meeting, we welcome you to Philadelphia for the 67th Annual Meeting of the Academy of Management. As a professional association of approximately 16,000 members from 99 nations, the Academy of Management is dedicated to creating, applying and disseminating knowledge about management and organizations. The annual meeting provides a special opportunity for the Academy community to come together to share knowledge and experiences, to create and renew friendships and professional relations, and to replenish and further develop our careers.

Program Participation

This year's program vividly demonstrates the strong commitment of our members to the annual meeting. The 2007 Call for Papers generated 5,195 scholarly submissions and 361 professional development workshops (PDWs), for a grand total of 5,556 submissions. Over 7,000 people participate on this year's program, and close to 4,600 members and non-members volunteered as reviewers. We thank everyone who stepped forward to make this exciting program a wonderful reality.

2007 Theme: Doing Well by Doing Good

In 2007, the Academy of Management once again invites management scholars from around the globe to convene, consort and attend. Like every Academy meeting, there will be excellent conversation, good friends and, of course, good cheer. The city of

Philadelphia figures very prominently in the history of the United States, and we are honored to welcome our members from all over the world to see some of the historic sites associated with the founding of the U.S., and to visit this re-vitalized and thriving city.

This year's theme is concerned with the idea that organizations can both serve their stakeholders and perform well, and serve their broader constituency and help society. We believe that these two goals are not mutually exclusive, and in fact, we hope to highlight a number of organizations from all over the world who have managed to be successful and to be good global citizens at the same time. We also hope to generate interest from scholars on the possible trade-offs between these goals as well as the ways to deal with those trade-offs. Thus, as we have in the past few years, we gather to celebrate what we do best, namely, advancing management research while solving real-world problems.

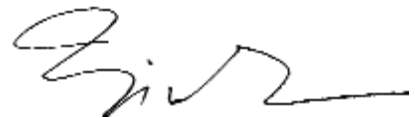
Thus, we hope you will spend your time at the 2007 AOM meetings in Philadelphia learning about how companies contribute to the good of their societies, and joining with your colleagues from around the world to engage in the discussion of how we can make a difference while still helping firms to improve their performance. We also hope you will find time to discover (or re-discover) the richness of the early history of the United States, and walk where men such as Benjamin Franklin walked – while enjoying some great food!



Angelo DeNisi
2007 Program Chair



James P. Walsh
2007 PDW Chair



Jimmy Le
Program Specialist

Academy Program Highlights

Distinguished Executive Address

Distinguished Executive Address by A.G. Lafley, CEO of Procter & Gamble

All Academy Convocation

Sunday, August 5, 5:00 – 7:00pm
Pennsylvania Convention Center, Grand Ballroom

For the first time, the Academy of Management chose an Executive of the Year through a formal selection process in which 40 nominees from the United States, Canada, Europe, and Asia were submitted by Academy members to a selection committee of eminent scholars. As a result, A.G. Lafley was selected to receive this award and will address the Academy membership at the Annual Meeting Convocation on Sunday, August 5, 5 - 7 PM, Grand Ballroom, Pennsylvania Convention Center. No sooner had the Academy made its choice that P&G was rated number one in quality of management in Fortune magazine's annual ranking of America's most admired companies.

All Academy Symposia

Academy of Management Public Affairs Forum on Immigration in the U.S.

Monday, August 6, 10:30am - 12:30pm
Philadelphia Marriott, Grand Ballroom F

Academy of Management Public Affairs Forum: Management Ramifications of Immigration in Europe

Monday, August 6, 1:00 – 2:50pm
Philadelphia Marriott, Grand Ballroom H

Early in the morning of December 12, 2006, agents of the U.S. Department of Homeland Security descended on six meat-processing plants of Swift & Company and took into custody some 1,300 workers as illegal immigrants. The largest immigration bust in U.S. history against a single company, the raid led The Wall Street Journal to complain: "One thousand federal agents that could have been focused on potential terrorists were instead focused on a meatpacking company that hires thousands of willing unskilled workers and pays them more than twice the minimum wage with full health benefits after six months. How's that for government efficiency?"

The raid left Swift and a host of other companies strug-

gling to deal with a problem that many of them believed they had taken adequate measures to avoid. Meanwhile, the entire country has continued to struggle with the immigration issue, which remains highly contentious in Europe as well.

Two public-affairs forums will address the management ramifications of immigration on opposite sides of the Atlantic. The first forum with Swift & Company's CEO, Sam Rovit, will discuss the situation in the U.S., joined by Peter Cappelli, Taylor Professor of Management at the Wharton School; Spencer Clark III, Chief Learning Officer of Cadence Design Systems, San Jose, California; and Eliseo Medina, Executive Vice President of the 1.8-million member Service Employees International Union, the U.S.-based union with the largest number of immigrants (Monday, August 6, 10:30AM - 12:30PM in Philadelphia Marriott's Grand Ballroom F). The second forum, focusing on the situation in Europe, will include Paul Broeckx, Head of Corporate Human Resources, Nestle SA; Kay Carberry, Assistant General Secretary, Trades Union Congress (UK); Rita Campos Cunha, U. Nova de Lisboa; and Julio DeCastro, Instituto de Empresa, Madrid (Monday, August 6, 1:00 PM - 2:50 PM in Philadelphia Marriott's Grand Ballroom H). Co-chairing both sessions will be Wayne Cascio of the University of Colorado Denver and Cary Cooper of Lancaster University.

Division Program Highlights

Business Policy & Strategy:

Raising the Bar on Trust Research: Comments, Critiques, and Counsel on Empirical Work

Friday, August 3 1:00 – 3:30pm
Philadelphia Marriott, Room 407

Trust Workshop

Friday, August 3, 3:30 - 5:30pm
Philadelphia Marriott, Room 407
Panelists: Laura Poppo, Bill McEvily, Africa Arino, Steven Currall.

Raising the standards for empirical trust research is important, since it not only improves the quality of the work itself, and thus its contribution, but also increases the likelihood that trust research will influence scholarly work in related fields. These two Professional Development

Academy Program Highlights

Workshops aim to clarify criteria against which trust research will be (and should be) evaluated, and provide coaching, guidance, and feedback to scholars who are currently doing research on trust. In the first session, a panel of experts will critique their own past work, discussing what they would do differently if conducting the study today, and commenting on more recent research related to their work. In the second session, Trust Workshop, the panel will lead a discussion on work-in-progress papers that have been selected through a competitive process, providing comments and recommendations to each participant on how to further improve their paper. The first session is open to all; registration is required for the Trust Workshop.

Scientists, Engineers, and the Process of Innovation: The Moderating Effects of the "Macro" Context

Chairpersons: Rajshree Agarwal and Rosemarie Ziedonis

Monday, August 6, 12:20 - 2:10pm
Philadelphia Marriott, Franklin 2

Innovative activity is undertaken by individual scientists and engineers within the broader professional, social, and institutional contexts in which they operate. The interplay between these "macro" factors and individual-level activity remains an exciting yet challenging area of research for scholars of business strategy, innovation, and organizations. In a series of studies, this symposium proposes to shed new light on the complex dynamics between individuals, firms and institutions in the creation and use of new technologies. Each of the papers contributes theoretical and empirical insights that advance our understanding of two broad questions. First, how is individual-level effort shaped by the professional, social, and/or institutional environment in which these individuals operate? Second, how do the "boundary-spanning" activities of scientists and engineers affect the creation and use of new ideas, particularly as individuals move to new organizations or to new geographic locations? The symposium includes, as discussants, two distinguished scholars who have written extensively about knowledge flows, innovation and patenting, localized search, alliances, and inventor mobility. By bringing together authors and discussants from multiple disciplinary perspectives (sociological, institutional, organization theory, and economics), we hope to ignite an interesting and lively discussion that will benefit members of the BPS, TIM and OMT divisions.

Conflict Management:

Conflict Management is offering four, great, not-to-miss PDW sessions. We would like to draw special attention to these two:

Leadership in Academia: What It Means at Different Career Stages

Sunday, August 5, 8:30 - 9:50am

Pennsylvania Convention Center, Room 110 A&B

We need leaders at all career stages, but what that means changes as our careers progress. In this session, a panel of speakers who have taken on a variety of leadership roles at different career stages will share their insights on leadership in the domains of service, teaching, and research and offer advice based on their own experience.

Balance is Bunk: Surviving Parenthood and Succeeding in Academia

Sunday, August 5, 10:00am - 12:00pm

Pennsylvania Convention Center, Room 112A

In today's competitive environment, career success requires commitment, passion, and, to be blunt, a lot of time. Both our children and our work are important to us and often demand our full attention simultaneously. Striving for "balance" can be maddening. The truth is there are no magic answers that enable us to have it all. Join us in this session as we face the fact that balance is bunk and instead focus on how to survive, succeed, and have a life in the process. Our discussion will deal squarely with the serious tradeoffs that are involved with simultaneously raising children and succeeding in Academia. A group of leading scholars in the field will share their insights and non-fluffy survival strategies.

Human Resources:

Welcome and Awards Ceremony

Monday, August 6, 8:30 – 10:20a.m.

Pennsylvania Convention Center, Room 113B

The HR Division is highlighting the Welcome and Awards session at this year's conference. Paul R. Sackett, University of Minnesota, recipient of the Herbert Heneman Jr. Career Achievement Award, and David Pace, Executive Vice President, Partner Resources, Starbucks, recipient of the Distinguished Human Resource Executive

Academy Program Highlights

Award, will be featured presenters during this session. In addition to the featured presentations, the following award winners will be recognized: Innovative Teaching Award: Piers Steel; Herbert Heneman Jr. Career Achievement Award: Paul R. Sackett; Scholarly Achievement Award: "How Important are Job Attitudes? Meta-analytic Comparisons of Integrative Behavioral Outcomes and Time Sequences," by David A. Harrison, Daniel A. Newman, & Philip L. Roth (Academy of Management Journal, 2006, 305-325); Thomas A. Mahoney Mentoring Award: Eugene Stone-Romero; SHRM Foundation Dissertation Grants: Inbal Nahum-Shani, Devasheesh Bhave, Sharon Hill, and Tammy Rapp; Ralph Alexander Dissertation Award: "High-performance Work Systems, Dynamic Workforce Alignment, and Firm Performance" by Jeff Ericksen; Distinguished Human Resource Executive Award: David Pace; Best Convention Paper: "The Effects of Employee Mobility Between Competitors and Cooperators on Firm Performance" by Deepak Somaya, Ian O. Williamson, & Natalia Lorinkova; Best Student Convention Paper: "The Influences of Organizational Culture and Job Involvement on Job Specification Ratings: A Multilevel Analysis" by Wen-Dong Li, Yongli Wang, Paul J. Taylor, & Kan Shi; International HRM Scholarly Award: the award winner will be announced during the Welcome and Awards session.

International Management:

We have an exciting program this year, with a number of very interesting PDWs, papers, symposia, and social events. Recognizing that it is impossible to highlight all deserving activities, we would like to call your attention to the following:

IMD Welcome

Monday, August 6, 7:30 - 8:30am
Philadelphia Marriott, Franklin 4

The EC will welcome IMD members and will provide a brief overview of the division conference program. In addition, participants will have an opportunity to informally meet colleagues who work in their area of research. This is a new initiative of the IM Division in response to feedback from members, who report that due to the huge size of the AoM meeting, they experience difficulty in finding their scholarly "home" or community. Based on the conference submissions, we have identified seven thematic research tracks and have invited seven distin-

guished scholars to serve as Track Chairs. They will host the welcome meeting by area and will facilitate community building and networking that we hope will carry over throughout the conference. The seven tracks and track chairs are:

1. National institutions and political economy – Lorraine Eden, Texas A&M U.
2. IB theory, FDI, and entry mode – Jean Francois Hennart, Tilburg U.
3. MNC strategy – Alain Verbeke, U. of Calgary
4. Innovation and knowledge management – Yves Doz, INSEAD
5. Inter- and intra-firm relationships – Harbir Singh, U. of Pennsylvania
6. Cross-cultural management (IOB and IHRM) – Christopher Earley, National U. of Singapore
7. Emerging, transition and developing economies – Klaus Meyer, U. of Reading

IMD Executive Panel: Experience in Doing Well by Doing Good

Monday, August 6, 4:10 - 5:30pm
Philadelphia Marriott, Franklin 4

Guest speakers: Ms. Aster Angagaw is Senior Vice-President, Strategy, Planning and Quality of Sodexo Corporate Services; and Mr. Mark Durand is Chief Financial Officer of Teva Pharmaceuticals USA.

Booz Allen Hamilton Eminent Scholar in International Management Award

Monday, August 6, 5:45 – 7:15 pm
Philadelphia Marriott, Franklin 4

This year, in recognition of his contribution to the field of international management, the Booz Allen Hamilton/strategy and business Eminent Scholar award is given to Ikujiro Nonaka. He is Professor of International Business Strategy at the Graduate School of International Corporate Strategy, Hitotsubashi University, Tokyo, Japan.

Barry Richman Dissertation Award Finalists Session

Tuesday, August 7, 4:10 - 5:20pm
Philadelphia Marriott, Franklin

The finalists of the Barry Richman Dissertation Award will present their papers in this session.

Academy Program Highlights

IMD Business Meeting

Tuesday, August 7, 5:30 - 7:00pm
Philadelphia Marriott, Franklin 4

"State of the IM Division" discussion and presentation of IM Division Best Paper Award, Doug Nigh Award and Barry Richman Dissertation Award.

IMD Social

Tuesday, August 7, 7:30 - 10:30pm
Philadelphia Marriott, Grand Ballroom E

IMD Membership Program Feedback Meeting

Wednesday, August 8, 7:30 - 8:30am
Philadelphia Marriott, Franklin 4

Come and give feedback on the program to IMD EC members.

Management History:

Management History Division Richard M. Hodgetts Award Invited Address

Monday, August 6, 4:10 – 5:20pm
Loews Philadelphia, Congress A

Come join us for the inaugural presentation of the Richard M. Hodgetts Award. The late Dr. Hodgetts was a great contributor to the Management History Division and a friend and mentor to many in our Division and the Academy as a whole. He was an award-winning teacher and an extraordinarily prolific author. In 1999, Dr. Hodgetts was selected as the Outstanding Educator of the Year by the Academy. Although he lost his battle with cancer in 2001, his legacy lives on with the numerous students and colleagues he influenced and supported during a remarkable lifetime. In recognition, the Management History Division wishes to acknowledge others who have demonstrated outstanding commitment to our Division, the Academy, and the discipline by way of teaching, scholarship, and service.

We are pleased to announce that Dr. Arthur G. Bedeian, Boyd Professor and the Ralph and Kacoo Olinde Distinguished Professor of Management at Louisiana State University and A&M College is the first recipient of the Management History Division's Richard M. Hodgetts Award. Dr. Bedeian is a Fellow and past President of the

National Academy of Management and former Dean of the Academy's Fellows Group. He is also a Fellow of the Southern Management Association and the International Academy of Management, as well as a past President of the Foundation for Administrative Research, the Allied Southern Business Association, the Southern Management Association, and the Southeastern Institute for Decision Sciences.

A former editor of the Journal of Management, Professor Bedeian has published in the areas of role theory, human motivation, individual differences, job-life satisfaction, employee turnover, person-environment interactions, evolution of management thought, and research methodology. His work has appeared in the Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Vocational Behavior, Academy of Management Review, Journal of Occupational and Organizational Psychology, Academy of Management Learning and Education, Personnel Psychology, Applied Psychological Measurement, Organizational Research Methods, Strategic Management Journal, and Organizational Behavior and Human Decision Processes. He is a recipient of the Academy's Distinguished Service Award and Ronald G. Greenwood Lifetime Achievement Award.

Dr. Bedeian has served on the editorial boards of the Academy of Management Review, Journal of Applied Psychology, Journal of Management, and Journal of Vocational Behavior, among others. He has also served on various government committees, including the J. William Fulbright Foreign Scholar Board, which he has twice chaired, and as an external or panel reviewer for the National Science Foundation, the National Academy of Science, and the Research Council of Canada.

The Award symposium will begin with an introduction by Fred Luthans, as well as presentations of Dr. Bedeian's scholarly contributions and Academy service by Dan Wren and Rick Mowday, respectively. Professor Bedeian will share his reflections on the history of the division; an open discussion to follow. The Management History Division reception, in Dr. Bedeian's honor, will follow at 6:30 PM.

Academy Program Highlights

Management Spirituality & Religion:

Join the MSR interest group and participate in a wide variety of PDW and formal conference sessions! We have put together our largest and most diverse program yet for Philadelphia. A couple of highlights:

On Sunday from 10:30 a.m. to 12:30 p.m. some seasoned dissertation advisors offer their insights about making the most of the difficult and often emotional journey of writing and defending a dissertation. Co-sponsored by MED and GDO, we invite you to participate with international panel of scholars including Jerry Katz and Dave Whetten as they share their thoughts about mentoring, professional training, and fostering relationships during the dissertation experience.

On Tuesday at 10:30 a.m., join Yochanan Altman and Jacob Eisenberg for a lively symposium discussion that explores how affect and spirituality in the workplace may be at odds with increasingly impersonal and bottom-line focused workplace stresses. Presenting a variety of empirical and theoretical work, the symposium encourages reflection on how the human experience of emotion interacts with workplace 'realities' including goal incongruity, inequitable executive pay, virtual organizations, and reliance upon traditional science.

Managerial and Organizational Cognition:

We have an exciting line-up of PDW and scholarly program sessions on the program. Whether you do research on managerial and organizational cognition or are simply curious about cognition topics, we hope that you will take part in many of our sessions. They cover a wide range of topics, including decision making, sensemaking, mental models, learning, attributions, emotions, and the dynamics of identity, identification, teams, creativity, innovation, and interpersonal relations.

This year, MOC is celebrating the 10th anniversary of Cognition in the Rough, our Sunday morning PDW session that provides participants with an opportunity to get help on work-in-progress from noted scholars in the field. We have an excellent line-up of scholars this year, including Elena Antonacopoulou, Neal Ashkanasy, Pamela Barr, Andrea Casey, Janet Dukerich, Colin Eden, Dov Eden, Marlena Fiol, Peer Fiss, Raghu Garud, Gerard Hodgkinson, Susan Houghton, George Huber, Lynn

Isabella, Chet Miller, Frances Milliken, Rhonda Reger, and Kathleen Sutcliffe. Pre-registration is required; for details, please go to: <http://division.aomonline.org/moc>.

The MOC scholarly program opens with our Monday morning Welcome Session featuring Denise Rousseau, who will speak on "Changing Cognition: The Intersection of Research and Practice." We also have a special paper session featuring the "next generation" of MOC scholars, which contains the four best student-authored papers on the program. In addition, the MOC scholarly program includes 19 paper presentation sessions, 2 visual paper sessions, 1 All-Academy symposium, 9 showcase symposia, 21 jointly sponsored symposia, and several sessions containing the 21 MOC papers selected for interactive paper presentations.

Cognition in the Rough

Sunday, August 5, 8:30 am - 12:00pm

Pennsylvania Convention Center, Room 113A

MOC Welcome with Denise Rousseau - Changing Cognition: The Intersection of Research and Practice

Monday, August 6, 9:00 - 10:20am

Pennsylvania Convention Center, Room 113

Organizational Behavior:

The OB Division is highlighting three very special events at this year's conference. First, Dr. Gary Latham, this year's recipient of the OB Division Lifetime Achievement Award, will be presenting an invited address on Tuesday at 9:00 a.m. Second, the OB Division is sponsoring a Making Connections Coffee Break. The purpose is to provide a space for our international members and new members to make connections with division members. International and non-international members, both new and not-so-new, please join us for a coffee. Finally, we encourage our members to attend the OB Division Awards (Monday at 6:30 p.m.), which segues into the Division's Celebration and Social Hour. In this annual event, we will celebrate the accomplishments of our award winners, offer thanks to our members who have served the division during the last year (especially our dedicated reviewers!), reconnect with old friends, and make new connections.

OB Division Lifetime Achievement Award Invited Address

Tuesday, August 7, 9:00 - 10:10am

Philadelphia Marriott, Independence Ballroom I

Academy Program Highlights

Making Connections Coffee Break

Monday, August 6, 4:00 – 5:30pm
Philadelphia Marriott, Independence Ballroom III

OB Division Awards and Celebration / Social Hour

Monday, August 6, 6:30 – 8:30pm.
Philadelphia Marriott, Grand Ballroom H (and G for the Celebration/Social Hour)

Organizational Communication & Information Systems:

Join us for our Gathering and Welcome on Monday followed immediately by two opening sessions, Software Development – Cross-Cultural Issues and Shared Meaning and Agility, Resilience, and IT Strategy. Later in the day Dr. JoAnne Yates will present the OCIS Division Keynote entitled Temporal Spatial, and Structural Perspectives in Communication and Information Systems. This session will be followed by the OCIS Business Meeting. Join us to honor the winners of the OCIS paper and reviewer awards. The first annual Gerardine DeSanctis Dissertation Award will be given at this meeting. We especially want to invite new OCIS members and doctoral students to attend and ask everyone to join us for the social hour immediately following. OCIS will be sponsoring 17 division paper sessions, numerous interactive paper sessions, and one visual paper session. Many of the division paper sessions this year focus on virtual team and knowledge management issues. The division is also co-sponsoring nine symposia covering a range of themes including team coordination, information systems in healthcare, online games, and sharing under risk.

OCIS Gathering and Welcome

Monday, August 6, 8:00 - 8:30am
Philadelphia Marriott, Grand Ballroom J

OCIS Keynote – Dr. JoAnne Yates

Monday, August 6, 4:10 - 5:20pm
Philadelphia Marriott, Grand Ballroom J

OCIS Business Meeting

Monday, August 6, 5:30 - 6:30pm
Philadelphia Marriott, Grand Ballroom J

Research Methods:

The Research Methods (RM) Division is proud of its 2007 program. Our program is comprised of two jointly-sponsored showcase symposia, five jointly-sponsored symposia, one sole-sponsored symposia, and forty papers presented as part of eight divisional paper sessions and five interactive paper sessions. These symposia and paper sessions address micro, macro, quantitative, and qualitative topics. In addition to symposia and paper sessions, there are three other RM events to put on your agenda.

First, the *RM International Networking* event is on Monday August 6 from 2:30 - 3:50pm in the Philadelphia Marriott's Franklin 8 room. This event provides an opportunity to meet and have food with other RM members, particularly those from outside the U.S. Second, the *RM Business Meeting* is on Monday August 6 from 5:30 - 6:30pm in the Philadelphia Marriott's Room 306. Third, the *RM Social* is on Monday August 6 from 6:30 - 8:30pm in the Philadelphia Marriott's Franklin 8 room. The Business Meeting and Social events are for you to see what is going on with the RM division, participate in shaping its future, meet the winners of the best paper awards, and chat with old friends as well as make new friends. As always, there will be great food at the RM Social. Come have fun with us!

Special Thanks

All Academy Chair

Allen Bluedorn

Interactive Papers Chair

Soo Min Toh

Caucuses Chair

Arup Varma

Visual Village Chair

Maria Fernanda Garcia

Local Arrangements

Committee

Denise Potosky (co-chair)

Eric Stein (co-chair)

A. D. Amar

Glenn J. Forte

Veronica Godshalk

Andrea Hornett

Peggy D. Lee

Barrie E. Litzky

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School of Business,
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Meet the Meeting Planners

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| New Doctoral Student Consortium | Richard DeJordy, Boston College |

Welcome to Philadelphia!

The Local Arrangements Committee of the Academy of Management welcomes you to Philadelphia and the 2007 meetings! Many people have been working to make our meetings and this conference venue successful. We hope you enjoy the presentations, special events, consortia, and all the pleasures Philadelphia has to offer. The three host hotels are the Philadelphia Marriott, Loews Hotel, and the Sheraton, all located close to one another in the downtown convention district.

A Little Bit of History

(Source: <http://www.philadelphiausa.travel>)

Philadelphia was founded in 1682 by William Penn, an English Quaker. King Charles II of England granted him a parcel of land that included 1,280 acres between the Delaware and Schuylkill Rivers. Penn's chief surveyor, Captain Thomas Holmes, devised a grid pattern for the city that included five public squares, all of which remain, to realize Penn's dream of a "green countrie towne." Due to its excellent location on the Atlantic Coast and accessible port facilities, Philadelphia grew rapidly in the 18th century until it was the second largest English-speaking city in the world. It was called the Athens of the Americas as the cultural center of the New World.

Philadelphia's history from 1774 to 1800 is inextricably linked to that of the American Revolution and the young nation. In Independence National Historical Park, "America's most historic square mile," visitors can see two of the nation's most precious monuments to freedom - the Liberty Bell, symbol of the nation's freedom, and Independence Hall, the birthplace of the nation, where a group of dissatisfied colonists adopted Thomas Jefferson's Declaration of Independence on July 4, 1776. And right here in Philadelphia in 1787 was written the Constitution of the United States. Philadelphia was the nation's capital from 1791 to 1800.

During the 19th century the city grew, annexing parts of the countryside including Fairmont Park. In the huge park are a dozen 18th and 19th century mansions, the nation's first zoo, and the Victorian era Boathouse Row. Philadelphia also has a strong maritime heritage. Along the Delaware River are the USS Olympia, Admiral Dewey's flagship from the Spanish-American War, the USS Becuna

submarine, and the Gazela of Philadelphia, a fishing vessel that's more than a century old.

Today, with a population of approximately 1.6 million, Philadelphia is the fifth-largest city in the United States and the second-largest on the East Coast. The city's recent renaissance in the last decade has brought national attention.

Helpful Information for Your Stay in Philadelphia

Access for People with Disabilities

The three conference hotels are within easy walking distance of each other. Conference events will be held in the Philadelphia Convention Center as well as the conference hotels. For those needing special assistance for disabilities please let us know at needs@aom.pace.edu. We will have electronic scooters available for those who need them.

Copies and Business Services

All of the conference hotels have business centers which can meet your needs. There are also several full-service copy facilities located nearby.

Transportation

The Philadelphia International Airport (PHL) is located 7.2 miles southwest of central Philadelphia. Shuttles, limousines, and taxis are readily available near the baggage claim. The airport also offers SEPTA bus and regional rail service to Downtown Philadelphia and to the Convention Center (i.e., the Market East/Gallery stop at 11th & Market St.). Travelers should allow for approximately ½ hour for the commute from the airport to the conference facilities. For departures, the airport recommends arriving no less than 90 minutes before your flight.

T-Shirts

Conference t-shirts feature a graphic of the Liberty Bell, which you can visit in the historical district of Philadelphia, and may be seen on the Academy's web page. T-shirt sales will benefit a local charity called PhilAbundance (www.philabundance.org). Please order your t-shirts when registering. They will be available for pick-up in the registration area.

Tours

The Philadelphia Local Arrangements Committee will continue the practice of providing assistance with information on available tours so members can make their individual plans. We will be working with the Philadelphia Convention and Visitors Bureau (PCVB) to assist members with their touring plans. We will have a link from the Academy website to some Philadelphia attractions and touring websites to allow members to start their planning early.

Shopping

A wide variety of shopping experiences are available in Philadelphia, including vintage shopping, “Jewelers’ row,” “Fabric row,” “Rittenhouse row” and “Antiques row.” Philadelphia offers one of a kind boutiques as well as national branded chain stores. An added bonus is tax free shopping on all clothing. For more details log on to www.gophilla.com.

Entertainment and Recreation

The Philadelphia Phillies are scheduled to be in town between August 7 and 12, 2007, so think about taking in a baseball game at Citizens Bank Park. Tickets may be ordered from http://philadelphia.phillies.mlb.com/ticketing/index.jsp?c_id=phi.

One of the few stops of the limited engagement of the “Tutankhamun and the Golden Age of the Pharaohs” exhibit is Philadelphia during the AOM conference. This exhibit is selling out quickly, however, so it is important to purchase tickets prior to your visit. Over one million visitors are expected to visit this location at The Franklin Institute Science Museum located just minutes from the AOM conference locations. Visit www.kingtut.org for more details.

As one of the places our founding fathers and mothers met when our country was formed, the City of Philadelphia includes a fascinating and important historical district that you can visit. Independence Hall, The Liberty Bell and the National Constitution Center are highly recommended places to visit.

Philadelphia is a great city for families. There is much to see and experience in the City of Brotherly Love. Here are some great examples of fun activities for the whole family to enjoy: The Philadelphia Zoo, The Art Museum, The Rodin Museum, The Academy of Natural Sciences, The Franklin Institute Science Museum, The University of Pennsylvania Museum of Archeology, The Mutter Museum, The Water Works Tour. You can log onto the following sites for more details about great family things to do in Philadelphia: The Philly Fun Guide at <http://www.phillyfunguide.com/>, the Philadelphia Convention and Visitors Bureau at www.pcvb.org and also Go Philadelphia at www.gophila.com

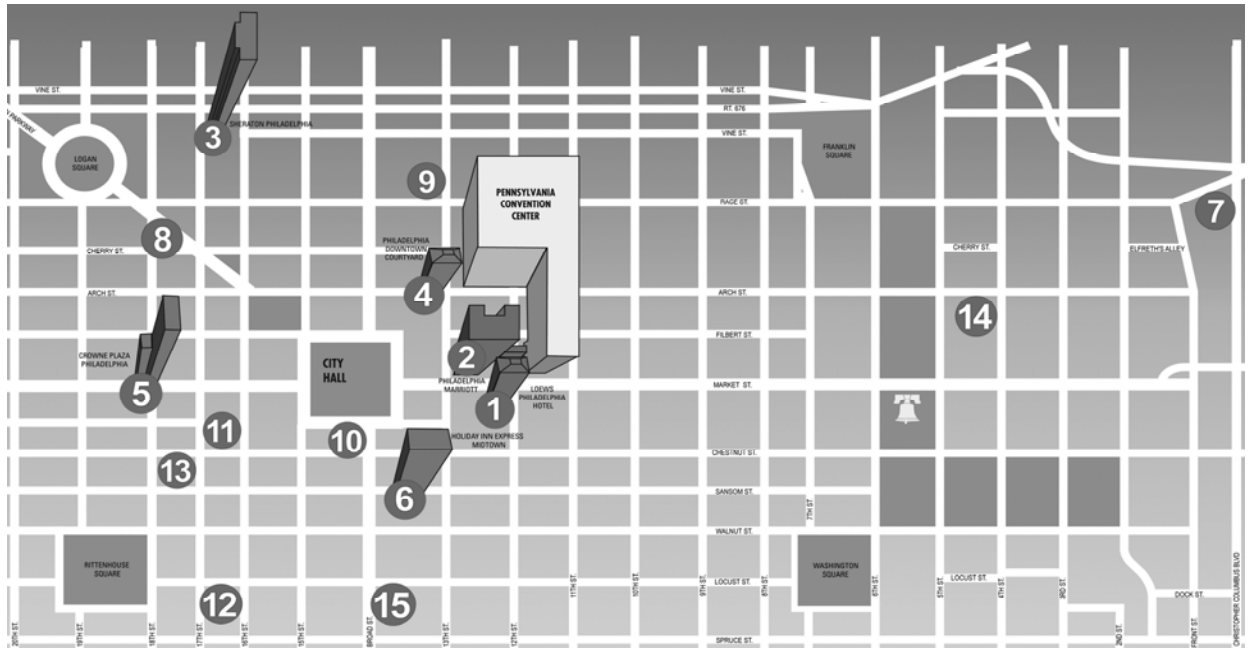
Weather

Weather in Philadelphia in August is typically very warm and humid, with highs often in the upper 80’s and lows in the low 70’s.

Speaking for all members of the Local Arrangements team for Philadelphia, we hope to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Philadelphia.

Denise Potosky (Co-chair), Eric Stein (Co-chair), A. D. Amar, Janon Berry, Glenn Forte, Veronica Godshalk, Andrea Hornett, Peggy Lee, Barrie Litzky, Patrick Maggitti, Dilip Mirchandani, Alison Paster, Gayle Porter, Larry Starr, Joan Weiner.

Philadelphia Hotel Map



| | |
|-----------|--|
| 1 | Loews Philadelphia Hotel 1200 Market Street, Philadelphia, Pennsylvania 19107 USA |
| 2 | Philadelphia Marriott Downtown 1201 Market Street, Philadelphia, Pennsylvania 19107 USA |
| 3 | Sheraton Philadelphia City Center Hotel 17th & Race Street, Philadelphia, Pennsylvania 19103 USA |
| 4 | Courtyard by Marriott Downtown 21 N. Juniper Street, Philadelphia, Pennsylvania 19107 USA |
| 5 | Crowne Plaza Philadelphia Center City 1800 Market Street, Philadelphia, Pennsylvania 19103 USA |
| 6 | Holiday Inn Express Midtown 1305 Walnut Street, Philadelphia, Pennsylvania 19107 USA |
| 7 | Comfort Inn Downtown Historic Area 100 N. Columbus Blvd., Philadelphia, Pennsylvania 19106 USA |
| 8 | Embassy Suites Philadelphia - Center City 1776 Benjamin Franklin Parkway, Philadelphia, PA 19103 USA |
| 9 | Hampton Inn Philadelphia City Center 1301 Race Street, Philadelphia, PA 19107 USA |
| 10 | Ritz Carlton Philadelphia 10 Avenue of the Arts, Philadelphia, PA 19102 USA |
| 11 | Westin Philadelphia 99 South 17th Street, Philadelphia, PA 19103 USA |
| 12 | Radisson Plaza-Warwick Hotel Philadelphia 1701 Locust Street, Philadelphia, PA 19103 USA |
| 13 | Sofitel Philadelphia 120 South 17th Street, Philadelphia, PA 19103 USA |
| 14 | Holiday Inn Philadelphia Historic District 400 Arch Street, Philadelphia, PA 19106 USA |
| 15 | Doubletree Hotel Philadelphia Broad Street at Locust, Philadelphia, PA 19107 USA |

Greetings from the Governor of Pennsylvania



COMMONWEALTH OF PENNSYLVANIA
OFFICE OF THE GOVERNOR
HARRISBURG

THE GOVERNOR

GREETINGS:

It gives me great pleasure to welcome everyone gathered together for the Academy of Management's annual meeting, focusing on the theme "Doing Well by Doing Good."

I am greatly encouraged by the innovation and pioneering spirit of our nation and commonwealth's most promising management executives and academics. It is this growing network that will be paramount to our future vitality, create new and expansive opportunity for our citizens, and help to establish Pennsylvania as a world-class management leader.

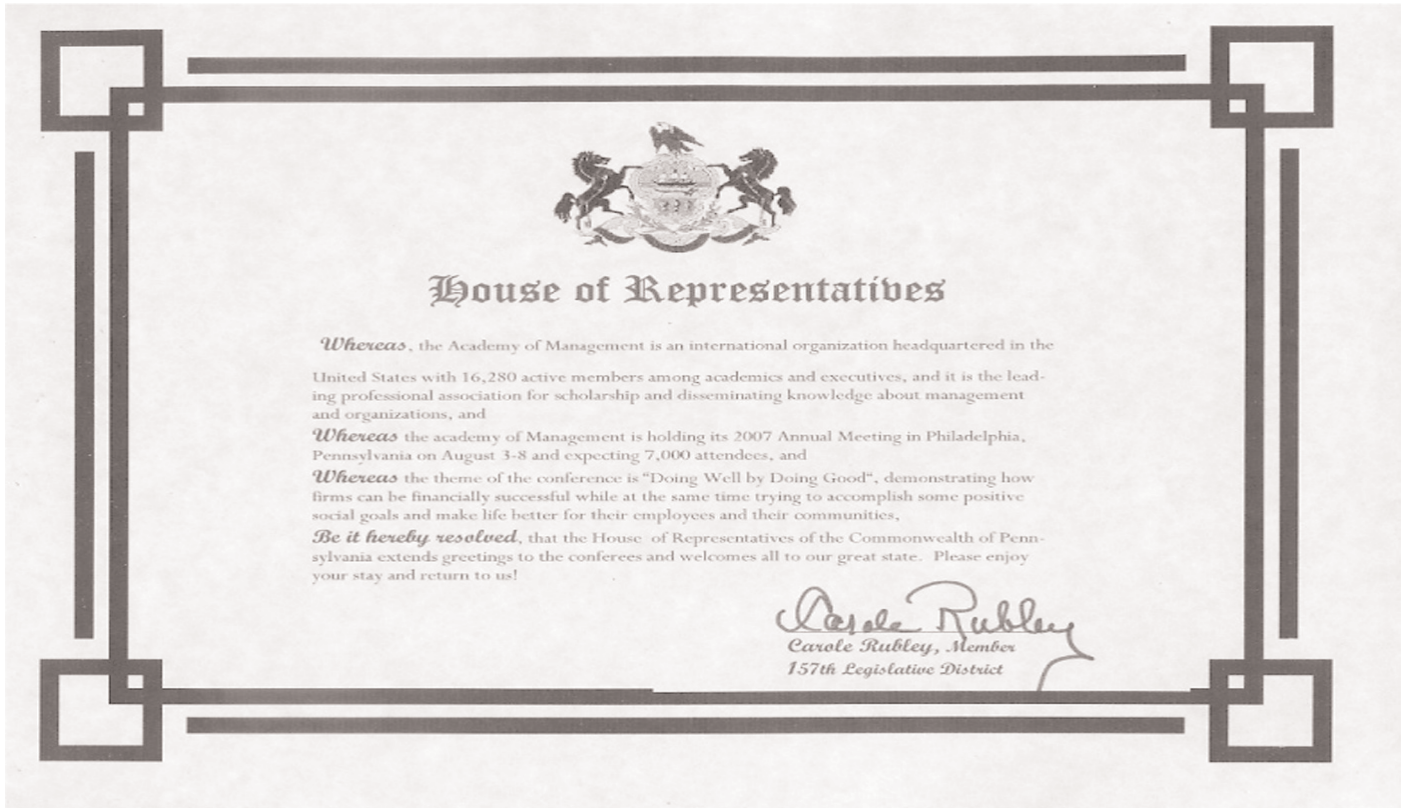
During your visit to Philadelphia, I hope you will take the time to enjoy everything this exciting city has to offer—from its numerous cultural and scenic treasures to its fine dining and gracious hospitality. A short distance from your event you will find icons of our proud American heritage—the Liberty Bell, Independence Hall, and the National Constitution Center, to name a few. There is something for everyone in this great city, and we welcome you to make many new memories here at the crossroads of big city excitement and hometown hospitality.

As Governor and on behalf of all Pennsylvanians, I thank the Academy of Management for organizing this conference, and I extend my best wishes to all of you for a productive time together and great success in all your future endeavors.



Edward G. Rendell

EDWARD G. RENDELL
Governor
August 3-8, 2007



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The Society for Human Resource Management

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 210,000 individual members, the Society's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. As an influential voice, the Society's mission is also to advance the human resource profession to ensure that HR is recognized as an essential partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 550 affiliated chapters and members in more than 100 countries. Visit SHRM Online at www.shrm.org.

Drexel University LeBow College of Business

A Premier University . . . Founded in 1891 by Anthony J. Drexel in Philadelphia, Pa., Drexel University is widely recognized for its focus on technology and experiential learning. Ranked by *U.S. News & World Report* as one of the best national doctoral universities, it is the first major university to operate a fully wireless campus, Drexel is a leader in integrating emerging technologies into all aspects of its academic enterprise, which includes the nation's largest private medical college and new College of Law. Drexel is one of Greater Philadelphia's premier research institutions. Renowned for its academic excellence, Drexel is one of fewer than 30 private universities classified by The Carnegie Foundation as Research Universities (high research activity). For more information, visit www.drexel.edu.

Drexel University's LeBow College of Business . . . Recognized by *Entrepreneur*, *Financial Times*, *Forbes*, *The Princeton Review* and *U.S. News & World Report* for superior programs, Drexel University's LeBow College of Business empowers, enriches and inspires future business leaders through an innovative, strategic approach to business education defined by leadership and ethics, industry perspectives and technological orientation. Founded in 1922, LeBow College has more than 3,300 students, 100 faculty and 30,000 alumni and is accredited by AACSB International-The Association to Advance Collegiate

Schools of Business. It offers undergraduate, graduate, doctoral and executive education programs. For additional information, visit www.lebow.drexel.edu.

Villanova University School of Business

The Villanova School of Business (VSB) is ranked the #12 undergraduate business school in the nation by *BusinessWeek*, and offers an internationally-recognized executive MBA program known for its innovative focus on systems thinking. In large part due to its progressive Applied Finance Lab, Villanova is ranked the #1 "Most Wired" campus in the United States by *PC Magazine* and *The Princeton Review*.

VSB is located just west of Philadelphia, on the historic Main Line. With a recent \$26 million renovation and the addition of a light-filled, 65,000 square-foot atrium, VSB serves over 2,500 students in its undergraduate and graduate business programs.

The school is led by Dean James Danko, a former entrepreneur who has served in leadership roles at some of the world's top business schools. VSB is known for creativity and innovation, excellence in technology, hands-on and service learning opportunities, a strong liberal arts foundation, a firm grounding in ethics, and an applied education that prepares students to become outstanding leaders and global citizens.

VSB is home to research centers including the Center for Responsible Leadership and Governance, the Center for Marketing and Public Policy Research, the Entrepreneurship Research Center, the Center for the Study of Church Management, and the Institute for Research in Advanced Financial Technology.

VSB is known for business relevance and the exceptional quality of its graduates as corporate citizens. Starting salaries for VSB students exceed the national average in every major. VSB graduates are prepared for global business—both through curricula and hands-on experience. The study abroad participation rate among VSB students is 35 percent, compared to the national average of 2 percent.

When it comes to doing well by doing good, VSB has been leading the way since its establishment in 1922 by the Roman Catholic Order of St. Augustine. St. Augustine is credited with creating the concept of servant leadership—and the Augustinian values of truth, community, caring,

and leading through service are infused throughout VSB curricula. VSB students are highly skilled in business and technology, and they prove that good works can make a profit; VSB's student-managed Arnone-Lerer Socially Responsible Investment fund has outperformed the S&P 500.

Temple University Fox School of Business

Established in 1918, The Fox School of Business has a long tradition of preparing leaders, professionals and entrepreneurs for successful business careers. Today, it is the largest, most comprehensive business school in the Philadelphia metropolitan area and among the largest in the world with almost 6,000 students, 150 full-time faculty and 50,000 alumni.

Accredited by AACSB International (The Association to Advance Collegiate Schools of Business), The Fox School offers BBA, MBA, Executive MBA, International MBA, MBA/MS, MS, MA, and Ph.D. programs on campuses throughout the Philadelphia region and around the world.

Fox is thoroughly committed to providing a student-centered education and professional development relevant to today's digital, global economy. Fox is also committed to the integration of technology into the curriculum and classroom, and in the encouragement of entrepreneurship and innovation.

The Fox School's programs continue to be ranked nationally and internationally by leading business publications and organizations. For the third consecutive year, the *Financial Times* ranked The Fox School's MBA among the Top 10 programs in the U.S. for "Value for Money." Also, this year the *U.S. News and World Report* ranked Fox School's undergraduate Risk Management and Insurance program in the Top 5, its International Business undergraduate program in the Top 10, its graduate IB program in the Top 15, and its graduate Healthcare Management program in the Top 30. *Entrepreneur* magazine and *Princeton Review* jointly ranked The Fox School's undergraduate Entrepreneurship program in the Top 5 and its graduate Entrepreneurship program in the Top 10.

Fox is committed to creating and disseminating knowledge in the business disciplines, particularly in subject areas like Accounting, Entrepreneurship, Finance, Human Resource Management, International Business,

Management Information Systems, Marketing and Risk Management/Insurance, among others. This research is accomplished by Fox's internationally renowned faculty, such as Rajiv Banker (Accounting), David Cummins (Risk Management), Masaaki Kotabe (International Business), Fred Murphy (Operations Management), Damaraju Raghavarao (Statistics), David Reeb (Finance), and Sanat Sarkar (Statistics), among others. For the School's quality research, *Academic Analytics* ranked The Fox School #4 in 2007 for Research Productivity of Finance Faculty.

Additionally, Fox is home to eight prestigious national academic and professional journals, including: *Journal of Economics and Business*, *Journal of International Management*, *Journal of Product Innovation Management*, *Journal of Risk Finance, Risk Management and Insurance Review*, *Benefits Quarterly*, *The Financier* and *The Securitization Conduit*.

Supporting and enriching its academic programs are research and outreach institutes and centers, such as the Center for International Business Education and Research (CIBER), Institute of Global Management Studies, Institute for Business and Information Technology, Innovation and Entrepreneurship Institute, Advanta Center for Research in Financial Institutions, Center for Healthcare and Research Management, Center for Competitive Government, and Small Business Development Center.

Furthermore, Fox is committed to linking to the dominant and growth industries in our region: financial services, healthcare, pharmaceuticals/biotechnology, information technology, and tourism and hospitality. This commitment is evidenced through its strategic alliances with regional and international business communities and by the School's global presence and international educational partners.

For more information, visit www.fox.temple.edu.

University of St Andrews School of Management

A UNIVERSITY ESTABLISHED FOR 600 YEARS

Founded in 1410, the University of St Andrews is one of the most ancient in Europe, the third oldest in the English-Speaking world and the first in Scotland. For six centuries, it has been an internationally recognized centre

of learning with top-ranking research across all faculties. It is rarely absent from the top ten listings of UK universities.

AN INTERNATIONAL UNIVERSITY

Teaching is anchored and entwined within the deep scholarship common in Europe's original universities. At St Andrews, staff and students hasten after the University's Homeric motto, 'Aien Aristeucin'-'Ever to be the Best'. Scholars from over 105 nations receive an education that is flexible, student-centred and innovative. They are taught by academics with international research reputations and so enjoy a unique educational experience in the beauty of a mediaeval and coastal townscape.

MANAGEMENT EDUCATION AT ST ANDREWS

Management teaching has been established within the University for 25 years. It is built on the solid foundations of a strong suite of flexible undergraduate programs mixing management with mathematics, modern languages, arts and humanities courses. At the postgraduate level, the School of Management provides a set of Masters programmes in International Business, Marketing, Finance, Creativity Management, Information Technology, HRM and Research. In addition, there is an active PhD program that has the highest kite mark approval from the UK Government's Economic and Social Research Council. At all levels, teaching is research driven with a close theory and practice linkage.

In recent years, the University has invested heavily in the School of Management, including a broadening of the international faculty and the construction of a prestigious building overlooking the ocean and the toughest hole in world golf-the seventeenth 'Road Hole' of the championship Old Course at the home of golf. Such investment has resulted in a rapid rise in the ranking of the School of Management to one of the top ten business schools in the UK, according to national surveys.

AN INVITATION

Academics interested in joining the growing number of global scholars who spend their sabbatical period at St Andrews, with its unique golfing facilities, are welcome to contact us – Professor Peter McKiernan, Dean, School of Management, peter@st-andrews.ac.uk.

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Tulane University

A.B. Freeman School of Business

Tulane University is one of the country's leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 7,000 undergraduate and over 4,300 graduate students. Most of these students are enrolled in classes on Tulane's Uptown Campus, which includes 110 acres and 80 buildings, while the Tulane University Health Sciences Center (including the School of Medicine and the School of Public Health and Tropical Medicine) is located in downtown New Orleans.

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ESMT European School of Management and Technology

ESMT European School of Management and Technology was founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founders' goal was to endow Germany with a truly international business school – a school with global reach and a European soul, located in the very heart of Europe, Berlin.

Inaugurated in February 2006 with the German Chancellor Angela Merkel, ESMT is conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. ESMT offers executive education (since 2003) and an international fulltime-MBA (since January 2006) in

English. It will start an Executive MBA in Fall 2007. In addition to the Berlin campus, the School operates a technology campus in Munich and a castle campus in Cologne.

ESMT's research and teaching focuses on practice, relevancy, and applicability. High-impact learning allows participants to translate what they have learned into action as soon as they get back to their companies. ESMT imparts participants with state-of-the-art analytical methods in management and teaches them to solve real-life management issues. The aim is to enable participants to take responsibility and accomplish change. ESMT's international faculty, made up of both practice-oriented academics and theory-oriented experts, support this style of teaching.

ESMT is fully accredited by the German authorities as a private institution of higher education. While already fulfilling international standards, international accreditation and international ranking will follow as soon as possible. For more information, visit our website at www.esmt.org.

University of Southern Mississippi College of Business

Transforming and empowering students for successful business careers in Mississippi and beyond is the mission of the College of Business at The University of Southern Mississippi. A combination of quality academics, superb teaching and relevant experiences provide students with a solid foundation for career success.

The College of Business is among a select group of business programs in the nation fully accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The undergraduate and graduate programs in the School of Accountancy and Information Systems also maintain separate AACSB accreditation.

More than 75 faculty members teach courses to approximately 2,000 graduate and undergraduate students in 15 different majors in Hattiesburg and on the Mississippi Gulf Coast. There are four schools and departments within the College of Business: the School of Accountancy and Information Systems, the Department of Economics, Finance and International Business, the Department of Management and Marketing, and the Department of Tourism Management. Find more information online at www.usm.edu/business.

The University of Southern Mississippi, founded in 1910, is a comprehensive doctoral and research-extensive university fulfilling its mission of being a leading university in engaging and empowering individuals to transform lives and communities. In a tradition of leadership for student development, Southern Miss is educating a 21st century work force providing intellectual capital, cultural enrichment and innovation to Mississippi and the world. Southern Miss is located in Hattiesburg, with an additional campus and teaching and research sites on the Mississippi Gulf Coast; further information is found at www.usm.edu.

Penn State Great Valley School of Graduate and Professional Studies

A Penn State Master's Degree is closer than you think. Penn State Great Valley's School of Graduate Professional Studies is part of Penn State University's nationally recognized Graduate School, and is the largest campus in the region devoted exclusively to graduate and professional studies. We offer master's degree programs, continuing education courses, and certificate programs year-round in evening and weekend sessions that start every seven weeks. Our full-service campus includes a career center, computer center, financial aid office, library, and major conference center, all open during class hours.

Penn State Great Valley offers an MBA with specializations in Biotechnology and Health Industry Management, Business Administration, and New Ventures and Entrepreneurial Studies. Other master's degree programs include Leadership Development, Finance, Information Science, Training Design and Development, Systems Engineering, Software Engineering, and various areas of Education. Graduate certificates in business leadership and entrepreneurship, as well as post-master's certificates in a variety of subject areas including human resource management and marketing are also available.

Our master's degree programs in business administration and leadership are fully accredited by The Association to Advance Collegiate Schools of Business (AACSB International). Only fifteen percent of business schools worldwide have achieved this level of excellence.

Convenient to home and work, Penn State Great Valley is easily accessible from Routes 202, I-476, I-76, and 30. Parking is free, safe, and plentiful in our unique corporate park environment. For more information, please call 610-648-3200, or visit www.gv.psu.edu.

Alliant International University Marshall Goldsmith School of Management

Named for one of the most successful executive coaches and leadership educators in the world today, the Marshall Goldsmith School of Management takes the human side of organizations seriously. Our programs focus on applying the deepest insights about human behavior to the world of work. Our curriculum blends the strengths of psychology and organizational theory with business administration and analytic skills to give students a unique powerful set of tools to succeed in business, work in not-for-profit organizations, or become consultants or entrepreneurs. The School offers exciting and challenging degree programs in two major areas: Business & Management and Organizational Psychology.

Alliant International University was formed in 2001 through the combination of United States International University (founded in 1952) and California School of Professional Psychology (founded in 1969). Alliant has campuses in San Diego, San Francisco, Irvine, Los Angeles, Sacramento, and Fresno, CA. It also has campuses in Mexico City, Hong Kong, and Japan.

Marshall Goldsmith School of Management offers the following programs:

Masters: Business Administration; International Business Administration; Industrial-Organizational; Psychology; Organizational Behavior; Organizational Development; and Organizational Psychology

Doctoral: Business Administration; Industrial-Organizational Psychology; Organization Development; Organizational Psychology; Consulting Psychology; and Post-Doctoral re-specialization in Organizational Psychology

Joint Programs: Dual MBA/Industrial Organizational Psychology; Joint MBA/PhD Consulting Psychology; Joint MBA/PhD Industrial-Organizational Psychology; Joint Master of Organizational Behavior/PhD or PsyD Clinical Psychology; Dual PhD Clinical/Industrial-Organizational Psychology; and Joint Master of Organizational Behavior/Forensics PhD or PsyD

For more information, go to www.alliant.edu.

Silver Sponsor Carnegie Mellon University Tepper School of Business

Established in 1949, the Tepper School of Business at Carnegie Mellon is internationally recognized for its pioneering contributions in introducing management science and quantitative business principles to the global business school and corporate management arenas. Emphasizing an interdisciplinary approach to business management, the Tepper School leverages the innovative resources throughout the Carnegie Mellon campus to ensure a pervasive sense of collaboration, knowledge discovery and path breaking research. The school has six Nobel laureates as part of its faculty heritage, which is a proud legacy matched by only one other business school worldwide. The school's mission – leadership at the intersection of business and technology – underscores the institution's academic philosophy, which emphasizes management and scientific principles that advance global business practice. Through coursework, dynamic academic exercises, cross-campus research, collaborative corporate projects, and a range of learning initiatives, Tepper School students study at one of the most technologically elite universities in the world. The business school offers undergraduate and graduate degree programs in business, economics and computational finance. The doctoral program includes eight fields of study: accounting, economics, financial economics, information systems, manufacturing and operating systems, marketing, operations research and organizational behavior and theory.

Bronze Sponsors

Rowan University Rohrer College of Business

Accredited by AACSB International, the Rohrer College of Business makes excellence in teaching its highest priority and experienced-based learning its distinguishing instructional tool. Through a combination of engaging classroom instruction, project-based learning, and real-world experience, students not only develop critical thinking, communication, teamwork and problem-solving skills critical to career success, but also jump start their careers with a successful track record of developing team-based solutions to real problems. By emphasizing

project-based learning, the Rohrer College of Business, using teams of students directed by faculty, assists regional businesses, non-profit organizations and local government agencies on a wide variety of projects that enhance learning and contribute to economic development.

In partnership with the Center for Innovation and Entrepreneurship, the Rohrer College of Business promotes entrepreneurship throughout the University and in the regional community. Through its innovative entrepreneurship curriculum, the Rohrer College of Business has developed interdisciplinary programs with the other Colleges that assist faculty members and students to evaluate and initiate new business ventures. Through cooperative programs with the Entrepreneurs Forum of Southern New Jersey and the Nonprofit Development Center, the Rohrer College of Business promotes regional entrepreneurial activities and develops a stream of projects to be tackled within the curriculum.

In the Fall of 2007, the Rohrer College of Business will open its business incubator in the Sam Jones Innovation Center in the Rowan University Tech Park and will work cooperatively with College of Engineering faculty to launch high tech ventures that will augment the economic development of Southern New Jersey.

SAGE Publications

SAGE Publications is a leading international publisher of journals, books, and electronic media for academic, educational, and professional markets. Since 1965, SAGE has helped inform and educate a global community of scholars, practitioners, researchers, and students spanning a wide range of subject areas including business, humanities, social sciences, and STM (science, technology and medicine). A privately owned corporation, SAGE has principal offices in Los Angeles, London, New Delhi, and Singapore. SAGE publishes leading journals in business and management, such as *Journal of Management*, *Human Relations*, *Organization Studies*, and *Organization*. SAGE publishes bestselling books by leading authors and editors at prices students can afford such as *Leadership: Theory and Practice* by Peter Northouse and *Images of Organization* by Gareth Morgan. Please stop by our booth or visit us at www.sagepub.com.

Pewter Sponsors

Rutgers – Camden School of Business

LEARN. LEAD. SUCCEED. The Rutgers School of Business at Camden is an integral part of one of the nation's oldest, largest, and most distinguished universities. From corporate boardrooms and cutting-edge start-ups to government agencies and nonprofit organizations, the School of Business is a recognized leader in business education. The school's strategic location near Philadelphia - the nation's fifth largest metropolitan market - and its close proximity to New York City and Washington, D.C., afford students the opportunity to learn in the heart of our nation's business community. Rutgers-Camden's AACSB accreditation places the School of Business among the very best in the world. The Rutgers tradition of excellence extends back to 1766, and is respected around the world thanks to professors acclaimed internationally for both their excellence in research and teaching. The School of Business offers undergraduate programs in human resource management, accounting, finance, management, marketing, with concentrations in entrepreneurship, e-commerce and marketing research) and a graduate Master of Business Administration (MBA) program.

Innovative Learning Solutions, Inc.

Innovative Learning Solutions offers a family of *Marketplace* simulations by Ernie Cadotte! This includes: Introduction to Marketing; Strategic Marketing; Advanced Strategic Marketing; Supply Chain and Channel Management; Business Fundamentals; Introduction to Business and Strategy; Venture Strategy; Strategic e-Commerce; Strategy and Business Policy; Business Management; Integrated Business Management; Strategic Corporate Management; International Corporate Management; International Corporate Management with Outsourcing; and Advanced Strategic Corporate Management

ILS offers the Global Business Game by Joe Wolfe.

ILS offers a well thought-out pedagogy: Students are guided through the decision-making process. Detailed help files are available at the touch of a button.

Everything is taken care of so instructors can focus on learning. Web-based for easy access; game management outsourced to the ILS Processing Center; 24x7 technical support; online access to all team and student information; drill-down feature to identify team strengths and weaknesses; Balanced Scorecard for grading

It's easy to know what is going on, to advise students, and to grade performance.

Tools to Help Instructor: Flash demos for training students; Instructor Guidelines for creating and managing a course; online coaching tips; and PowerPoint presentations for training.

Kaplan University Graduate School of Management

Kaplan University's Graduate School of Management, in partnership with *Newsweek*, offers a revolutionary approach to business education that combines a top-notch academic program with distinguished speakers and case studies centered on today's events. As a leader committed to innovation, we draw on the resources of a world-class news organization to provide an exceptional student experience. We value academic leaders who bring professional work experience in their field, as well as distinguished academic achievements.

Kaplan University's more than 9,000 undergraduate and graduate management students acquire skills to prepare them to succeed in our global economy. The MBA program has grown rapidly to become one of the largest programs in North America. Kaplan University is accredited by the Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools and is part of Kaplan, Inc., a subsidiary of The Washington Post Company. Our programs are delivered online using innovative course design that gives students access to the best professors and practicing business professionals without geographic limitations.

We have opportunities for academic leaders to join our team. Both within their disciplines and as part of a much larger University, our faculty belong to a community of scholars. We are seeking leaders committed to making a difference in students' lives and that enjoy a flexible teaching schedule in an online environment. If you are interested in joining a dynamic, growing institution with

excellent part-time and full-time career opportunities please submit a cover letter and CV to the Assistant Dean of Faculty at: ADFacultyGradManage@kaplan.edu.

Saint Joseph's University Erivan K. Haub School of Business

The Haub School of Business at Saint Joseph's University has one of the largest undergraduate student enrollments of the 28 Jesuit business schools in the United States with 2,100 undergraduate students and 900 graduate students currently enrolled. The Haub School offers undergraduate degrees in Accounting, Finance, Decision and System Sciences, Food Marketing, Marketing, Management, and Pharmaceutical Marketing. Its graduate offerings include a Professional MBA, Executive MBA, Executive MBA in Pharmaceutical Marketing, Executive MS in Food Marketing, MS in International Marketing, MS in Human Resource Management, MS in Financial Services and the only On-Line Pharmaceutical MBA offered in the United States. The Haub School houses the Academy of Food Marketing which supports the largest undergraduate Food Marketing program in the world, the Center for Food Marketing which promotes research and provides executive education for the food industry and its most recent addition is the Academy of Risk Management and Insurance which supports undergraduate programs in insurance and finance. Most important, the Haub School is delivering significant quality in education to all students.

The Haub School of Business is accredited by the AACSB, the Association to Advance Collegiate Schools of Business, a distinction held by less than 25 percent of business schools worldwide. Since being awarded a chapter of Beta Gamma Sigma – the international honor society for business education - in 2001, the Haub School has received the Bronze Chapter Award in 2005 and the Silver Chapter Award in 2006.

Situated on the western boundary of Philadelphia, Saint Joseph's sixty-acre campus combines urban accessibility with the charm of the suburban Main Line. For more information on Saint Joseph's Haub School of Business, go to <http://www.sju.edu/hsb>.

Benedictine University

Benedictine University in Lisle, Illinois is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our

excellence in science. *U.S. News & World Report* named Benedictine among the top schools in the Midwest and ranked Benedictine sixth in the Midwest for Campus Diversity for 2006.

The Benedictine Ph.D. in organization development (OD) prepares management professionals with state-of-the-art education in the field. Built on a more than 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of OD, management or a closely allied field such as human resource management. It is intended as a program that makes a difference in both the scholarly and the practitioner world. In the first few years of the program, Benedictine Ph.D. students and faculty published and presented more than 300 articles, papers, presentations and seminars in OD academic and professional journals and at associations, including conferences in Australia, India, Denmark, Mexico, Norway, Ireland, France, Thailand and Italy.

The MS in Management and Organizational Behavior at Benedictine is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Full-time and adjunct faculty combine strong academic backgrounds with extensive practitioner experience to build a program that incorporates the values of human dignity and corporate social responsibility. We foster collaborative faculty/student relationships aimed at achieving a common goal: learning to create and sustain excellence in management.

Capella University School of Business and Technology

Capella University, an accredited* online university, is dedicated to helping adults maximize their personal and professional potential through doctoral, master's, and bachelor's degrees. Many Capella learners immediately apply their course work in their professional work., as well as laying the foundation for advancement. Learners participate in powerful, faculty-guided learning communities that support the sharing of experience and knowledge across industries, professions and locations.

Capella University's School of Business and Technology delivers competency-based learning designed to align with industry standards and professional best practices. Our

masters degree programs in Organization and Management and in Information Technology focus on deep subject matter knowledge, and real world experience. Our MBA program, tailored for working professionals, focuses on practical content, relevant skills, and job-related behaviors that are critical for success in today's competitive environment. The PhD programs in Information Technology and Organization and Management, including the specialization in Human Resources Management, are designed to prepare scholar-practitioners for professional teaching or organizational leadership in the fast-paced, competitive global enterprise system.

Capella University recognizes that our academic reputation rests on the quality of our instruction. We strive to recruit faculty with solid academic credentials and practical, real-world business backgrounds in order to provide a rich and engaging academic experience for our learners.

Additional information: www.capella.edu.

*Capella University is accredited by The Higher Learning Commission and a member of the North Central Association of Colleges and Schools (NCA), 30 N. La Salle Street, Suite 2400, Chicago, IL 60602-2504; 312-263-0456; www.ncahigherlearningcommission.org.

Franklin University Business & Management Programs

Franklin University Redefines Relevance. Why do so many professionals choose to redefine themselves and their career options through Franklin?

Because, as central Ohio's leading educator of working adults, Franklin University gives students more options, more personal attention and more knowledge that applies immediately to the workplace. Since 1902, Franklin has been a pioneer in meeting the needs of students who have the ambition to continue their education in combination with other responsibilities.

The demand for adaptive and knowledgeable professionals who can apply critical-thinking, decision-making and problem-solving skills is great and crosses all industries. To meet this need, Franklin teaches these skills with emphasis on relevant, current situations through the effective blending of theory and practice.

Franklin keeps its curriculum useful by not only keeping pace with and anticipating industry changes. This means Franklin's students are equipped with fresh and essential learning – so they become as relevant as their knowledge.

Convenience: Undergraduate and graduate programs; flexible schedules, new classes starting every 3 to 6 weeks; degrees can be completed on campus, online or both; and no-hassle credit transfers.

Relevance: More than 50% of Franklin students report receiving promotions at work while pursuing their degree; prior college learning and work experience can be applied to degree requirements; and instructors bring real-world experience to course curriculum.

Excellence: Annually, more than 10,000 working adults choose Franklin; award-winning, one-to-one guidance from Student Service Associates; and personal attention – the average class size is 18 students.

City University of New York Baruch College Zicklin School of Business

The Zicklin School of Business is the largest and most diverse school of business in the United States. As the leading public AACSB accredited business school in New York City, the Zicklin School is uniquely positioned to capitalize on its prime metropolitan location and state-of-the-art facilities to create an exceptional educational experience. With a distinguished faculty and the most academically qualified student body among member institutions of the City University of New York, the Zicklin School of Business has earned an international reputation for excellence.

Cranfield University Cranfield School of Management

Cranfield School of Management is a world-class university business school, renowned for its strong links with industry and business. It is committed to providing practical management solutions through a range of activities including postgraduate degree programmes, management development, research and consultancy.

The School's reputation is founded on its ability to create, integrate and disseminate new management thinking - transferring 'knowledge into action'.

Its approach is guided by the following principles: Improving the management performance of individuals and organisations; and Making an effective contribution to the practice of management through innovative research and inspirational teaching

All of this is backed up by its worldwide reputation and accreditation by all three major bodies, AACSB International (the International Association to Advance Collegiate Schools of Business), EQUIS (European Quality Improvement System) and AMBA (the Association of MBAs).

The School's MBA, EMBA, Executive Education and Doctoral programmes are all ranked in the major league tables, and each year more than 6,000 managers study at Cranfield on Executive Education and General Management programmes.

The School boasts an alumni body of more than 10,000 members in 115 countries – an active network of professional managers from all sectors of business and the professions, the public and not-for-profit sectors.

Cranfield School of Management is an integral part of Cranfield University, world-renowned for the quality of its exclusively postgraduate teaching and research in advanced technology, applied science and management.

The School's website is at www.cranfield.ac.uk/som.

University of South Florida St. Petersburg College of Business

The University of South Florida St. Petersburg (USFSP) College of Business educates, develops and promotes effective and socially responsible managers, professionals and other leaders through multidisciplinary learning, research and service. The College of Business is accredited by AACSB International - The Association to Advance Collegiate Schools of Business. The Program of Accountancy is separately accredited through AACSB.

The College provides a diverse range of courses incorporating social responsibility, e-commerce, financial investments, taxation, cross-cultural management, forensic accounting, business strategy, and much more. To prepare students for leadership roles in their careers, the College of Business offers an interdisciplinary approach that develops communication, technology, decision-making and teamwork skills. Students' career goals are supported through the Student Business Organization and workshops to enhance professional development.

Since 2003, the Social Responsibility and Corporate Reporting (SRCR) Program of Distinction at the College of Business has provided multidisciplinary study and outreach in areas of interest to the business and academic communities. Built on a foundation of emphasizing ethical behavior, transparency, corporate social responsibility and effective corporate governance, the SRCR Program encourages scholarly research and study by faculty, students and the community across all business disciplines. Our MBA Program was selected by Beyond Grey Pinstripes as the Top Small Business School in the Nation in 2005 for preparing students for social and environmental stewardship.

Additionally, the USFSP College of Business is located on the picturesque shores of Tampa Bay, and within walking distance of downtown St. Petersburg. For more information, please visit our website at: www.stpt.usf.edu/cob.

AOM 2008 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) 2008 Annual Meeting, August 8-13, in Anaheim, California. AOM 2008 has five levels of university/organization sponsorship:

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For complete information, please contact Dr. GERALYN McClure Franklin, AOM Director of Sponsorships, at gfranklin@spadmin.usf.edu

The Academy of Management Wishes to Recognize the AOM 2007 Leadership University Sponsors

University of Maryland

Robert H. Smith School of Business
(Supporting AOM President Ken G. Smith)

The Robert H. Smith School of Business at the University of Maryland is an internationally recognized leader in management education and research for the digital economy. A comprehensive business school with campuses on four continents, the Smith School offers undergraduate, full-time and part-time MBA, Executive MBA, Executive MS, PhD, and non-degree executive education programs.

Like businesses, business schools in the new millennium must transform their knowledge and research base, their curricula and modes of delivery. The Smith School is in the midst of this transformation, with a vision of becoming a model for business education and knowledge advancement for the 21st century. The school's leading-edge curriculum uniquely integrates the foundational business disciplines with cross-functional e-business concentrations such as e-commerce, supply chain management, telecommunications, financial engineering, global business, and entrepreneurship. Smith students learn how to apply information technology to create innovation and drive business growth, while the school's world-renowned faculty create new management knowledge and identify leading business practices for today's networked world.

In addition to its main campus in College Park, Md., the Smith School has learning locations in nearby Washington, D.C., as well as in Baltimore and Rockville, Md. Its international campuses include Zurich, Switzerland, where the school delivers an EMBA program; Tunis, Tunisia, where an Executive MS program is offered; and Beijing and Shanghai, China, where the school delivers its EMBA and custom executive programs.

More information about the Robert H. Smith School of Business can be found at www.rhsmith.umd.edu.

Tulane University

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(Supporting AOM Vice President and Program Chair Angelo DeNisi)

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University of Michigan

Stephen M. Ross School of Business
(Supporting AOM Vice President-Elect & Program Chair-Elect James P. Walsh)

The Stephen M. Ross School of Business at the University of Michigan pairs its unique action-based learning opportunities with world-class faculty, resulting in top-ranked educational programs that develop the leadership capacity of our students. The school's programs include Full-time MBA, Evening MBA, Executive MBA, Global MBA, MAcc (Master of Accounting), Executive Education, BBA, and PhD.

Leadership in business requires the ability to process information quickly, articulate a compelling vision, make effective decisions, and mobilize an organization to act in the face of challenges presented by an ever-changing global business landscape. But that's just the start. Business leaders constantly navigate different worldviews, cultures, and interests in the global economy and, crucially, within organizations. They operate amidst a complex network of relationships and responsibilities for which quantitative skills are necessary but not always sufficient preparation.

At the Ross School of Business, we create a series of experiences designed to draw students into scenarios that will develop and test their leadership capabilities in real time. Our distinctive action-based learning programs immerse students in the context in which they will apply the analytical skills they learn in our world-class, broad-based management curriculum.

The Ross School's blend of action-based learning and interdisciplinary, team-orientated education creates a distinctive learning community that is consistently ranked among the world's leading business schools.

**Penn State Great Valley
School of Graduate and Professional Studies
(Supporting AOM Local Arrangements Co-Chairs
Denise Potosky and Eric Stein)**

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**Pace University
Lubin School of Business**

The Academy of Management is located on the Briarcliff Manor, New York, Campus of Pace University. Prior to residing at Pace University, the Academy's head office was located at the volunteer treasurer's university, rotating with each new appointment. In 1994, the Academy's Board of Governors made the decision to hire professional staff for the growing association and conducted a national search for a more permanent home. Pace was selected from the field of potential candidates and the Academy has resided at Pace since 1994. The Academy of Management has benefited from the administrative and infrastructure support given by Pace University and in turn the Academy has contributed to the scholarly objectives of the Lubin School of Business. As in other successful models of this type in which preeminent and independent scholarly associations and universities align, Pace University and the Academy of Management have experienced a mutually beneficial relationship aimed at advancing their shared academic missions. The Academy of Management thanks Pace University and the Lubin School of Business for hosting its office and Website.

2007 Academy of Management Exhibitor Relations Committee

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| | | Project Management Institute..... | 221 | | |
| | | Routledge..... | 414, 416, 418 | | |
| | | Sage Publications..... | 301, 303, 305, 307 | | |

Exhibit Hall Layout & Schedule

AOM 2007 Exhibit Schedule and Breaks:

Sunday, August 5

Hours: 9:00 a.m. – 5:30 p.m.
 Breaks: 10:15 a.m. – 10:45 a.m.
 2:45 p.m. – 3:15 p.m.

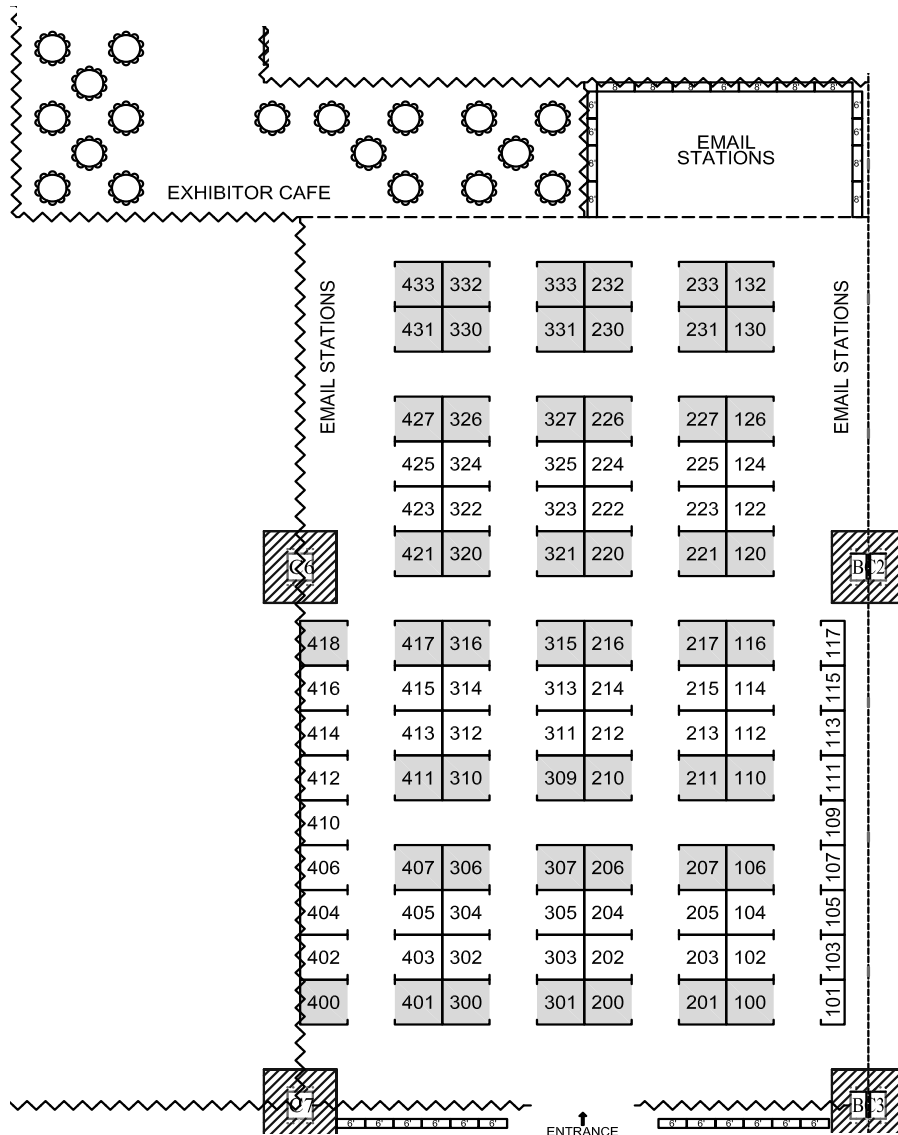
Monday, August 6

Hours: 9:00 a.m. – 5:30 p.m.
 Breaks: 10:15 a.m. – 10:45 a.m.
 2:45 p.m. – 3:15 p.m.

Tuesday, August 7

Hours: 9:00 a.m. – 5:00 p.m.
 Breaks: 10:15 a.m. – 10:45 a.m.
Sponsored by: Sage Publications
 2:45 p.m. – 3:15 p.m.

Exhibit Hall Location: Pennsylvania Convention Center, Hall C



Placement Services

Director: Janice Black, New Mexico State University

Associate Director: James Dulebohn, Michigan State University

Assistant Director: La Verne Higgins, Le Moyne College

Online Placement Services

<http://careers.aomonline.org/placement/>

Onsite Placement Services Registration

Location: Sheraton Philadelphia City Center Hotel, 17th & Race Streets, Franklin Room

Hours: Saturday, August 4, 2007
9:00 am – 4:00 pm
Sunday, August 5, 2007
9:00 am – 4:00 pm
Monday, August 6, 2007
9:00 am – 4:00 pm
Tuesday, August 7, 2007
9:00 am – 4:00 pm

Interview Tables

Location: Sheraton Philadelphia City Center Hotel, 17th & Race Streets (see shuttle schedule below)

Rooms: Mezzanine Level: Salons 1 through 10, Philadelphia Ballroom South, Philadelphia Ballroom North; Floor 1: Seminar A,B,C,D; Floor 2: Parlor A,B,C,D

Hours: Saturday, August 4, 2007
9:00 am – 8:00 pm
Sunday, August 5, 2007
9:00 am – 8:00 pm
Monday, August 6, 2007
9:00 am – 8:00 pm
Tuesday, August 7, 2007
9:00 am – 8:00 pm

Shuttle Schedule (approximately every 30 minutes)

Hours: Saturday, August 4, 2007
7:00 AM (first pick up from the Loews) – 8:15 PM (last pick up from the Sheraton)
Sunday, August 5, 2007
7:00 AM – 8:15 PM
Monday, August 6, 2007
7:00 AM – 8:15 PM
Tuesday, August 7, 2007
7:00 AM – 8:15 PM

Cost (both online and onsite)

\$25.00 Applicant Listing
\$200.00 Position Listing
\$100.00 Interview Table

Placement Services for the 2007 annual meeting will be located in the Sheraton Philadelphia City Center Hotel, 17th & Race Streets. Online placement services are available to all Academy members who register for placement until **August 31, 2007**. Applicants and institutions are encouraged to pre-register for placement services online at <http://careers.aomonline.org/placement/> beginning **June 1**. The Summer Career Fair begins **June 1** and ends **August 31**.

Applicants and institutions unable to pre-register should bring the required information to be entered online at Placement Services during the meeting.

Beginning September 1, there is a new on-line interface. Please attend one of the training sessions at the conference for help or follow the help instructions located at the website.

Applicant Cost: Cost to register as an applicant is \$25 and provides an active applicant listing for the Summer Career Fair ending August 31, 2007.

Position Cost: The registration fee for positions is \$200 for the summer Career Fair ending August 31, 2007. Placement sponsorship packages can be purchased for an additional \$250 which includes an organization's logo on the main Placement Service website. Note: Beginning on **September 1, 2007**, all online position listings and sponsorship packages will be sold on a 90-day duration basis from the date of posting.

Please note that the registration fees for Placement Services are separate from the registration fees for attending the annual meeting.

Interview tables are provided for conducting interviews in the Sheraton Philadelphia City Center. They are located in small-medium size rooms (6–30 tables/room) and will be available from Saturday, August 4 until Tuesday, August 7. The cost to reserve a table for the meeting is \$100. Table layouts and reservations will be available online at <http://careers.aomonline.org/placement/> beginning June 1st. Tables may be reserved onsite if space is available.

Placement Professional Development Workshops:

Ins and Outs of Faculty Recruiting Workshop

Saturday, August 4th: 8:00 - 9:30am
Sheraton Philadelphia City Center, Independence Ballroom

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

Placement for Applicants Workshop

Saturday, August 4th: 5:30 - 7:00pm
Sheraton Philadelphia City Center, Independence Ballroom

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

Introduction to New On-Line Services

Franklin Room
Saturday, August 4th, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm
Sunday, August 5th, 8:30 – 9:00am, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm
Monday, August 6th, 8:30 – 9:00am, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm
Tuesday, August 7th, 8:30 – 9:00am, 12:00 noon – 12:30 pm, and 4:30 – 5:00 pm

Placement Services

Placement Committee 2006-2007

Garry Adams, Auburn University
Carolyn Chavez, New Mexico State University
Bob Dooley, Oklahoma State University
Peter Dorfman, New Mexico State University
Francis Fabian, UNC - Charlotte
Gerard Farias, Fairleigh Dickinson University
Geralyn Franklin, University of South Florida, St. Petersburg
Scott Gallagher, Syracuse University
Jim Guzak, University of Texas, Arlington
Joyce Heames, West Virginia University
Kim Hinrichs, Minnesota State University
Gary Insch, West Virginia University
Mary Jo Jackson, Dalton State University
Lisa Jensen, James Madison University
Delaney Kirk, Drake University
Younhee Lee
Nancy McIntyre, West Virginia University
Wei Liu, University of Maryland
Marianne Miller, Virginia Commonwealth University
Diana Reed, Drake University
Theodore Rosen, George Washington University
Mike Ryan, Bellarmine University
Scott Sherman, Texas A&M, Corpus Christie
Charlotte Sutton, Auburn University
Darren Treadway, University of Mississippi
Lei Wang, University of Texas, Pan American
Judy Weisinger, New Mexico State University
Mike Whitfield, Georgia College and State University

Alumni Members (Eligible Again in 2008-2009)

Christian Kiewitz, University of Dayton
Scott Douglas, University of Montana
T. Nichole Phillips, University of Central Florida

This training session introduces the AOM member to the new on-line interface for placement. The session begins with a presentation and walk through of both the applicant registration and viewing processes and the position registration and viewing processes. New benefits and the new fee structure are also presented.

Placement Activities

We believe the interview areas offered by Placement Services are a very appropriate location for interviews. Additionally, interviews may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites that may be used for interviews.

The Academy of Management is concerned about providing appropriate settings for conducting interviews. Settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

Excerpt from the Academy's Code of Ethical Conduct

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

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

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

The William H. Newman Award

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 Julie Hite

(Brigham Young University) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Chris Collins (Cornell University), Tina Dacin (Queens University), Ha Hoang (INSEAD), Kyle Lewis (UT Austin) and Stewart Thornhill (Univ. of Western Ontario).

Here are the 2007 William H. Newman Award Nominees:

- | | | |
|--|---|--|
| <p>BPS <i>Value Creation and Appropriation in Alliance Portfolios</i> Dovev Lavie, Technion-Israel Institute of Technology</p> | <p>IM <i>Shared Ownership Control in Multiple Waves of Structural Change</i> Chris Changwha Chung, Florida International U.</p> | <p>OMT <i>Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004</i> Jerry W. Kim, Columbia U.</p> |
| <p>CAR <i>The Development of Calling: A Longitudinal Study of Musicians</i> Shoshana Dobrow, Fordham U.</p> | <p>MC <i>The Evolution of Knowledge Management in Practice</i> Taman Powell, Warwick Business School</p> | <p>ONE <i>Business Sustainability Embeddedness as a Strategic Imperative: A Multilevel Process Framework</i> Mike Valente, U. of Victoria</p> |
| <p>CMS <i>DOING GOOD AND WELL: Intrinsic alignment between personal interest, firm goals and societal needs</i> Hector O. Rocha, IAE - Management and Business School of Austral U.</p> | <p>MH <i>The Temporal Nature of the Evolution of Capabilities in the U.S. Brewing Industry 1950-2000</i> Lynn W. Bakstran, Boston U.</p> | <p>PNP <i>Institutional Isomorphism among Indiana Nonprofits: Measuring Homogenization and Formalization</i> Richard Michael Clerkin, North Carolina State U.</p> |
| <p>ENT <i>Do As I Say and Not As I Do: Social Advice Networks, Venture Capitalists, & Escalation of Commitment</i> Carolyn Birmingham, U. of Idaho</p> | <p>MOC <i>Cultivating Taste: Constructing the Importance of Product Aesthetics in Technological Industries</i> Micki Eisenman, Baruch College</p> | <p>RM <i>Moderated Structural Equation Models: A Simulation Study of Parcels and Latent Variable Scores</i> Thomas D. Fletcher, U. of Missouri, St. Louis</p> |
| <p>GDO <i>Beyond Actual Work Hours: Exploring the Relationship between Time Norms and WF Conflict</i> Linda M. Dunn-Jensen, New York U.</p> | <p>OB <i>Understanding the Ethical Cost of Organizational Goal-Setting: A Review and Theory Development</i> Adam Barsky, U. of Melbourne</p> | <p>TIM <i>Variation through Replication: The Extent and Sources of Variance when Replicating Routines</i> Robert Jensen, Brigham Young U.</p> |
| <p>HCM <i>Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most?</i> Ingrid M. Nembhard, Yale U.</p> | <p>OCIS <i>Collaborative Technology Support for Integrating and Applying Knowledge in Virtual Contexts</i> Dave Yates, U. of Southern California</p> | |
| <p>HR <i>The Ethical Consequences of Rationalizations and Participative Decision Making</i> Adam Barsky, U. of Melbourne</p> | <p>ODC <i>Over-educated, Under-utilized Manager: Why Doesn't Human Capital Development Bring Desired Outcomes?</i> Khalid Othman Alyahya, Arizona State U.</p> | |

The Carolyn Dexter Award

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, Jacob Eisenberg at University College Dublin. The other Dexter Award Committee members are: David Lamond at David Lamond & Associates, Anat Rafaeli at the Technion - Israel Institute of Technology, Eleanor O'Higgins at University College Dublin, and Christopher B. Bingham at the University of Maryland

Here are the 2007 Carolyn Dexter Award nominees:

BPS

National Governance Systems, Stakeholder Power, and Post-Acquisition Dynamics.

Laurence Capron, INSEAD

Mauro F. Guillen, U. of Pennsylvania

CAR

An Exploratory Study of Regional Effects on MBA Student Career Preparation

J B Arbaugh, U. of Wisconsin, Oshkosh

Regina F. Bento, Harvard U.

Alvin Hwang, Pace U.

CMS

Toward a Critical Brazilianization of Organization and HRM

Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo

Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil

Bill Cooke, Lancaster U.

ENT

Internationalization Routines and Capability Learning in New Ventures

Shameen Prashantham, Glasgow U.

Steven W. Floyd, U. of St. Gallen

GDO

Effects of Intergroup Contact on Chinese Migrants' Attitudes to Urban Locals

Ingrid Nielsen, Monash U.

Jianjian Li, Fujian Normal U.

Jie Shen, U. of South Australia

Russell Smyth, Monash U.

HCM

The Impact of Role Overload on the Mental Health of Nurses: A Multi-nation Study

Vishwanath V. Baba, McMaster U.

Louise Tourigny, U. of Wisconsin, Whitewater

Xiaoyun Wang, U. of Manitoba

Silvia Ines Monserrat, U. Nacional del Centro

Luisa Mayoral, U. Nacional del Centro

HR

Measuring Strategic and Internal Fit in HRM: An Alternative Approach

Corine Boon, Erasmus U., Rotterdam

Paul Boselie, Tilburg U.

Jaap Paauwe, Tilburg U.

Deanne N. DenHartog, U. of Amsterdam

IM

Geographic Orientation And Performance of Global Versus Regional MNEs

Christian Geisler Asmussen, Copenhagen Business School

Anthony Goerzen, U. of Victoria

MC

Boundary Constructions in Interorganizational Knowledge Relations

Jesper Blomberg, Stockholm School of Economics

Jan Lowstedt, Mälardalen U.

Andreas Werr, Stockholm School of Economics

MED

EU Research-oriented Participatory Undergraduate Advisement-Education: Copenhagen Business School

Charles Thomas Tackney, Copenhagen Business School

Toyoko Sato, Copenhagen Business School

Ole Strömngren, Copenhagen Business School

MH

TepMeH He MpeT: A Fractional Biography of Failure

Charles Booth, U. of the West of England

MOC

Cross Cultural Attributions for Group Performance

Jack Anthony Goncalo, Cornell U.

George Kandathil, Cornell U.

MSR

Practical Compassion: Towards a Critical Spiritual Foundation for Corporate Responsibility

Marjolein Lips-Wiersma, U. of Canterbury

Venkataraman Nilakant, U. of Canterbury

OB

Importance of Being Something: Identity Centrality & Work Outcomes in Offshored Call Center in India

Diya Das, Syracuse U.

Ravi Dharwadkar, Syracuse U.

Pamela Brandes, Syracuse U.

The Carolyn Dexter Award

OCIS

Intercultural Interaction in Distributed Teams: Salience of and Adaptations to Cultural Differences

Catherine Cramton, George Mason U.

Pamela Hinds, Stanford U.

ODC

From the Dialectic to the Dialogic: A New Framework for Studying Change Paradox

Latha Poonamallee, Case Western Reserve U.

OM

Impact of Power and Relationship Commitment on Manufacturer-Customer Integration in a Supply Chain

Xiande Zhao, Chinese U. of Hong Kong

Baofeng Huo, Chinese U. of Hong Kong

Jeff Hoi Yan Yeung, Chinese U. of Hong Kong

Barbara B. Flynn, Indiana U.

OMT

Wary Managers/Investors: Vulnerability, Control, Trust, and Distrust in Foreign Enterprises in China

Lai Si Tsui-Auch, Nanyang Technological U.

Guido Moellering, Max Planck Institute for the Study of Societies

ONE

Responsible Environmental Strategies and Export Performance

Inmaculada Martin-Tapia, U. of Granada (Spain)

Petra Christmann, Rutgers U.

J. Alberto Aragón-Correa, U. of Granada (Spain)

PNP

E-Government, Corruption and National Prosperity: Evidence from Cross-Country Data

Shirish C. Srivastava, National U. of Singapore

Thompson SH Teo, National U. of Singapore

RM

Using Set-theoretic Approach to Configurations: A Study of Business Strategies and Resources

Na Ni, U. of Manitoba

Parshotam Dass, U. of Manitoba

Kenneth Zantow, U. of Southern Mississippi

SIM

The Importance of Intangible Social Attributes in Individual Purchasing Decisions

Pat Auger, Melbourne Business School

Timothy Michael Devinney, Australian Graduate School of Management

Jordan J. Louviere, U. of Technology, Sydney

TIM

Taiwan's A-Team: Integrated Supplier Networks and Innovation in Taiwan's Bicycle Industry

Ren-Jye Liu, Tunghai U.

Jonathan Brookfield, Tufts U.

About the Academy of Management

The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

The Academy is committed to shaping the future of management research and education. Management is defined broadly to encompass all processes, structures, and behaviors that are related to the work of organizations, as well as the dynamics of industries, economies, cultures, and other environmental forces that affect organizations and their employees.

16,586 Members (64 %U.S. / 36% Non-U.S.)

100 Countries Represented

24 Divisions and Interest Groups

7 Regional Affiliates (Eastern, Midwest, Southern, Southwest, Western, Asia, Iberoamerican)

Member Type Percentages

| | |
|---|-----|
| Professors..... | 63% |
| Students..... | 27% |
| Business Executives..... | 8% |
| Emeriti (i.e. retired professors) | 2% |

AOM Publications

Academy of Management Journal

Presents cutting edge research that provides readers with a forecast for new management thoughts and techniques. Published 6 times per year. Circulation: 17,300.

Academy of Management Review

A theory development journal that publishes the highest quality conceptual work being done in the field. Published quarterly. Circulation: 17,200.

Academy of Management Perspectives

Effective with the February, 2006 issue The Academy of Management Executive changed its name to the Academy of Management Perspectives. AMP publishes accessible articles that are aimed at the non-specialist academic reader, and are also useful for teaching.

Published quarterly. Circulation: 16,200.

Academy of Management Learning & Education Journal

Presents theory, models, research, critique, dialogues and retrospectives that address the learning process, and the practice of management education. Published quarterly. Circulation: 15,600.

Academy of Management News

Quarterly newsletter covering society news and activities.

24 Division-specific Newsletters

Periodic newsletters addressing areas of specialization.

Advertising

The Academy of Management accepts advertising about professional resource materials in the annual meeting program and journals. Address inquiries to:

Susan Zaid, Communications Specialist

Academy of Management

Pace University

P.O. Box 3020

Briarcliff Manor, NY 10510-8020

(914) 923-2607 Fax: (914) 923-2615

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For further information about the Academy of Management, please visit the website www.aomonline.org, or call the main office at (914) 923-2607.

Academy of Management Leadership

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Future Annual Meetings of the Academy of Management

2008 Annual Meeting, Anaheim, California

August 8 - 13

2009 Annual Meeting, Chicago, Illinois

August 7 - 12

2010 Annual Meeting, Montreal, Canada

August 6 - 13

Chairpersons of the Professional Divisions and Interest Groups

| | |
|------|--|
| BPS | Anita McGahan, Boston U. |
| CAR | Cherlyn S. Granrose, Berry College |
| CM | Michele Joy Gelfand, U. of Maryland |
| CMS | Rosemary Batt, Cornell U. |
| ENT | Shaker A. Zahra, U. of Minnesota |
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| MED | Ben Arbaugh, U. of Wisconsin at Oshkosh |
| MH | Julia Teahen, Baker College |
| MSR | Robert A. Giacalone, Temple U. |
| MOC | Michael G. Pratt, U. of Illinois |
| OM | G. Keong Leong, U. of Nevada, Las Vegas |
| OMT | Gerald F. Davis, U. of Michigan |
| ODC | Ram Tenkasi, Benedictine U. |
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| ONE | Kathryn Kearins, Auckland U. of Technology |
| PNP | Kirsten Gronbjerg, Indiana U. |
| RM | Gordon W. Cheung, Chinese U. of Hong Kong |
| SIM | Duane Windsor, Rice U. |
| TIM | Christopher L. Tucci, Ecole Poly. Fédérale De Lausanne |

Academy of Management Past Presidents

Affiliations reflect those at the time of presidency.

| | | | |
|-----------|--|-----------|---|
| 2005-2006 | Thomas G. (Tom) Cummings ..University of Southern California | 1973-1974 | Lyman W. (Port) Porter.....University of California, Irvine |
| 2004-2005 | Denise M. Rousseau.....Carnegie Mellon University | 1972-1973 | Charles E. (Charlie) Summer, Jr.....University of Washington |
| 2003-2004 | Rosalie L. TungSimon Fraser University | 1971-1972 | George A. SteinerUniversity of California at Los Angeles |
| 2002-2003 | Jone L. PearceUniversity of California, Irvine | 1970-1971 | William G. (Bill) WolfCornell University |
| 2001-2002 | Jean M. BartunekBoston College | 1969-1970 | Joseph A. (Joe) Litterer .University of Massachusetts |
| 2000-2001 | Andrew H. (Andy) Van de VenUniversity of Minnesota | 1968-1969 | Paul J. Gordon.....Indiana University |
| 1999-2000 | David A. WhettenBrigham Young University | 1967-1968 | Ernest (Ernie) DaleUniversity of Pennsylvania |
| 1998-1999 | Anne S. Huff.....University of Colorado | 1966-1967 | Max D. RichardsPennsylvania State University |
| 1997-1998 | William H. (Bill) StarbuckNew York University | 1965-1966 | Preston P. (Pres) Le BretonUniversity of Washington |
| 1996-1997 | Michael A. (Mike) HittTexas A&M University | 1964-1965 | Dalton E. (Dalt) McFarland.....Michigan State University |
| 1995-1996 | Richard T. (Rick) Mowday.....University of Oregon | 1963-1964 | Keith DavisArizona State University |
| 1994-1995 | Mary Ann Y. Von GlinowFlorida International University | 1962-1963 | Harold D. (Howdy) Koontz .University of California at Los Angeles |
| 1993-1994 | Greg R. OldhamUniversity of Illinois | 1961-1962 | Harold F. SmiddyGeneral Electric Company |
| 1992-1993 | Donald C. (Don) HambrickColumbia University | 1960-1961 | George R. Terry.....Northwestern University |
| 1991-1992 | Ramon J. (Ray) AldagUniversity of Wisconsin | 1959-1960 | Joseph W. (Joe) TowleWashington University |
| 1990-1991 | Janice M. (Jan) Beyer....University of Texas at Austin | 1958-1959 | Merten J. (Mandy) Mandeville ...University of Illinois |
| 1989-1990 | Steven (Steve) KerrUniversity of Southern California | 1957-1958 | Billy E. GoetzMassachusetts Institute of Technology |
| 1988-1989 | Arthur G. (Art) BedeianLouisiana State University | 1956-1957 | Alvin M. BrownJohns-Manville Corp. |
| 1987-1988 | Don HellriegelTexas A&M University | 1955-1956 | Franklin G. (Frank) Moore.....University of Michigan |
| 1986-1987 | Richard M. (Rick) Steers.....University of Oregon | 1954-1955 | Ronald B. (Ron) Shuman.....University of Oklahoma |
| 1985-1986 | Fred LuthansUniversity of Nebraska | 1953-1954 | William R. (Jack) Spriegel.....University of Texas |
| 1984-1985 | Kathryn M. (Kay) BartolUniversity of Maryland | 1952-1953 | Franklin E. (Frank) Folts.....Harvard University |
| 1983-1984 | John W. Slocum, Jr.....Southern Methodist University | 1951-1952 | John F. Mee.....Indiana University |
| 1982-1983 | Robert B. (Bob) DuncanNorthwestern University | 1950-1951 | William H. (Bill) Newman.....Columbia University |
| 1981-1982 | Max S. Wortman, Jr.University of Tennessee | 1949-1950 | Michael J. (Mike) Jucius.....Ohio State University |
| 1980-1981 | Larry L. CummingsUniversity of Wisconsin | 1948-1949 | Erwin H. Schell.....Massachusetts Institute of Technology |
| 1979-1980 | William F. (Bill) GlueckUniversity of Georgia | 1947-1948 | Ralph C. DavisOhio State University |
| 1978-1979 | Rosemary PledgerUniversity of Houston at Clear Lake | 1941-1947 | Robert P. (Bob) BrechtUniversity of Pennsylvania |
| 1977-1978 | John B. (Jack) Miner.....Georgia State University | 1936-1940 | Charles L. (Charlie) Jamison...University of Michigan |
| 1976-1977 | Fremont F. (Monty) Kast ..University of Washington | | |
| 1975-1976 | Stanley C. (Stan) VanceUniversity of Tennessee | | |
| 1974-1975 | Herbert G. (Herb) Hicks....Louisiana State University | | |

2007 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors

Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

| Sponsor | PAPER SUBMISSIONS | | | | | SYMPOSIUM SUBMISSIONS | | |
|---------------|-------------------|---------------------|-------------------|--------------------|------------------------|-----------------------|-------------------|-------------------|
| | Papers Submitted | Division Acceptance | Visual Acceptance | Interactive Papers | Proceedings Acceptance | Symposia Submitted | Symposia Accepted | Showcase Symposia |
| AAS | 0 | 0 | 0 | 0 | 0 | 30 | 30 | 0 |
| BPS | 653 | 269 | 97 | 99 | 43 | 65 | 54 | 9 |
| CAR | 86 | 49 | 0 | 10 | 5 | 20 | 10 | 5 |
| CM | 80 | 44 | 10 | 11 | 7 | 27 | 13 | 8 |
| CMS | 81 | 28 | 14 | 14 | 6 | 15 | 12 | 1 |
| ENT | 367 | 163 | 56 | 54 | 29 | 16 | 11 | 1 |
| GDO | 157 | 66 | 19 | 19 | 10 | 23 | 11 | 5 |
| HCM | 94 | 41 | 8 | 9 | 6 | 11 | 8 | 0 |
| HR | 260 | 113 | 24 | 18 | 14 | 51 | 34 | 1 |
| IM | 332 | 161 | 42 | 50 | 23 | 35 | 20 | 7 |
| MC | 54 | 20 | 4 | 8 | 3 | 16 | 10 | 1 |
| MED | 123 | 60 | 0 | 7 | 7 | 30 | 14 | 2 |
| MH | 36 | 16 | 5 | 5 | 3 | 8 | 7 | 0 |
| MOC | 142 | 82 | 21 | 21 | 12 | 37 | 21 | 9 |
| MSR | 30 | 10 | 0 | 4 | 2 | 6 | 4 | 0 |
| OB | 565 | 280 | 0 | 64 | 27 | 111 | 55 | 18 |
| OCIS | 164 | 62 | 12 | 24 | 10 | 11 | 9 | 0 |
| ODC | 152 | 81 | 21 | 21 | 10 | 36 | 21 | 2 |
| OM | 78 | 36 | 12 | 12 | 4 | 2 | 2 | 0 |
| OMT | 479 | 228 | 59 | 67 | 33 | 76 | 47 | 16 |
| ONE | 71 | 36 | 8 | 10 | 4 | 8 | 5 | 0 |
| PNP | 127 | 60 | 14 | 13 | 6 | 18 | 9 | 1 |
| RM | 80 | 32 | 0 | 8 | 4 | 16 | 7 | 2 |
| SIM | 185 | 100 | 12 | 12 | 11 | 44 | 22 | 4 |
| TIM | 380 | 167 | 49 | 49 | 25 | 31 | 26 | 3 |
| TOTAL: | 4776 | 2204 | 487 | 609 | 304 | 743 | 462 | 95 |

Table 2: Sessions & Participants

Table 3: Affiliations with 30+ Participants

Table 4: Participant Country Representation

| Sessions | Total |
|-----------------------|-------|
| Caucus | .25 |
| Free Session | .19 |
| Meeting | .186 |
| Paper Session | .766 |
| PDW Workshop | .351 |
| Social Event | .88 |
| Symposium | .272 |
| Theme Session | .11 |
| All Sessions | 1,718 |
| Participants: | Total |
| People on Program | .7962 |
| Countries Represented | .81 |

| Affiliation Name* | Affiliation Name* |
|----------------------------|----------------------------------|
| Arizona State U. | Northwestern U. |
| Bocconi U. | Pennsylvania State U. |
| Boston College | Rutgers U. |
| Carnegie Mellon U. | Stanford U. |
| Case Western Reserve U. | Temple U. |
| Columbia U. | Texas A&M U. |
| Copenhagen Business School | U. of California, Berkeley |
| Cornell U. | U. of Central Florida |
| Florida State U. | U. of Illinois, Urbana-Champaign |
| George Mason U. | U. of Maryland |
| George Washington U. | U. of Michigan |
| Harvard U. | U. of Michigan, Ann Arbor |
| INSEAD | U. of Minnesota |
| London Business School | U. of Pennsylvania |
| Michigan State U. | U. of Southern California |
| National Taiwan U. | U. of St. Gallen |
| National U. of Singapore | U. of Toronto |
| New York U. | U. of Western Ontario |

| Country* | Count | Country* | Count | Country* | Count |
|----------------|-------|-------------|-------|----------------------|-------|
| ARGENTINA | .12 | HONG KONG | .97 | PHILIPPINES | .3 |
| AUSTRALIA | .216 | HUNGARY | .6 | POLAND | .2 |
| AUSTRIA | .35 | INDIA | .54 | PORTUGAL | .25 |
| BANGLADESH | .1 | INDONESIA | .1 | PUERTO RICO | .1 |
| BARBADOS | .1 | IRELAND | .45 | ROMANIA | .2 |
| BELGIUM | .45 | ISRAEL | .88 | RUSSIAN FEDERATION | .4 |
| BERMUDA | .2 | ITALY | .118 | RWANDA | .1 |
| BOTSWANA | .1 | JAPAN | .41 | SAUDI ARABIA | .1 |
| BRAZIL | .81 | JORDAN | .1 | SENEGAL | .1 |
| CANADA | .420 | KENYA | .2 | SINGAPORE | .115 |
| CHILE | .4 | LATVIA | .2 | SLOVENIA | .2 |
| CHINA | .103 | LEBANON | .9 | SOUTH AFRICA | .12 |
| COLOMBIA | .3 | LITHUANIA | .2 | SOUTH KOREA | .47 |
| COSTA RICA | .7 | MACAU | .3 | SPAIN | .144 |
| CROATIA | .4 | MACEDONIA | .1 | SUDAN | .1 |
| CYPRUS | .2 | MALAYSIA | .8 | SWEDEN | .57 |
| CZECH REPUBLIC | .1 | MALTA | .1 | SWITZERLAND | .100 |
| DENMARK | .57 | MEXICO | .13 | TAIWAN | .226 |
| ECUADOR | .1 | MONACO | .1 | TANZANIA | .2 |
| EGYPT | .2 | NAMIBIA | .1 | THAILAND | .3 |
| ESTONIA | .3 | NETHERLANDS | .211 | TURKEY | .22 |
| ETHIOPIA | .1 | NEW ZEALAND | .56 | UGANDA | .1 |
| FINLAND | .55 | NIGERIA | .5 | UKRAINE | .4 |
| FRANCE | .193 | NORWAY | .44 | UNITED ARAB EMIRATES | .2 |
| GERMANY | .194 | OMAN | .4 | UNITED KINGDOM | .441 |
| GHANA | .2 | PAKISTAN | .4 | UNITED STATES | .4454 |
| GREECE | .23 | PERU | .2 | VENEZUELA | .1 |

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



Notes

| Friday Morning, August 3, 2007 | | | | | | | | | | |
|--------------------------------|------|-------------------------------|------|-------|---|-------|-------|-------|-------|--|
| 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | |
| OS: HR Off-site Tour - Comcast | | | | | 7 HR: Company Visit: COMCAST HR | | | | | |
| OS: Rutgers EcoComplex | | 6 ONE: EcoComplex Day Trip | | | | | | | | |
| OS: Rutgers EcoComplex 2 | | | | | 8 ONE: Sustainability Seminars | | | | | |
| OS: Rutgers EcoComplex 1 | | | | | 9 ONE: The Amazon and Sustainability | | | | | |
| OS: Rutgers EcoComplex 3 | | | | | 10 ONE/TIM: Biomimicry & Sustainability | | | | | |
| CC: Exhibit Hall C - Reg. | | | | | 11 AAA: Registration | | | | | |
| CC: Room 307A | | ← AAA: 2007 LAC | | | | | | | | |
| MT: Room 403 | | ← AAA: AOM Committee Meetings | | | | | | | | |
| MT: Room 405 | | ← AAA: BOG Meeting | | | | | | | | |
| MT: Room 406 | | ← AAA: AOM Committee Meetings | | | | | | | | |
| MT: Room 413 | | ← IM: IMD Adventure | | | | | | | | |

| Friday Afternoon, August 3, 2007 | | | | | | | | | | |
|----------------------------------|---|------|------|---|------|---------------------------|------|------|--|--|
| | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | | |
| LW: Congress A | | | | 34 ODC/MED: Reflection on Lived Experience | | | | | | |
| LW: Congress B | | | | 35 PNP & Co-Sponsors: SPARC Educ & Learning Session | | | | | | |
| LW: Congress C | | | | 43 PTC: Performance | | | | | | |
| LW: Howe | | | | 28 HCM: Portfolios & Mgt. | | | | | | |
| LW: Lescaze | | | | 41 HCM: Theoretical and Practical Appl | | | | | | |
| LW: Washington A | | | | 31 MC: Creating your Consulting pract | | 46 MC/ODC: Multiple Views | | | | |
| LW: Washington B | | | | 33 ODC & Co-Sponsors: Art & Skill of Ai Questions | | | | | | |
| LW: Washington C | | | | 32 ODC: Toxic personalities at work | | | | | | |
| OS: MH Boxly Tour | 21 MH: Tour of "BOXLY" | | | | | | | | | |
| OS: Rutgers EcoComplex | ← ONE: EcoComplex Day Trip | | | | | | | | | |
| CC: Exhibit Hall C - Reg. | ← AAA: Registration | | | | | | | | | |
| CC: Room 104A | 17 GDO/BPS/MEN: Diversity Research Publishing | | | | | | | | | |
| CC: Room 104B | 22 MOC: Learning from Disaster | | | | | | | | | |
| CC: Room 106 A&B | 15 CAR/HR: Career Case Study Workshop | | | 40 CAR: Career Renewal at | | | | | | |
| CC: Room 111B | | | | 38 GDO: Integral Communication | | | | | | |
| CC: Room 112A | 19 MED: Success in the Classroom | | | 42 MED/TTC/PTC: A Pledge for Teaching | | | | | | |
| CC: Room 112B | 20 MED: Peer Evaluation of Team Member | | | 29 MED: Practicing what we preach | | | | | | |
| CC: Room 307A | ← AAA: 2007 LAC | | | | | | | | | |
| MT: Independence I & II | 25 OMT/BPS/CMS: Agency, Structure, Institution | | | 44 RM/OMT: Estimating HLM as SEM | | | | | | |
| MT: Independence III | 24 OM/RM: Hamlet's Dagger | | | | | | | | | |
| MT: Liberty Ballroom B | 26 RM & Co-Sponsors: Social Networks | | | | | | | | | |
| MT: Liberty Ballroom C | 12 BPS & Co-Sponsors: The Power of Richness III | | | | | | | | | |
| MT: Room 401 & 402 | | | | 45 TIM: TIM Doctoral | | | | | | |
| MT: Room 403 | 13 BPS & Co-Sponsors: Strategy as Design | | | 39 BPS & Co-Sponsors: Clarifying Comp. | | | | | | |
| MT: Room 404 | 18 IM/BPS/AAM: Interactive Teaching Methods I | | | | | | | | | |
| MT: Room 405 | ← AAA: BOG Meeting | | | | | | | | | |
| MT: Room 407 | 14 BPS & Co-Sponsors: Raising the Bar: Trust Research | | | 36 BPS & Co-Sponsors: Trust Workshop | | | | | | |
| MT: Room 410 | 27 TIM: Planning Software | | | | | | | | | |
| MT: Room 411 & 412 | 23 OM & Co-Sponsors: Innovative teaching techniques | | | 37 ENT/BPS/OMT: Topography of Entrepreneurship | | | | | | |
| MT: Room 414 & 415 | 16 ENT: PSED II Data Analysis Workshop | | | 30 ENT: University IP & Rural Economic | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Friday Evening, August 3, 2007

| | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 |
|----------------------------|--|------|---|--|------|-----------------------------|------|------|--|
| LW: Congress A | ← ODC/MED: Reflection on Lived Experience | | | | | | | | |
| LW: Congress B | ← PNP & Co-Sponsors: SPARC | | | | | | | | |
| LW: Howe | 65 PNP & Co-Sponsors: SPARC Reception | | | | | | | | |
| LW: Lescaze | ← HCM: Theoretical | | | 67 ICW: Idaho State U. Reception | | | | | |
| LW: Washington A | ← MC/ODC: Multiple Views on | | | 57 MC/PTC: Exploiting | | 69 MC & Co-Sponsors: | | | |
| LW: Washington B | ← ODC & | | 52 MSR: MSR Doctoral/NF Consortium | | | | | | |
| LW: Washington C | 50 SIM: SIM Doctoral Consortium | | | | | | | | |
| OS: IMD Dinner on the Town | | | | | | | | | 68 IM: Dinner on the Town with IMD EC |
| OS: Independence Brew Pub | | | | | | | | | 59 NDSC: NDSC Happy Hour |
| CC: Exhibit Hall C - Reg. | ← AAA: Registration | | | | | | | | |
| CC: Room 104B | 47 CAR: Careers "in the Rough" | | | | | | | | |
| CC: Room 107A | 48 MED: Intuition in the MBA | | | | | | | | |
| CC: Room 110A | | | | | | | | | 58 MED: MED Writers Workshop |
| CC: Room 111B | 54 GDO: GDO Doc. Consortium Rec. | | | | | | | | |
| CC: Room 112A | ← MED/TTC/PTC: A Pledge for Teaching | | | | | | | | |
| CC: Room 113A | | | | | | | | | 60 OB: OB Doctoral Consortium Recepti |
| CC: Room 113B | 49 OB: OB Faculty | | | 61 OB: OB Jr. Faculty Reception | | | | | |
| CC: Room 307A | ← AAA: 2007 LAC | | | | | | | | |
| MT: Independence I & II | ← RM/OMT: Estimating HLM | | | 56 IM: IMD PDW Welcome | | | | | |
| MT: Liberty Ballroom A&B | 51 AAA: New Member Orientation | | | | | | | | |
| MT: Liberty Ballroom C | 53 BPS: BPS Doctoral Consortium | | | | | | | | |
| MT: Room 403 | ← BPS & Co-Sponsors: Clarifying Comp. | | | | | | | | |
| MT: Room 404 | | | | | | | | | 55 ICW: Nova Southeastern |
| MT: Room 407 | ← BPS: Trust Workshop | | | 62 OCIS: OCIS Doctoral Consortium | | | | | |
| MT: Room 408 & 409 | | | | | | | | | 63 OMT: OMT Junior Faculty Consortium |
| MT: Room 410 | | | | | | | | | 66 ICW: Mgmt. Faculty of |
| MT: Room 411 & 412 | ← ENT/BPS/OMT: Topography of | | | 64 OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort. | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Saturday Morning, August 4, 2007

| | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 |
|-----------------------------|------|---|--|---|------|---|-----------------------------------|-------------------|-------|
| LW: Commonwealth A1 | | 91 MSR: Freedom to be | | 124 MSR/SIM: Helping Companies Do Good | | | | | |
| LW: Commonwealth A2 | | 106 ODC & Co-Sponsors: Appreciating Role of Shadow | | | | | | | → |
| LW: Commonwealth B | | 107 ODC/RM: Change Through Action | | 147 MSR & Co-Sponsors: Regulating spirituality | | | | | |
| LW: Commonwealth C | | | 133 PTC: Org Health and Performance | | | | 158 PTC: Global Workforce | | |
| LW: Commonwealth D | | 101 HCM: Qualitative methods | | 148 ODC/MC/BPS: Strategic Org. Development | | | | | |
| LW: Congress A | | 90 MC & Co-Sponsors: Org | | 120 MC/ODC: Using Somatics in Consulting | | 154 MC/ODC: Doing OD in Alien Worlds | | | → |
| LW: Congress C | | 104 MH: Introduction to the Academy | | 149 PNP: Incubating Non-Profits | | 163 SIM & | | | → |
| LW: Howe | | | | 146 ITC: Inter-communal understanding | | | | | |
| LW: Lescaze | | | | | | 153 HCM: Developing a research agenda | | | |
| LW: Regency Ballroom A | | 105 ODC & Co-Sponsors: TransOrg Development | | | | | | | |
| LW: Regency Ballroom B | | | | 132 PNP & Co-Sponsors: Sustainable Prac Action Res | | | | | → |
| LW: Regency Ballroom C1 | | | 103 ITC: International Career | | | | | | → |
| LW: Regency Ballroom C2 | | 86 HCM: HCM | | 123 MSR: MSR Doctoral/NF Consortium | | | | | → |
| LW: Washington A | | | | 134 SIM & Co-Sponsors: Nonmarket Strategies | | | | | |
| LW: Washington B | | | 111 SIM & Co-Sponsors: Pro-poor For-profit Ventures | | | | | | |
| LW: Washington C | | 97 SIM/ONE: SIM Doctoral Consortium | | | | | | | → |
| OS: CAR Off-Site Tour - TBA | | | | | | | 156 CAR: The "Rocky" Route | | → |
| OS: Constitution Center | | 108 OM & Co-Sponsors: Experience Management | | | | | | | |
| CC: Exhibit Hall C - Reg. | | 74 AAA: Registration | | | | | | | → |
| CC: Room 103A | | | | 140 MED/MOC/ODC: Transformative Learning | | | | | → |
| CC: Room 103C | | | | 121 MED: 4 P's of Teaching Creativity | | | | | |
| CC: Room 104A | | 80 CAR: International Career Community | | | | 152 GDO: Women's Corporate Empowerment | | | |
| CC: Room 104B | | 84 GDO & Co-Sponsors: | | 122 MOC: Positive Leadership | | | | | |
| CC: Room 105B | | | | 125 OB/ODC/MED: Teaching Leadership | | | | 161 OB/IM: | → |
| CC: Room 106 A&B | | 81 CM: Negotiating in Context | | | | | | | → |
| CC: Room 107A | | 72 MED/TTC/PNP: Service-Learning and Live Case | | | | | | | |
| CC: Room 107B | | 71 HR: HR Division Ph.D. Consortium | | | | | | | → |
| CC: Room 108A | | 87 HR & Co-Sponsors: HR/OB/ODC/ENT Rsrch Incubator | | | | | | | |
| CC: Room 108B | | | | 139 HR: HR Jr. Faculty Consortium | | | | | → |
| CC: Room 111B | | 85 GDO/GMS: GDO Doctoral Consortium | | | | | | | → |
| CC: Room 112A | | | | | | 155 MED/BPS: Managinq | | | |
| CC: Room 112B | | | 100 GDO: International Diversity | | | | | | → |
| CC: Room 113A | | 92 OB: OB PhD Consortium | | | | | | | → |
| CC: Room 113B | | 93 OB: OB Jr Fac Consortium | | | | | | | → |
| CC: Room 113C | | | | 141 OB: Defining&Measuring Leadership | | | | 162 OB/MOC | → |
| CC: Room 307A | | 75 AAA: 2007 LAC | | | | | | | → |
| MT: Franklin 2 | | | | | | 144 ICW: USASBE Board Meeting | | | → |
| MT: Franklin 3 | | | | 128 OMT/BPS/GMS: Does STS mean business? | | | | | |
| MT: Franklin 4 | | | | | | 143 CMS/MED: Thinking critically | | | |
| MT: Franklin 5 | | 89 IM: IMD Doctoral Consortium I | | | | | | | |
| MT: Franklin 6 | | | | | | 150 TTC/MED: Teaching Across the Curriculum | | | |
| MT: Franklin 7 | | 94 OM/HCM/BPS: Sys. in Health Care Sourcing | | | | 157 IAM: Intellectual Capital | | | |
| MT: Franklin 9 | | | 102 IM/BPS/AAM: Case Study Research | | | | | | |
| MT: Grand Ballroom A | | | 109 RM: Physiological Measures | | | | | | |
| MT: Grand Ballroom B | | 96 RM: Significance Testing | | | | | | | |
| MT: Grand Ballroom C | | | 110 RM & Co-Sponsors: Process Research | | | | | | → |
| MT: Grand Ballroom F | | | 113 NDSC: New Doct'I Student Consortium | | | | | | → |
| MT: Independence I & II | | 73 AAA: Membership Committee Meeting | | | | | | | |
| MT: Independence III | | 77 BPS: BPS Dissertation Consortium | | | | | | | → |
| MT: Liberty Ballroom A | | | | | | 142 BPS/MED/TTC: Capstone Course is Dead? | | | |
| MT: Liberty Ballroom B | | 99 BPS: BPS New Faculty Consortium | | | | | | | |
| MT: Liberty Ballroom C | | 78 BPS: BPS Doctoral Consortium | | | | | | | |
| MT: Room 301 | | | | 119 ENT: Alternative Teaching Methods | | | | | |
| MT: Room 302 | | | | | | 145 IM & Co-Sponsors: Psychic, Cult. & Instit. Dist. | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Saturday Morning, August 4, 2007 (continued)

| | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 |
|---------------------------|---|------|------|----------------------------------|---|-------|------------------------------------|-------|-------|
| MT: Room 303 | 138 ENT/BPS/OMT: Ethnic Networks & Innovation | | | | | | | | |
| MT: Room 304 | 82 CMS: CMSDC | | | | | | | | |
| MT: Room 305 | 130 OMT & Co-Sponsors: Group Process & Cross Level | | | | | | | | |
| MT: Room 306 | 117 BPS/ENT/PNP: Research on Universities | | | | | | | | |
| MT: Room 307 | 129 OMT & Co-Sponsors: Learning from Failure | | | | | | | | |
| MT: Room 309 | 136 TTC & Co-Sponsors: Teaching Well With Technology | | | | | | | | |
| MT: Room 310 | 112 TIM: | | | 135 TIM: Meet the Editors | | | 159 160 TIM: Strategies for | | |
| MT: Room 401 & 402 | 98 TIM: TIM Division Doctoral Students | | | | | | | | |
| MT: Room 403 | 126 OCIS: Junior Faculty Consortium → | | | | | | | | |
| MT: Room 404 | 79 BPS & Co-Sponsors: Implementing CSR Strategy Glob | | | | | | | | |
| MT: Room 405 | 114 AAA: BOG Meeting → | | | | | | | | |
| MT: Room 406 | 115 AAA: BOG Meeting → | | | | | | | | |
| MT: Room 407 | 127 OCIS: Doctoral Consortium → | | | | | | | | |
| MT: Room 408 & 409 | 95 OMT: OMT Junior Faculty Consortium → | | | | | | | | |
| MT: Room 410 | 88 IAM & Co-Sponsors: Challenges of globalization | | | | 151 OM/TIM: The OM/IT Interface | | | | |
| MT: Room 411 & 412 | 131 OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort. → | | | | | | | | |
| MT: Room 413 | 83 ENT: Nontraditional Academics | | | | 137 BPS & Co-Sponsors: Alliance Portfolios → | | | | |
| MT: Room 414 & 415 | 118 CMS/OMT/RM: Philosophical Foundations | | | | | | | | |
| SH: Franklin Room | 116 AAA: Placement Services → | | | | | | | | |
| SH: Independence Ballroom | 76 AAA: Ins/Outs of Faculty Recruiting | | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Saturday Afternoon, August 4, 2007 | | | | | | | | | | |
|------------------------------------|--|---|--|--|------|------|-------------------------|------|------|------|
| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 |
| LW: Commonwealth A1 | 169 HCM: SOX and | 197 MH: Investment | 220 MH: Take a Ride on | 237 ONE & Co-Sponsors: Aqentic Institutional Work | | | | | | → |
| LW: Commonwealth A2 | ← ODC & Co-Sponsors: Appreciating Role of Shadow | | | | | | | | | |
| LW: Commonwealth B | 182 MSR: Katrina, Faith, | 213 PNP/MEN/ITC: Mentoring of Non-USA Faculty | 240 HCM: Assessment and Learning | | | | | | | |
| LW: Commonwealth C | 199 MSR: St. John of | 217 HCM: International Healthcare | 243 PTC & Co-Sponsors: The | | | | | | | |
| LW: Commonwealth D | 175 ONE/SIM/TTC: Social & | 212 ONE: ONE Emerging Scholars | 249 ONE/SIM/CMS: | | | | | | | → |
| LW: Congress A | ← MC/ODC: | 187 MC/ODC/PTC: Good | 218 MC/IM: Lessons Learned | 246 MC/ODC: Creating | | | | | | |
| LW: Congress B | 195 MC/MED: Forum for | 219 MC/ODC/BPS: Strategy Storytelling | 241 MC: Training MCs in | 251 MC: | | | | | | |
| LW: Congress C | ← SIM & Co-Sponsors: Urban | 221 MH: Industrial Films: Past&Present | | | | | | | | → |
| LW: Howe | 172 ODC/IAM/PTC: Dissertation Success | | | | | | | | | → |
| LW: Lescaze | 201 ODC/MC/MED: Coaching Teams | | | | | | | | | |
| LW: Regency Ballroom A | 176 PTC & Co-Sponsors: Bringing Practice Back | | | | | | | | | → |
| LW: Regency Ballroom B | ← PNP & Co-Sponsors: Sustainable Prac Action Res | | | | | | | | | |
| LW: Regency Ballroom C1 | ← ITC: International Career | | | | | | | | | |
| LW: Regency Ballroom C2 | ← MSR: MSR Doctoral/NF Consortium | | | | | | 247 MSR: Develop | | | |
| LW: Washington A | 184 PNP: PNP Junior Faculty Consortium | | | | | | | | | |
| LW: Washington B | 185 PNP: PNP Division PhD Consortium | | | | | | | | | → |
| LW: Washington C | ← SIM/ONE: SIM Doctoral Consortium | | | | | | | | | |
| OS: CAR Off-Site Tour - TBA | ← CAR: The "Rocky" Route | | | | | | | | | |
| CC: Exhibit Hall C - Mem. | 165 AAA: Membership | | | | | | | | | |
| CC: Exhibit Hall C - Reg. | ← AAA: Registration | | | | | | | | | → |
| CC: Room 103A | ← Transformative Learning | 198 MOC: Sensemaking/National Security | 245 ICW: MOR Editorial | | | | | | | |
| CC: Room 103B | 196 MED/TTC/IM: Management Education: Global | | | | | | | | | |
| CC: Room 104A | 208 ICW: JME Board Meeting | 252 MED: | | | | | | | | → |
| CC: Room 104B | 191 GDO/CMS: Feminist Theory & Organization | | | | | | | | | |
| CC: Room 105B | ← OB/IM: International Perspectives | 211 OB/MOC: Identity and Leadership | 242 OMT/BPS/ENT: Complex Sys. | | | | | | | → |
| CC: Room 106 A&B | ← CM: Negotiating in Context | | | | | | | | | |
| CC: Room 107A | 235 MED & Co-Sponsors: 21st Century Management | | | | | | | | | → |
| CC: Room 107B | ← HR: HR Division Ph.D. Consortium | | | | | | | | | |
| CC: Room 108A | ← HR & | 181 MED/MEN: Attrition in Doctoral | 225 OB/CM: Trust Research Into Practice | | | | | | | |
| CC: Room 108B | ← HR: HR Jr. Faculty Consortium | | | | | | | | | |
| CC: Room 109A | 200 OB: OB Mid-Career Workshop | | | | | | | | | |
| CC: Room 109B | 170 HR: SHRM | 207 HR & Co-Sponsors: SHRM Focus On HR Education | | | | | | | | |
| CC: Room 111B | ← GDO/CMS: GDO Doctoral Consortium | | | | | | | | | |
| CC: Room 112A | 168 GDO/ODC: Women and Leadership | 209 MED/SIM: Ethics in Higher | 234 MED/BPS/TTC: Online Teaching | | | | | | | |
| CC: Room 112B | ← GDO: | 192 HR/IM/ITC: International HRM Research | | | | | | | | |
| CC: Room 113A | ← OB: OB PhD Consortium | | | | | | | | | |
| CC: Room 113B | ← OB: OB Jr Fac Consortium | | | | | | | | | |
| CC: Room 113C | ← OB/MOC: Leadership and Decision | 210 OB/MED/IM: Developing Global Leaders | | | | | | | | |
| CC: Room 307A | ← AAA: 2007 LAC | | | | | | | | | → |
| MT: Franklin 1 | 166 ENT: ENT Endowed Chairs Luncheon | 232 IM & Co-Sponsors: Doing High Impact Research | | | | | | | | |
| MT: Franklin 2 | ← ICW: USASBE Board Meeting | | | | | | | | | |
| MT: Franklin 3 | 223 RM/OM/HR: Latent Growth Modeling | | | | | | | | | → |
| MT: Franklin 4 | 174 OMT & Co-Sponsors: Advanced Social Networks | | | | | | | | | |
| MT: Franklin 5 | 194 IM: IMD Doctoral Consortium II | 244 AAC: TTC Meeting | | | | | | | | |
| MT: Franklin 6 | 248 OMT/BPS/MOC: | | | | | | | | | → |
| MT: Franklin 7 | 190 ENT/BPS: Corporate Venturing | 238 RM/HR/NDSC: Moderation and Mediation | | | | | | | | |
| MT: Franklin 8 | 188 BPS & Co-Sponsors: Publishing Intl Strat Research | | | | | | | | | |
| MT: Franklin 9 | 171 IM: IMD Junior Faculty Consortium | 250 IM/AAM: Meet the | | | | | | | | |
| MT: Grand Ballroom A | 183 OMT/CMS/SIM: Corporations and | 236 OMT/BPS/ENT: SO/APBOX Roundtable | | | | | | | | → |
| MT: Grand Ballroom B | 228 OMT/TTC: OMT in the MBA curriculum | | | | | | | | | |
| MT: Grand Ballroom C | ← RM & Co-Sponsors: Process Research | | | | | | | | | |
| MT: Grand Ballroom D | 179 AAA: BOG Appreciate Luncheon | | | | | | | | | |
| MT: Grand Ballroom E | 215 AAA: Chairs, Fac. & | | | | | | | | | |
| MT: Grand Ballroom F | ← NDSC: New Doct'l Student Consortium | | | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Saturday Afternoon, August 4, 2007 (continued)

| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 |
|-------------------------|---|--|--|------|---|---|---|--|------|------|
| MT: Independence I & II | 173 OM: Operations | | 202 OM: OM Doctoral Consortium | | | | | | | |
| MT: Independence III | ← BPS: BPS Dissertation Consortium | | | | | | | | | |
| MT: Liberty Ballroom B | | | | | | | | 205 BPS: BPS New Faculty Consortium | | |
| MT: Liberty Ballroom C | | | | | | | | 206 BPS: BPS Doctoral Consortium | | |
| MT: Room 301 | | | 203 OM/BPS/HR: Teaching Project | | | 231 TIM/BPS: Patent Data | | | | |
| MT: Room 302 | | | 204 RM/HR: Modeling Congruence | | | | 233 IM & Co-Sponsors: Conducting Research in China | | | |
| MT: Room 303 | 167 ENT/SIM/PNP: Social Entrepreneurship | | | | | | | | | |
| MT: Room 304 | | | 189 CMS/GDO: CMSDC | | | 229 RM: Qualitative Comparative Analysis | | | | → |
| MT: Room 305 | 164 AAA: AMJ Editors' Meeting | | | | | | | 239 ENT/OMT/BPS: High Growth SME's | | → |
| MT: Room 307 | 177 RM: Video Data | | | | 216 CMS/RM/GDO: Research Methods in Diversity | | | | | |
| MT: Room 309 | 178 TTC/MED/SIM: Teaching Ethics | | | | 224 IM & Co-Sponsors: Research in Microfinance | | | | | |
| MT: Room 310 | ← TIM: Strategies for Research | | | | 214 TIM: Box Lunch | | 230 TIM: Life Balance | | | |
| MT: Room 401 & 402 | 186 TIM: AACSB and | | | | | | | | | |
| MT: Room 403 | ← OCIS: Junior Faculty Consortium | | | | | | | | | |
| MT: Room 404 | 193 IAM: Research into practice (IAM) | | | | | | | | | |
| MT: Room 405 | ← AAA: BOG Meeting | | | | | | | | | |
| MT: Room 406 | ← AAA: BOG Meeting | | | | | | | | | |
| MT: Room 407 | ← OCIS: Doctoral Consortium | | | | | | | | | |
| MT: Room 408 & 409 | ← OMT: OMT Junior Faculty Consortium | | | | | | | | | |
| MT: Room 410 | | | | | | | 227 IAM: Iberoamerican Research | | | |
| MT: Room 411 & 412 | ← OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort. | | | | | | | | | |
| MT: Room 413 | ← Alliance Portfolios | | | | | 222 OM & Co-Sponsors: The | | | | |
| MT: Room 414 & 415 | | 180 BPS & Co-Sponsors: Austrian Economics | | | | 226 CMS/RM: Critical Research | | | | |
| SH: Franklin Room | ← AAA: Placement Services | | | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Saturday Evening, August 4, 2007 | | | | | | | | |
|---|--|------|---------------------------------|------|-----------------------------------|------|------|------|
| | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 |
| LW: Commonwealth A1 | ← ONE & Co-Sponsors: Agentic | | | | | | | |
| LW: Commonwealth D | ← ONE/SIM/CMS: Sustainability | | | | | | | |
| LW: Congress A | 254 HCM/OM: Publishing | | | | | | | |
| LW: Congress B | 257 MC: Academic RM for | | 268 MC: | | 278 MC: Consultant as ARer | | | |
| LW: Congress C | ← MH: Industrial Films: | | | | | | | |
| LW: Howe | ← ODC/IAM/PTC: Dissertation | | | | | | | |
| LW: Lescaze | 276 ODC: ODC Doctoral Student Reception | | | | | | | |
| LW: Millennium Hall | 259 HCM: HCM PDW Reception | | | | | | | |
| LW: Regency Ballroom A | ← PTC & Co-Sponsors: Bringing Practice Back | | | | | | | |
| LW: Regency Ballroom B | 272 PNP & Co-Sponsors: SPARC 10th Anniversary | | | | | | | |
| LW: Washington B | ← PNP: PNP Division PhD | | | | | | | |
| OS: CAR Off-Site Event | 266 CAR: Careers Division's Networki ... | | | | | | | |
| OS: Fox School at Temple U. | 279 MED: Rock and Roll | | | | | | | → |
| OS: ONE Off-Site Reception - TBA | 271 ONE: ONE Welcome Reception | | | | | | | |
| OS: Westin Philadelphia | 273 SIM: SBE/SIM Speaker & Reception | | | | | | | |
| CC: 12th Street Foyer | 277 ICW: IACMR/Blackwell | | | | | | | |
| CC: Exhibit Hall C - Reg. | ← AAA: Registration | | | | | | | |
| CC: Room 103A | 256 ICW: IACMR Business Meeting | | | | | | | |
| CC: Room 104A | ← MED: Learning from F1 Motor | | | | | | | |
| CC: Room 105B | ← OMT/BPS/ENT: Complex Sys. | | | | | | | |
| CC: Room 107A | ← MED & Co-Sponsors: 21st | | | | | | | |
| CC: Room 107B | ← HR: HR Division | | | | | | | |
| CC: Room 108B | ← HR: HR Jr. | | | | | | | |
| CC: Room 113 Foyer | 262 OB/HR: OB/HR PhD & Jr | | 275 HR/OB: HR/OB Welcome | | | | | |
| CC: Room 113A | ← OB: OB PhD | | | | | | | |
| CC: Room 113B | ← OB: OB Jr Fac | | | | | | | |
| CC: Room 307A | ← AAA: 2007 LAC | | | | | | | → |
| MT: Franklin 1 | ← IM & | | | | | | | |
| MT: Franklin 3 | ← RM/OM/HR: Latent Growth | | | | | | | |
| MT: Franklin 5 | ← AAC: TTC | | | | | | | |
| MT: Franklin 6 | ← OMT/BPS/MOC: Simulation in OT | | | | | | | |
| MT: Franklin 8 | 261 IM: IMD PDW Reception | | | | | | | |
| MT: Franklin 9 | ← IM/AAM: Meet | | | | | | | |
| MT: Grand Ballroom A | ← OMT/BPS/ENT: SOJAPBOX | | | | | | | |
| MT: Grand Ballroom B | 270 OCIS: OCIS Welcome Reception | | | | | | | |
| MT: Grand Ballroom C | 264 OMT: Meet OMT reception | | | | | | | |
| MT: Grand Ballroom D | 269 NDSC/MED: NDSC/MED Reception | | | | | | | |
| MT: Grand Ballroom F | 265 BPS: Meet BPS! | | | | | | | |
| MT: Grand Ballroom I | 267 CMS: CMS Welcoming Social | | | | | | | |
| MT: Independence I & II | 263 OM: OM Doc. Consortium Rec. | | | | | | | |
| MT: Liberty Ballroom A | 274 BPS: BPS Mid-Career Workshop | | | | | | | |
| MT: Room 304 | ← RM: Qualitative Comparative | | | | | | | |
| MT: Room 305 | ← ENT/OMT/BPS: High Growth | | | | | | | |
| MT: Room 403 | ← OCIS: Junior | | | | | | | |
| MT: Room 404 | 260 ICW: Nova Southeastern DBA Meetings | | | | | | | |
| MT: Room 405 | 253 AAA: Anaheim 2008 | | | | | | | |
| MT: Room 407 | ← OCIS: Doctoral | | | | | | | |
| MT: Room 410 | 255 IAM: IAOM Business Meeting | | | | | | | |
| SH: Independence Ballroom | 258 AAA: Placement for Applicants | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Sunday Morning, August 5, 2007

| | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 |
|---------------------------------|------|---|---|--|--|---|--|-------------------------------|-------|
| LW: Commonwealth A1 | | 308 SIM & Co-Sponsors: Ethics: Doing What We Should? | | | | 358 HCM: Publishing HCM | | | |
| LW: Commonwealth A2 | | 295 HCM: Welcome | | 335 MH: Getting Published | | | 383 MH: Managing Your Dissertation | | |
| LW: Commonwealth B | | | 318 MSR/ODC: The Leadership Wheel | | | 371 PNP & Co-Sponsors: Management & the Constitution | | | |
| LW: Commonwealth C | | | 321 ONE: Research Approaches in ONE | | | 359 HCM/PNP: Quantitative methods | | | |
| LW: Commonwealth D | | 305 PNP/IM/MED: Int'l Master Programs | | | | | | | |
| LW: Congress A | | 296 MC: MC Doctoral Consortium | | | | | | | |
| LW: Congress B | | 304 PNP & Co-Sponsors: SPARC Research & Publication | | | | 374 SIM & Co-Sponsors: MNEs & Positive Social Change | | | |
| LW: Congress C | | | | 347 MSR: Publishing on | | | 385 MSR/ONE: Beyond Bounded Rationality | | |
| LW: Howe | | 300 ODC/MC/MED: High Impact Change Exercises | | | | | 384 MSR/MED/GDO: Chairing Dissertations | | → |
| LW: Lescaze | | | 319 ODC: ODC as an Academic Discipline | | | | | | |
| LW: Regency Ballroom A | | | | 338 PNP: PNP Division PhD Consortium | | | | | |
| LW: Regency Ballroom B | | | 315 HCM: Media-Enhanced Teaching Strate | | | 370 PNP/ITC: Meet the Editors | | | |
| LW: Regency Ballroom C1 | | 297 MSR/ODC/ITC: The Global Brain | | 351 SIM & Co-Sponsors: Teaching Microfinance | | | | | |
| LW: Regency Ballroom C2 | | 303 ONE/TIM/ENT: Markets for Sustainability | | | | 369 ONE: Base of the Pyramid Research | | | |
| LW: Washington A | | 307 SIM: Manuscript Development Worksho | | | | 373 SIM: Ask the Experts: | | 390 SIM: SIM Research | → |
| LW: Washington B | | | | 339 PNP: PNP Junior Faculty Consortium | | | | | |
| LW: Washington C | | | | 341 SIM & Co-Sponsors: Alleviating Poverty | | | | | |
| CC: Exhibit Hall C - Break Area | | | | | | | 376 AAA: | | |
| CC: Exhibit Hall C - Exh. | | | | 324 AAA: Exhibits | | | | | → |
| CC: Exhibit Hall C - Mem. | | | | 325 AAA: Membership | | | | | → |
| CC: Exhibit Hall C - Reg. | | 283 AAA: Registration | | | | | | | → |
| CC: Room 103A | | | | 330 CM & Co-Sponsors: Negotiating a Job | | | | | |
| CC: Room 103B | | 298 OB: The Lorax as a Teaching Tool | | | | 357 GDO & Co-Sponsors: Religion and Work Research | | | |
| CC: Room 103C | | | | | | 361 HR & Co-Sponsors: HRM Teaching&Research in India | | | |
| CC: Room 104A | | | | | 348 OB: Public Leadership | | | | |
| CC: Room 104B | | 291 CAR: Career Entrepreneurship | | | | 375 MED: Management's Hippocratic Oath | | | |
| CC: Room 105B | | | | | | 364 MED: Wall Street Journal | | 387 MED: Teaching With | |
| CC: Room 106 A&B | ← | CAR: Careers Consortium | | | | | | | |
| CC: Room 107A | | | | | | 366 OB/HR: The Craft of Reviewing | | | |
| CC: Room 107B | | | 310 MED/SIM/MSR: HBS | | 349 OB: Organizational Creativity | | | | → |
| CC: Room 108A | ← | MED & Co-Sponsors: Management E-Media | | | 345 MED: Doctoral & New Faculty Program | | | | |
| CC: Room 108B | | | | 334 HR: HR Division | | 353 CAR & Co-Sponsors: The Academic Sabbatical | | | |
| CC: Room 109A | | 299 ODC: AOM insights via Nominal Group | | | | | | | |
| CC: Room 109B | | 284 AAA: AMLE Writers' Workshop | | | | 352 AAA: AMLE Writers' Workshop | | | |
| CC: Room 110 A&B | | | 314 CM & Co-Sponsors: Leadership in | | | 365 OB: Eminent Senior Scholars | | | |
| CC: Room 111A | | | | | | | 380 AAC: Midwest AOM Meeting | | |
| CC: Room 111B | | 294 GDO & Co-Sponsors: Teaching Diversity Courses | | | | | | | |
| CC: Room 112A | | | | | | 354 CM & Co-Sponsors: Balance is Bunk | | | |
| CC: Room 112B | | | | | 346 MOC: Storylistening and Strategy | | | | |
| CC: Room 113A | | | 317 MOC: Coqniton in the Rough | | | | | | |
| CC: Room 113B | | | | | | 360 HR/BPS/TTC: Teaching Strategic HRM | | | |
| CC: Room 113C | | | 316 HR & Co-Sponsors: Joint AoM Editor's | | | 367 OB/HR: OB/HR Editorial Panel | | | |
| CC: Room 307A | | 285 AAA: 2007 LAC | | | | | | | → |
| MT: Franklin 9 | | | | | | 362 IMA/AAM: Where is Regionalization Going | | | |
| MT: Grand Ballroom A | | 306 RM/HR/NDSC: Scale Development | | | | | | | |
| MT: Grand Ballroom B | | 309 TTC/MED/NDSC: Classroom Management | | | | 368 OMT & Co-Sponsors: Joint Macro Editors' | | | |
| MT: Grand Ballroom C | | | | 327 BPS & Co-Sponsors: Emerging Economies Research | | 392 TTC/BPS: Art Metaphors | | | |
| MT: Grand Ballroom E | | | 322 RM/NDSC: Quantitative Methods | | | 386 RM/CMS/NDSC: Qualitative Research | | | → |
| MT: Grand Ballroom I | | | | 329 BPS & Co-Sponsors: Publishing Strategy-as-Practic | | | | | |
| MT: Grand Ballroom J | | | | 332 ENT: ENT Consortia | | | | | |
| MT: Grand Ballroom K | | 288 BPS & Co-Sponsors: New Approaches: Teaching Strat. | | | | 381 BPS/OMT/IM: Industry Structure | | | |
| MT: Grand Ballroom L | | | 340 RM: Hierarchical Linear Modeling | | | | | | |
| MT: Independence I & II | | 289 BPS/MEN: BPS Managing your Dissertation | | | | | | | |
| MT: Liberty Ballroom A | | 290 BPS & Co-Sponsors: Partners, Lovers, or Friends | | | | 355 CMS: Dark Side Case Competition VI | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Sunday Morning, August 5, 2007 (continued) | | | | | | | | | |
|---|--|------|------|--|---|-------|-------------------------------------|-------|-------|
| | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 |
| MT: Liberty Ballroom B | 313 BPS: BPS New Faculty Consortium | | | | | | | | |
| MT: Liberty Ballroom C | 287 BPS: BPS Doctoral Consortium | | | | | | | | |
| MT: Room 301 | 301 OM/ONE: Sustainable Supply Chain | | | | 391 TIM: Innovation Diffusion | | | | |
| MT: Room 303 | 311 AAA: 2007 Program Chairs Meeting | | | | 377 AAA: Div/IG Incoming Chairs | | | | |
| MT: Room 304 | 323 AAA: Current/Incoming Committees | | | | 378 AAA: 2008 Program Chairs Meeting | | | | |
| MT: Room 305 | 292 CMS: Mimetism and Management | | | | 363 IM/BPS/SIM: Leading Study Abroad Trips | | | | |
| MT: Room 306 | 328 BPS & Co-Sponsors: Experiments for Macro Research | | | | | | | | |
| MT: Room 307 | 302 OMRM/IM: How to Study Proj. | | | 350 OM/SIM: Operations and Ethics I | | | 389 OM/SIM/ONE: Operations → | | |
| MT: Room 309 | 372 RM/OM: MDS & GLA Data Visualization | | | | | | | | |
| MT: Room 310 | 356 ENT: Entrepreneurship Rankings | | | | | | | | |
| MT: Room 401 & 402 | 293 ENT/BPS: Theories of Entrepreneurship | | | | 382 IM & Co-Sponsors: Dev. & Transitional | | | | |
| MT: Room 403 | 312 AAA: AOM Affiliates & Associates | | | | 379 AAC: Southwest AOM Meeting | | | | |
| MT: Room 404 | 342 TIM: Technology | | | | | | | | |
| MT: Room 405 | 343 TIM/BPS: Techno-entrepreneurship | | | | | | | | |
| MT: Room 406 | 286 AAM/IM: AAM Paper Development Workshop | | | | | | | | |
| MT: Room 407 | 336 OCIS: International Paper Workshop | | | | 388 OCIS: International → | | | | |
| MT: Room 408 & 409 | 320 OMT & Co-Sponsors: Are We Engaged As Scholars? | | | | | | | | |
| MT: Room 410 | 344 TIM/BPS: High-Tech Innovation Gaps | | | | | | | | |
| MT: Room 411 & 412 | 337 OMT: OMT Dissertation Workshop | | | | | | | | |
| MT: Room 413 | 333 ENT: Employee-employer databases | | | | | | | | |
| MT: Room 414 & 415 | 331 CMS & Co-Sponsors: Latin America Critical OS | | | | | | | | |
| SH: Franklin Room | 326 AAA: Placement Services → | | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Sunday Afternoon, August 5, 2007

| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 |
|---------------------------------|---|-------------------------------------|---|-------------------------------|--|------|-------------------------------|------|--|------|
| LW: Commonwealth A1 | | | 411 ICW: JMSR Ed. Board | | | | | | | |
| LW: Commonwealth A2 | | | | | | | | | 443 MH: MH Executive Committee | |
| LW: Commonwealth B | | | | | | | | | 445 MSR: MSR Executive Committee | |
| LW: Commonwealth D | | | 416 AAC: PTC Meeting | | | | | | 430 AAC: PTC Welcoming | |
| LW: Congress A | | | | | 422 MC: MC Executive Committee | | | | | |
| LW: Congress B | | | | | | | | | 447 ODC: ODC Executive Committee | |
| LW: Howe | | | ← MSR/MED/GDO: Chairing Dissertations | | | | | | | |
| LW: Lescaze | | 397 AAC: ITC Meeting | | 417 ITC: ITC Reception | | | | | | |
| LW: Regency Ballroom A | | | 407 AAA: AOM Fellows | | | | | | 450 ONE: ONE Executive Committee | |
| LW: Regency Ballroom C2 | | | 412 ONE & Co-Sponsors: Mural Arts Program Tour | | | | | | | |
| LW: Washington A | | | ← SIM: Research Roundtables | | | | | | 453 SIM: SIM Executive Committee | |
| LW: Washington B | | | | | | | | | 451 PNP: PNP Executive Committee | |
| LW: Washington C | | | 409 HCM: HCM Meeting | | | | | | 438 HCM: HCM Executive Committee | |
| OS: Fisher Park | | | | | 424 OM & Co-Sponsors: Off-site Volunteering | | | | | → |
| CC: Exhibit Hall C - Break Area | | | | | 427 AAA: | | | | | |
| CC: Exhibit Hall C - Exh. | | | ← AAA: Exhibits | | | | | | | |
| CC: Exhibit Hall C - Mem. | | | ← AAA: Membership | | | | | | | |
| CC: Exhibit Hall C - Reg. | | | ← AAA: Registration | | | | | | | → |
| CC: Room 103A | | | | | | | | | 434 CM: CM Executive Committee | |
| CC: Room 104A | | 403 ICW: PSEDII Luncheon | | | | | | | 446 OB: OB Executive Committee | |
| CC: Room 104B | | | | | | | | | 442 MED: MED Executive Committee | |
| CC: Room 105B | | | | | | | | | 431 AAC: SMA Board Meeting | |
| CC: Room 106 A&B | | | 408 AAC: Mentoring Committee Meeting | | | | | | | |
| CC: Room 107B | | | ← OB: Organizational Creativity | | | | | | | |
| CC: Room 108B | | | | | | | | | 433 CAR: CAR Executive Committee | |
| CC: Room 110 A&B | | | | | | | | | 440 ICW: Leadership Quarterly Meeting | |
| CC: Room 111B | | | | | | | | | 437 GDO: GDO Executive Committee | |
| CC: Room 112B | | | | | | | | | 444 MOC: MOC Executive Committee | |
| CC: Room 113B | | | | | | | | | 439 HR: HR Executive Committee | |
| CC: Room 113C | | | 404 ICW: Faculty of Color Lunch & Meeti | | | | | | | |
| CC: Room 307A | | | ← AAA: 2007 LAC | | | | | | | → |
| MT: Franklin 9 | | | 400 AAC: EAMI Advisory Board Meeting | | | | | | 441 IM: IM Executive Committee | |
| MT: Grand Ballroom A | | | | | 418 ICW: Gathering of POS Scholars | | | | | |
| MT: Grand Ballroom B | | | | | 419 ICW: ASQ Editorial | | | | | |
| MT: Grand Ballroom C | | | | | | | 429 ICW: ASQ Reception | | | |
| MT: Grand Ballroom D | 393 AAA: AMR Editorial Board Meeting | | 413 AAA: AMJ Outgoing | | 425 AAA: AMJ Incoming Editorial Board | | | | | |
| MT: Grand Ballroom E | | | ← RM/CMS/NDSC: Qualitative Research | | | | | | 455 ICW: Organization Science | |
| MT: Independence III | | | 405 AAA: AOM Leadership Forum | | | | | | | |
| MT: Liberty Ballroom | | | | | | | | | 428 AAA: New Member Orientation | |
| MT: Room 301 | | | | | 420 ICW: Organization Science Ed. | | | | | |
| MT: Room 302 | 394 AAA: Division | | 406 AAA: AMP Editorial Board Meeting | | 426 AAA: AMLE Editorial Board Meeting | | | | | |
| MT: Room 303 | 395 AAA: 2008 PDW Chairs Meeting | | 414 AAA: PD Training for | | | | | | | |
| MT: Room 304 | 396 AAA: PD Training for Proq Chairs | | 415 AAA: Review System Training | | | | | | | |
| MT: Room 306 | | 401 AAC: Western AOM Meeting | | | | | | | 432 BPS: BPS Executive Committee | |
| MT: Room 307 | | ← Operations and Ethics II | | | | | | | | |
| MT: Room 309 | | | | | 421 ICW: ORGANIZATION Journal | | | | 452 RM: RM Executive Committee | |
| MT: Room 403 | | | 410 ICW: MLI Ed. Board Meeting | | | | | | 448 OM: OM Executive Committee | |
| MT: Room 405 | 398 ICW: The JAME Ed. Board Meeting | | | | | | | | 454 TIM: TIM Executive Committee | |
| MT: Room 406 | | | | | | | | | 435 CMS: CMS Executive Committee | |
| MT: Room 407 | | | ← OCIS: International Research Panel | | | | | | | |
| MT: Room 408 & 409 | 399 ICW: Oxford Luncheon | | | | | | | | 449 OMT: OMT Executive Committee | |
| MT: Room 410 | | 402 ICW: OMJ Board Meeting | | | | | | | | |
| MT: Room 411 & 412 | | | | | 423 MOC: Publishing in US Journals | | | | | |
| MT: Room 413 | | | | | | | | | 436 ENT: ENT Executive Committee | |
| SH: Franklin Room | | | ← AAA: Placement Services | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Sunday Evening, August 5, 2007 | |
|---------------------------------------|--|
| | 5:00 5:30 6:00 6:30 7:00 7:30 8:00 8:30 |
| LW: Commonwealth A2 | 460 ICW: LOS Journal Ed. |
| LW: Commonwealth D | ← PTC: Perspectives from Managers |
| LW: Lescaze | 467 ICW: Tepper School Alumni Reception |
| LW: Regency Ballroom C1 | 469 ODC: Honoring Barry Oshry |
| LW: Washington A | 463 ICW: Business and Society Ed. Board |
| OS: Fisher Park | ← OM & Co-Sponsors: Off-site Volunteering |
| CC: Exhibit Hall C - Reg. | ← AAA: Registration |
| CC: Grand Ballroom | 457 AAA: AOM Convocation |
| CC: Grand Hall | 470 AAA: All Academy Reception |
| CC: Room 110 A&B | 461 ICW: NLS Business |
| CC: Room 113 Foyer | 468 OB: Leadership Reception/Cocktail |
| CC: Room 307A | ← AAA: 2007 LAC → |
| MT: Grand Ballroom A | 466 ICW: Ifera Reception |
| MT: Grand Ballroom B | 459 ICW: Warwick Biz School Reception |
| MT: Grand Ballroom C | 471 ICW: HKUST Reception → |
| MT: Grand Ballroom E | ← ICW: Organization |
| MT: Grand Ballroom I | 465 CMS: CMS Social Evening |
| MT: Independence I & II | 458 AAC: AAM Committee 464 AAC: AAM Reception |
| MT: Liberty Ballroom C | 472 GDO: LGBT and Friends → |
| MT: Room 407 | 462 OCIS: OCIS Executive Committee |



Courtesy of Chris Poulson, University of Tasmania, Australia

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Morning, August 6, 2007

| | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | → |
|---------------------------------|--|------|---|------|------|--|---|-------|-------|-------|---|
| LW: 33rd Floor Terrace | 475 MSR: MSR Meditation | | | | | | | | | | |
| LW: Commonwealth A1 | 479 MC: Welcome | | | | | 604 AAA: Meet the AOM's Editors | | | | | |
| LW: Commonwealth A2 | 514 HCM: Work Climate | | | | | 639 HCM: Patient Safety | | | | | |
| LW: Commonwealth B | 515 HCM: Cooperative Research | | | | | 640 HCM: Organizational Change | | | | | |
| LW: Commonwealth C | 578 BPS/TIM: University-Industry Ties | | | | | 689 ODC: Socialization and Forgetting | | | | | |
| LW: Commonwealth D | 557 ODC: Organizational Learning | | | | | 692 ODC/MC: Appreciative Inquiry 20 | | | | | |
| LW: Congress A | 480 MH: Welcome | | 540 MH: Understanding Management | | | | 667 MH: Chuck Wrege Remembers | | | | |
| LW: Congress B | 542 MSR: Paradigms and Contexts | | | | | 671 MSR/ENT: Entrepreneurship | | | | | |
| LW: Congress C | 690 ODC: Leadership, Time and Depth | | | | | | | | | | |
| LW: Howe | 568 PNP: Networks and Partnerships | | | | | 707 PNP: Social Movement | | | | | |
| LW: Lescaze | 569 PNP: Service Learning | | | | | 708 PNP: Future PNP Research | | | | | |
| LW: Regency Ballroom A | 482 ODC: | | 558 ODC: ODC Theme Session | | | | 638 GDO/OB/CM: Why So Few | | | | |
| LW: Regency Ballroom B | 485 AAS: Market-Based Poverty Reduction | | | | | 606 AAS: Creating Companies w/ | | | | | |
| LW: Regency Ballroom C1 | 536 MC: Intellectual Capital | | | | | 664 MC: Managing People, | | | | | |
| LW: Regency Ballroom C2 | 567 ONE: Environmental Mgmt Systems | | | | | 706 ONE/SIM/IM: Business and | | | | | |
| LW: Regency Prefunction | 601 All Academy Break | | | | | | | | | | |
| LW: Washington A | 571 SIM: Welcome | | 597 SIM: Perspectives on Bus & Society | | | | 711 SIM: Leadership, Ethics, & CSR | | | | |
| LW: Washington B | 579 SIM/MED/ONE: Sustainability Mgt | | | | | 712 SIM: Social Reporting & | | | | | |
| LW: Washington C | 598 SIM: Corrupt Behavior | | | | | 602 Conference Break | | | | | |
| CC: Exhibit Hall C - Break Area | 602 Conference Break | | | | | | | | | | |
| CC: Exhibit Hall C - BPS 1 | 583 BPS: Alliances and Networks | | | | | 615 BPS: Boards of Directors | | | | | |
| CC: Exhibit Hall C - CM | 584 CM: Avoiding Conflict Breakdown | | | | | | | | | | |
| CC: Exhibit Hall C - CMS | 585 CMS: Power, Discourse and | | | | | 626 CMS: Trends in Management | | | | | |
| CC: Exhibit Hall C - ENT 1 | 586 ENT: Venture Capital | | | | | 632 ENT: Entrepreneurship Strategies | | | | | |
| CC: Exhibit Hall C - ENT 2 | 587 ENT: Venture Teams | | | | | 633 ENT: Geography & Technology | | | | | |
| CC: Exhibit Hall C - Exh. | 580 AAA: Exhibits | | | | | | | | | | |
| CC: Exhibit Hall C - GDO 1 | 634 GDO: Student Populations | | | | | | | | | | |
| CC: Exhibit Hall C - HCM 1 | 588 HCM: Service Quality: Patient Pe | | | | | | | | | | |
| CC: Exhibit Hall C - IM 1 | 589 IM: Innovation & Knowledge Mgmt | | | | | 650 IM: IB Theory, FDI & Entry Mode | | | | | |
| CC: Exhibit Hall C - IM 2 | 590 IM: Institutions & Pol Economy | | | | | 651 IM: MNC Strategy | | | | | |
| CC: Exhibit Hall C - Mem. | 581 AAA: Membership | | | | | | | | | | |
| CC: Exhibit Hall C - MH | 591 MH: Management History | | | | | | | | | | |
| CC: Exhibit Hall C - MOC | 592 MOC: Empirical Strides in MOC | | | | | 668 MOC: Conceptual Developments | | | | | |
| CC: Exhibit Hall C - ODC 1 | 691 ODC: Org Culture & Performance | | | | | | | | | | |
| CC: Exhibit Hall C - OM 1 | 693 OM: SCM International | | | | | | | | | | |
| CC: Exhibit Hall C - OM 2 | 694 OM: Strategy & OM | | | | | | | | | | |
| CC: Exhibit Hall C - OMT 1 | 595 OMT: Org. & Mgr. Cognition | | | | | 702 OMT: Organizational Forms and S | | | | | |
| CC: Exhibit Hall C - OMT 2 | 596 OMT: Institutional Change | | | | | 703 OMT: Networks and | | | | | |
| CC: Exhibit Hall C - PNP | 709 PNP: Public and Private Sectors | | | | | | | | | | |
| CC: Exhibit Hall C - Reg. | 477 AAA: Registration | | | | | | | | | | |
| CC: Exhibit Hall C - TIM 1 | 599 TIM: Strategy and Innovation | | | | | | | | | | |
| CC: Room 103A | 552 OB/GDO/CM: Dyads in Groups | | | | | 680 OB/CM/GDO: Respect in | | | | | |
| CC: Room 103B | 553 OB/HR/MED: Group Learning | | | | | 683 OB/HR: Attachment Theory at | | | | | |
| CC: Room 103C | 549 OB: Organizational Constraints | | | | | 678 OB: Unethical Behavior | | | | | |
| CC: Room 104A | 511 GDO: Relational Demography | | | | | | | | | | |
| CC: Room 104B | 512 GDO: Migrant and Immigrant Workers | | | | | 636 GDO: Diversity and Inclusiveness | | | | | |
| CC: Room 105A | 503 CM: Intra-Group Conflict | | | | | | | | | | |
| CC: Room 105B | 504 CM: Trust and Cooperation | | | | | | | | | | |
| CC: Room 106A | 500 CAU: Strategy & Org Theory Research | | | | | 620 CAU: How CEOs Impact the | | | | | |
| CC: Room 106B | 501 CAU: CSR Cross-Cultural Imperative | | | | | 621 CAU: What to do with | | | | | |
| CC: Room 107A | 502 CAU: Territoriality & Psy. Ownershi | | | | | 622 CAU: Global Academic Endeavour | | | | | |
| CC: Room 107B | 513 GDO: GDO Welcome | | | | | 637 GDO/OB: Whites' Reactions to | | | | | |
| CC: Room 108A | 486 AAS: Re-Focusing Management Educ | | | | | 607 AAS: The Emergence of | | | | | |
| CC: Room 108B | 537 MED: Career Development | | | | | 704 OMT/OB/MOC: Organizational | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Morning, August 6, 2007 (continued)

| | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | → |
|--------------------------|------|--|--------------------------|--|------|------|------------------------------|--|-------|-------|---|
| CC: Room 109A | | | | 538 MED: Internship and Action Learning | | | | 665 MED: Classroom Attitudes: Ethics | | | |
| CC: Room 109B | | | | 539 MED: Positioning Business Schools | | | | 666 MED: MED Keynote: Transforming | | | |
| CC: Room 110A | | | | 541 MOC: Innovation and Knowledge Mgmt | | | | 669 MOC: Interpersonal Relationships | | | |
| CC: Room 110B | | | | 550 OB: Abusive Supervision | | | | 679 OB: Emotion in Organizations | | | |
| CC: Room 111A | | | | 498 CAR: Career Success | | | | 618 CAR: Values Dimensions of | | | |
| CC: Room 111B | | | | 499 CAR/HR/IM: Careers Across Intl. Contexts | | | | 619 CAR/MED/HR: Learning to Lead in | | | |
| CC: Room 112A | | | | 518 HR/IM: Bridging IHRM Research | | | | 641 HR: Work-Family Interface | | | |
| CC: Room 112B | | | | 519 HR/OB: 360-Degree Feedback Insights | | | | 642 HR: Expatriates and HR | | | |
| CC: Room 113A | | | | 593 MOC: MOC Welcome w/ Denise | | | | 670 MOC/OB/ODC: Shifting & | | | |
| CC: Room 113B | | | | 516 HR: Welcome and Awards Ceremony ... | | | | 644 HR/OB/GDO: Implementing | | | |
| CC: Room 113C | | | | 517 HR: Antecedents of Turnover | | | | 643 HR: Predictors of Org | | | |
| CC: Room 307A | | | 478 AAA: 2007 LAC | | | | | | | | → |
| MT: Franklin 1 | | | | 495 BPS/OB: What Makes CEOs Tick? | | | | 616 BPS/OMT: Post-Contracting | | | |
| MT: Franklin 10 | | | | 487 BPS: RBV and Sustainability | | | | 608 BPS: Startups + Venture Cap | | | |
| MT: Franklin 11 | | | | 507 ENT: ENT Decision Making | | | | 627 ENT: Family Business | | | |
| MT: Franklin 12 | | | | 494 BPS/ENT/RM: Business Data Access | | | | 628 ENT: Entrepreneurial Careers | | | |
| MT: Franklin 13 | | | | 559 OM: OM 594 OM: Soft Side of OM | | | | 695 OMT/TIM: Meet the Journal Editors | | | |
| MT: Franklin 2 | | | | 496 BPS/OMT/RM: Philosophy and Organizations | | | | 609 BPS: Industry Dyn+Comp | | | |
| MT: Franklin 3 | | | | 523 IM/BPS: Business Groups in Asia | | | | 645 IM: Foreign Expansion | | | |
| MT: Franklin 4 | | 476 IM: IMD Welcome | | | | | | 646 IM: HRM & Institutional Contexts | | | |
| MT: Franklin 5 | | | | 566 OMT/CMS/ODC: Micro-Mechanisms | | | | 705 OMT/ODC/CMS: Giddens and | | | |
| MT: Franklin 6 | | | | 560 OMT: Grade of Membership | | | | 696 OMT: Industry Dynamics | | | |
| MT: Franklin 7 | | | | 561 OMT: OMT Distinguished Scholar | | | | 697 OMT: Bringing the M into OMT | | | |
| MT: Franklin 8 | | | | 570 RM: Mix Methods | | | | 710 RM/MED/OMT: Qualitative | | | |
| MT: Franklin 9 | | | | 488 BPS: Corp Strat: Downsizing + Restr | | | | 610 BPS: Div Strat: An Agency Persp. | | | |
| MT: Franklin Prefunction | | | | | | | 600 All Academy Break | | | | |
| MT: Grand Ballroom A | | | | | | | | 686 OB/OMT/CM: Team Learning | | | |
| MT: Grand Ballroom B | | | | 497 BPS/TIM/OMT: Industry Architecture Dynamics | | | | 713 SIM/OB/CM: Ethics Construct | | | |
| MT: Grand Ballroom C | | | | 551 OB/GDO/CM: Does It Pay to be Sensitive? | | | | 685 OB/MOC/OMT: Identity | | | |
| MT: Grand Ballroom D | | | | 489 BPS: What's wrong with Strategy? | | | | 617 BPS/TIM: The Region Identity | | | |
| MT: Grand Ballroom F | | | | | | | | 603 AAA: AOM PA Forum on Immigration | | | → |
| MT: Grand Ballroom I | | | | 505 CMS: Critical Management and Theory | | | | 624 CMS: Are Women Inferior to Men? | | | |
| MT: Grand Ballroom J | | 481 OCIS: | | 555 OCIS: Software Development I | | | | 687 OCIS: Collaboration and Interdepe | | | |
| MT: Grand Ballroom K | | | | 577 TIM/BPS: Knowledge and User Innovation | | | | 714 TIM: Federal Research Funding | | | |
| MT: Grand Ballroom L | | | | 572 TIM: New Product Development | | | | 718 TIM/BPS/OMT: Open Source | | | |
| MT: Independence I | | | | 543 OB: Emotional Labor | | | | 672 OB: Team Processes | | | |
| MT: Independence II | | | | 544 OB: Transformational Leadership | | | | 673 OB: Implementing Creativity | | | |
| MT: Independence III | | | | 545 OB: Trust in Whom? | | | | 674 OB: Transformational Leadership | | | |
| MT: Liberty Ballroom A | | | | 483 AAS: Finding Our Brain, Heart, and | | | | 684 OB/MOC: Power and Certainty | | | |
| MT: Liberty Ballroom B | | | | 554 OB/TIM/MOC: New Frontiers in Creativity | | | | 682 OB/HR: Advances in OCB | | | |
| MT: Liberty Ballroom C | | | | 484 AAS: The Dark Side of Doing Good | | | | 605 AAS: Lessons After Katrina | | | |
| MT: Room 301 | | | | 546 OB: Job Engagement and Involvement | | | | 675 OB: Identity and Identification | | | |
| MT: Room 302 | | 474 AAA: Ethics Committee Meeting | | | | | | | | | |
| MT: Room 303 | | | | 573 TIM: Multinationals & Innovation | | | | 715 TIM: Technological Search | | | |
| MT: Room 304 | | | | 574 TIM: Intellectual Property | | | | 716 TIM: Special Topics on Innovation | | | |
| MT: Room 305 | | | | 575 TIM: networks & Mobility | | | | 717 TIM: New Product Development | | | |
| MT: Room 306 | | | | 576 TIM: Organizational Relationships | | | | | | | |
| MT: Room 307 | | | | 556 OCIS: IT Strategy | | | | 688 OCIS: Software Development II | | | |
| MT: Room 309 | | | | 547 OB: Exchange Relationships | | | | 676 OB: LMX Theory | | | |
| MT: Room 310 | | | | 548 OB: Justice Perceptions | | | | 677 OB: Regulatory Focus | | | |
| MT: Room 401 | | | | 565 OMT/BPS: Professional Service Firms | | | | 698 OMT: Professions | | | |
| MT: Room 402 | | | | 562 OMT: Routines | | | | 699 OMT: Adaptation and Capabilities | | | |
| MT: Room 403 | | | | 563 OMT: Entrepreneurship | | | | 700 OMT: In the Boardroom | | | |
| MT: Room 404 | | | | 564 OMT: Institutionalization | | | | 701 OMT: Legitimation | | | |
| MT: Room 405 | | | | 506 CMS: Mergers and Knowledge Work | | | | 625 CMS: Transnational Knowledge | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Morning, August 6, 2007 (continued)

| | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | → | |
|--------------------------|------|------|------|---|------|------|-------|-------|--|-------|---|---|
| MT: Room 406 | | | | 490 BPS: Strategic Change and Org Design | | | | | 611 BPS: Interfirm Alliances + Dyn | | | |
| MT: Room 407 | | | | 491 BPS: Cog in Org Ec: RBV,TCE,Real Op | | | | | 612 BPS: Dynamic Cap and Org | | | |
| MT: Room 408 | | | | 492 BPS: Managing Fam and Entre Firms | | | | | 613 BPS: Tech Strat: Patents and R&D | | | |
| MT: Room 409 | | | | 493 BPS: Boards of Dir + Incen: Agency | | | | | 614 BPS: Corp Gov, Bds of Dir+Group | | | |
| MT: Room 410 | | | | 508 ENT: ENT and Thinking | | | | | 629 ENT: ENT Research Narratives | | | |
| MT: Room 411 | | | | 509 ENT: Examining Venture Capital | | | | | 630 ENT: Governance Resources & | | | |
| MT: Room 412 | | | | 510 ENT: ENT Orientation & Friends | | | | | 631 ENT: Running the Family Business | | | |
| MT: Room 413 | | | | 520 IM: CSR, Org Practice & Econ Devt | | | | | 647 IM: Diffusion, Institutional Change | | | |
| MT: Room 414 | | | | 521 IM: Knowledge Flows | | | | | 648 IM: Inter-firm r/s & knowledge | | | |
| MT: Room 415 | | | | 522 IM: Culture & Work Orientations | | | | | 649 IM: Comparative Governance | | | |
| SH: Franklin Room | | | | 582 AAA: Placement Services | | | | | | | | → |
| SH: Liberty A - Table A1 | | | | 524 IP: Affect in organizations | | | | | 652 IP: Innovation and globalization | | | |
| SH: Liberty A - Table A2 | | | | 525 IP: Attributes of entrepreneurs I | | | | | 653 IP: International business | | | |
| SH: Liberty A - Table A3 | | | | 526 IP: Doing well for doing good | | | | | 654 IP: Knowledge transfer across firm | | | |
| SH: Liberty A - Table A4 | | | | 527 IP: Human resource management II | | | | | 655 IP: Learning in the context of tea | | | |
| SH: Liberty B - Table B1 | | | | 528 IP: Integration post-M&A | | | | | 656 IP: Customers and firm | | | |
| SH: Liberty B - Table B2 | | | | 529 IP: Intellectual property | | | | | 657 IP: Attributes of entrepreneurs II | | | |
| SH: Liberty B - Table B3 | | | | 530 IP: Inter-firm collaboration | | | | | 658 IP: Expatriate effectiveness | | | |
| SH: Liberty B - Table B4 | | | | 531 IP: Inter-team relations | | | | | 659 IP: Identities in Organizations | | | |
| SH: Liberty C - Table C1 | | | | 532 IP: Investment in technology | | | | | 660 IP: Issues in research I | | | |
| SH: Liberty C - Table C2 | | | | 533 IP: Organizational design I | | | | | 661 IP: Performance of M&As | | | |
| SH: Liberty C - Table C3 | | | | 534 IP: Women managers | | | | | 662 IP: Work-related attitudes | | | |
| SH: Liberty C - Table C4 | | | | 535 IP: Citizenship behaviors | | | | | 663 IP: Workplace deviance | | | |



Courtesy of Chris Poulson, University of Tasmania, Australia

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Afternoon, August 6, 2007

| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 → | | |
|---------------------------------|---|-------|------|------|------|------|------|------|------|------|---|--|--------------------------------------|
| LW: Commonwealth A1 | 825 ICW: ETP Ed. Board Meeting | | | | | | | | | | | | |
| LW: Commonwealth A2 | 753 HCM/OMT: Identity Change | | | | | | | | | | 866 HCM/PNP/ODC: Leadership for | | |
| LW: Commonwealth B | 752 HCM: Leadership and Politics | | | | | | | | | | 865 HCM: Information Systems | 974 HCM: HCM Speaker | |
| LW: Commonwealth C | 798 ODC: Cynicism and resistance | | | | | | | | | | 917 ODC: Leadership and Change | 1019 ODC: International | |
| LW: Commonwealth D | 799 ODC: Human Capital and Job Design | | | | | | | | | | 918 ODC: changing Individuals | 1020 ODC: knowledge, | |
| LW: Congress A | 778 MH: Critical Turns in Civilization | | | | | | | | | | 895 MH: Management Pioneers | 1002 MH: Richard M. Hodgetts | |
| LW: Congress B | 782 MSR: Pipeline Paper Workshop | | | | | | | | | | 900 MSR: Spiritual Engagement | 1006 MSR/SIM: Leadership ↗ | |
| LW: Congress C | 800 ODC: Creativity and Innovation | | | | | | | | | | 919 ODC/TIM: Government | | |
| LW: Howe | 813 PNP: Nonprofits and Boards | | | | | | | | | | 931 PNP/CMS: Social | | |
| LW: Lescaze | 814 PNP: Public Management and Work | | | | | | | | | | 930 PNP: Strategic Collaboration | 1031 PNP/OB: Public Service | |
| LW: Regency Ballroom A | 751 GDO/CAR/OB: The Embeddedness of | | | | | | | | | | 913 OB/ODC/IM: Resistance and | | |
| LW: Regency Ballroom B | 724 AAS: Doing Better at Doing Good | | | | | | | | | | 834 AAS: Europa, Quo Vadis? | | |
| LW: Regency Ballroom C1 | 776 MC: Choice in Consulting | | | | | | | | | | 892 MC: Value Creation in | 998 MC: New American → | |
| LW: Regency Ballroom C2 | 810 ONE: Environmental Innovation | | | | | | | | | | 929 ONE: Stakeholder Dynamics | | |
| LW: Washington A | 831 SIM/OB/MOC: Ethical | | | | | | | | | | 933 SIM: Perceived Corp | 1032 SIM: Theory, Methods, | |
| LW: Washington B | 828 SIM/BPS/OMT: CSR in Professional | | | | | | | | | | 934 SIM: CSP & CFP | 1033 SIM: Corporate Political | |
| LW: Washington C | 830 SIM: Balancing 'Being' and | | | | | | | | | | 935 SIM: Org Characteristics & CSR | 1034 SIM: Enterprise, People | |
| CC: Exhibit Hall C - Break Area | 942 AAA: | | | | | | | | | | | | |
| CC: Exhibit Hall C - BPS 1 | 733 BPS: Competitive Interaction | | | | | | | | | | 951 BPS: Corporate Strategies | | |
| CC: Exhibit Hall C - BPS 2 | | | | | | | | | | | | 952 BPS: Dynamic Capabilities | |
| CC: Exhibit Hall C - BPS 3 | | | | | | | | | | | | 953 BPS: RBV -- Sustainability | |
| CC: Exhibit Hall C - ENT 1 | | | | | | | | | | | | 858 ENT: Entrepreneurship and | 969 ENT: Technology ENT |
| CC: Exhibit Hall C - ENT 2 | | | | | | | | | | | | 859 ENT: Family Business | |
| CC: Exhibit Hall C - ENT 3 | | | | | | | | | | | | 970 ENT: Corporate | |
| CC: Exhibit Hall C - ENT 4 | | | | | | | | | | | | 860 ENT: ENT, Innovation, & | |
| CC: Exhibit Hall C - ENT 5 | | | | | | | | | | | | 861 ENT: New Venture | |
| CC: Exhibit Hall C - Exh. | ← AAA: Exhibits | | | | | | | | | | | | |
| CC: Exhibit Hall C - GDO 1 | | | | | | | | | | | | 862 GDO: Team/Organization | |
| CC: Exhibit Hall C - HR | 754 HR: HR Organizational Perspective | | | | | | | | | | 867 HR: Individual Issues | | |
| CC: Exhibit Hall C - IM 1 | | | | | | | | | | | | 876 IM: Inter- & Intra-firm r/s | 983 IM: Emerging & Transition |
| CC: Exhibit Hall C - IM 2 | | | | | | | | | | | | 877 IM: Cross-Cultural Mgmt | |
| CC: Exhibit Hall C - Mem. | ← AAA: Membership | | | | | | | | | | | | |
| CC: Exhibit Hall C - OCIS | 795 OCIS: OCIS VP Session | | | | | | | | | | | | |
| CC: Exhibit Hall C - OM 1 | 802 OM: OM/ERP | | | | | | | | | | | | |
| CC: Exhibit Hall C - OMT 1 | 806 OMT: Interorganizational Networks | | | | | | | | | | 927 OMT: Institutions | 1028 OMT: Organizational | |
| CC: Exhibit Hall C - ONE 1 | 811 ONE: Longitudinal Analyses | | | | | | | | | | | | |
| CC: Exhibit Hall C - ONE 2 | 812 ONE: Managing environmental problem | | | | | | | | | | | | |
| CC: Exhibit Hall C - PNP | 815 PNP: Issues in Public Management | | | | | | | | | | 1030 PNP: Issues in Nonprofit | | |
| CC: Exhibit Hall C - Reg. | ← AAA: Registration | | | | | | | | | | | | |
| CC: Exhibit Hall C - SIM | | | | | | | | | | | | 936 SIM: SIM Visual Papers | |
| CC: Exhibit Hall C - TIM 1 | 821 TIM: New Product Development | | | | | | | | | | | | |
| CC: Exhibit Hall C - TIM 2 | 822 TIM: Human Capital & Innovation | | | | | | | | | | | | |
| CC: Room 103A | 790 OB/MOC: Deconstructing Anger | | | | | | | | | | 910 OB/HR: Turnover Context and | 1014 OB: Team Effectiveness | |
| CC: Room 103B | 791 OB/MOC: Follower-Centered Perspectives | | | | | | | | | | 906 OB: Justice and CSR | 1015 OB: Cross-Cultural | |
| CC: Room 103C | 793 OB/SIM/MOC: Identity and Deviance | | | | | | | | | | 909 OB/GDO/MOC: Great | 1016 OB: Team Identity and | |
| CC: Room 104A | 749 GDO: Leadership and Multiple Levels | | | | | | | | | | 863 GDO: Status congruence | 971 GDO: Culture and | |
| CC: Room 104B | 750 GDO: Ethnicity and Work-Family | | | | | | | | | | 864 GDO/CAR: How do you draw | 972 GDO: Diversity and | |
| CC: Room 105A | 741 CM: Negotiation Tactics | | | | | | | | | | 850 CM: Doing Well by Doing Good | 961 CM: Gender in | |
| CC: Room 105B | 742 CM: Trust in Leaders | | | | | | | | | | 851 CM: Leaders and Accounts | 962 CM: Workplace Aggression | |
| CC: Room 106A | 738 CAU: Maximizing Impact in India | | | | | | | | | | 847 CAU: Publish or Perish | 958 CAU: Empowerment | |
| CC: Room 106B | 739 CAU: Spirituality in the Classroom | | | | | | | | | | 848 CAU: Global Management | 959 CAU: The "Human" Side of | |
| CC: Room 107A | 740 CAU: Taking Your Programs Online | | | | | | | | | | 849 CAU: Russian & Eastern | 960 CAU: Organizational Errors | |
| CC: Room 107B | 779 MOC: Image and Reputation | | | | | | | | | | 896 MOC: Sensemaking | 1003 MOC: Org. Identity | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Afternoon, August 6, 2007 (continued)

| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 → |
|------------------------|-------|---|------|------|------|--|------|------|--|------|--------|
| CC: Room 108A | | 725 AAS: Superiority of Stakeholders | | | | 835 AAS: Theorizing from | | | 973 GDO: GDO Town Hall | | |
| CC: Room 108B | | 764 IM/BPS/OMT: multinationality & performance | | | | 912 OB/MOC/OMT: The Social Role | | | 999 MED: Management | | |
| CC: Room 109A | | 777 MED: Classroom Perspectives | | | | 893 MED: Making Research Work | | | 1000 MED: Teaching | | |
| CC: Room 109B | | | | | | 894 MED: Leadership | | | 1001 MED: Bridging Frames | | |
| CC: Room 110A | | 780 MOC: Team Success Factors | | | | 897 MOC: Organizational Identity | | | 1004 MOC: Interpersonal | | |
| CC: Room 110B | | 789 OB: Creativity | | | | 907 OB: Emotions | | | 1017 OB: Motivation | | |
| CC: Room 111A | | 736 CAR: Career Impacts on Wages | | | | 845 CAR: Evidence for New | | | 956 CAR: Role | | |
| CC: Room 111B | | 737 CAR: Psychology and Careers | | | | 846 CAR: Mentoring Outcomes | | | 957 CAR: Career Transitions | | |
| CC: Room 112A | | 755 HR: Dysfunctional Behaviors | | | | 868 HR: Selection ... | | | 975 HR: Socialization and Fit ... | | |
| CC: Room 112B | | 756 HR: Recruitment ... | | | | 869 HR: Applications of Social Exch | | | 976 HR: Managing Human | | |
| CC: Room 113A | | 781 MOC/BPS: Upper Echelons Cognition | | | | 898 MOC/OB: Decision-Making | | | 1005 MOC: MOC Best | | |
| CC: Room 113B | | 757 HR: Managing Performance | | | | 870 HR: HR VPs' Concerns | | | 977 HR: Ice Cream Social & | | |
| CC: Room 113C | | 758 HR: High Performance Work Systems | | | | 871 HR: Strategic HRM | | | 978 HR/MOC: Goals & | | |
| CC: Room 307A | | ← AAA: 2007 LAC | | | | | | | | | → |
| MT: Franklin 1 | | 726 BPS: The Art & Design of Strategy | | | | 836 BPS: Strat Man: Stakeholder | | | 955 BPS/TIM/ONE: Shaping | | |
| MT: Franklin 10 | | 727 BPS: Dynamic Cap and Weaknesses | | | | 837 BPS: Strat Through a Real Op | | | 944 BPS: Entre Strat+Man.the | | |
| MT: Franklin 11 | | 744 ENT: ENT Division Q&A with Officers | | | | 853 ENT: ENT in the University | | | 964 ENT: ENT Management | | |
| MT: Franklin 12 | | 745 ENT: Entrepreneurship and Strategy | | | | 854 ENT: THE GREATEST SHOW | | | 965 ENT: Prescriptive | | |
| MT: Franklin 13 | | 801 OM: Interdisciplinary OM | | | | 920 OM: Jnl Operations Mgt Best | | | 1021 OM: OM Business | | |
| MT: Franklin 2 | | 735 BPS/OMT: Scientists and Innovation | | | | 838 BPS: K Man: Patents and R&D | | | 945 BPS: Vert Coord: Var on a | | |
| MT: Franklin 3 | | 759 IM: Foreign Entry: Timing & Speed | | | | 872 IM: Entry Modes | | | 979 IM: Netwks,Biz Grps,Firm | | |
| MT: Franklin 4 | | 760 IM: Cultural Values & Work Outcome | | | | 879 IM/BPS/OB: New Directions in | | | 980 IM: IMD Executive Panel | | |
| MT: Franklin 5 | | 826 OMT: Institutional Logics | | | | 921 OMT: Institutional Conflict | | | 1022 OMT: Institutional theories | | |
| MT: Franklin 6 | | 803 OMT: Geography and Organizations | | | | 922 OMT: Organizational Forms | | | 1023 OMT: Population Ecology | | |
| MT: Franklin 7 | | 809 OMT/OCIS: E-Mail Data in SNA | | | | 923 OMT: Brokerage and Closure | | | 1024 OMT: Building client | | |
| MT: Franklin 8 | | 816 RM: Diary study nonresponse | | | | 932 RM: RM International | | | | | |
| MT: Franklin 9 | | 728 BPS: Int Strat, M&A's and Networks | | | | 839 BPS: Behav Dec Th of M, | | | 946 BPS: Learning Th and K | | |
| MT: Grand Ballroom A | | 792 OB/MOC/HR: The Subtle Influence of Time | | | | | | | | | |
| MT: Grand Ballroom B | | 807 OMT/BPS/ODC: Toward A Theory of | | | | 899 MOC/OB/CAR: Positive | | | | | |
| MT: Grand Ballroom C | | 808 OMT/MOC/CAR: Living With Typecasting | | | | 878 IM/BPS: Internalization | | | 984 IM/ODC/BPS: Organ'l | | |
| MT: Grand Ballroom D | | 734 BPS/ENT/OMT: Entrepreneurship & Strategy | | | | 840 BPS: Multilevel Alliance | | | 954 BPS/IM/OMT: Next | | |
| MT: Grand Ballroom E | | ← MED: MED Chairs' Lunch/NAME Speaker | | | | | | | | | |
| MT: Grand Ballroom F | | ← AAA: | | | | 832 AAA: AOM PA Forum on Private Equity | | | | | |
| MT: Grand Ballroom G | | ← ICW: JOB Luncheon | | | | | | | | | |
| MT: Grand Ballroom I | | 743 CMS/OMT/SIM: Goodness, Identity, and | | | | 852 CMS: ODC-CMS Critique | | | 963 CMS: Keynote Speaker | | |
| MT: Grand Ballroom J | | 794 OCIS: E-Workspaces I | | | | 916 OCIS/OMT/MOC: Beyond Play | | | 1018 OCIS: OCIS Keynote | | |
| MT: Grand Ballroom K | | 823 TIM/BPS/OMT: Management of Science | | | | 937 TIM: TIM Best Dissertation | | | 1035 TIM: Theory in TIM | | |
| MT: Grand Ballroom L | | 824 TIM/BPS/SIM: Ethics and BioScience Firms | | | | 941 TIM/BPS/OMT: Open Source | | | 1036 TIM: Timing of Innovation | | |
| MT: Independence I | | 783 OB: Justice | | | | 901 OB: Coping with Stress | | | 1007 OB: Leadership and | | |
| MT: Independence II | | 784 OB: Emotional Intelligence | | | | 902 OB: Team Effectiveness | | | 1008 OB: Predicting Deviance | | |
| MT: Independence III | | 785 OB: OCBs | | | | 903 OB: Perceiving Leadership | | | 943 OB: Making Connections Coffee | | |
| MT: Liberty Ballroom A | | 721 AAS: Understanding CSR | | | | 911 OB/HR/OCIS: Leadership and | | | 1009 OB: Job Insecurity | | |
| MT: Liberty Ballroom B | | 722 AAS: Career Success Across Cultures | | | | 908 OB/CM: Voluntary Work | | | 1010 OB: Leadership and | | |
| MT: Liberty Ballroom C | | 723 AAS: Work, Family & National Health | | | | 833 AAS: Is it Still a Jungle Out | | | | | |
| MT: Room 301 | | 786 OB: Leadership Processes | | | | | | | 1011 OB: Five-Factor Model | | |
| MT: Room 303 | | 818 TIM: Knowledge Search | | | | 938 TIM: Customers and Innovation | | | 1037 TIM: Technological | | |
| MT: Room 304 | | 819 TIM: Managing Knowledge | | | | 939 TIM: Team Characteristics | | | 1038 TIM: Technology and | | |
| MT: Room 305 | | 820 TIM: Alliances and Innovation | | | | 940 TIM: R&D Investments | | | 1039 TIM: Radical Innovation | | |
| MT: Room 306 | | 817 RM: Qualitative Methods | | | | | | | | | |
| MT: Room 307 | | 797 OCIS/TIM/HCM: Transforming Healthcare | | | | 914 OCIS: E-Workspaces II | | | | | |
| MT: Room 309 | | 787 OB: Organizational Climate | | | | 904 OB: Psychological Contracts | | | 1012 OB: Customer Service | | |
| MT: Room 310 | | 788 OB: Escalation of Commitment | | | | 905 OB: Non-Traditional Work | | | 1013 OB: Job Demands | | |
| MT: Room 401 | | 804 OMT: Status | | | | 924 OMT: Alliances | | | 1025 OMT: Multiple Identities | | |
| MT: Room 402 | | 829 OMT: Strategic Adaptation | | | | 925 OMT: Risk and Uncertainty | | | 1026 OMT: Agendas and | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Monday Afternoon, August 6, 2007 (continued) | | | | | | | | | | | |
|---|-------|--|------|------|------|--|------|------|---|------|--------|
| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 → |
| MT: Room 403 | | 805 OMT: Politics & Corp. Governance | | | | 926 OMT: Power in Governance | | | 1027 OMT: Governance | | |
| MT: Room 404 | | 827 OMT/BPS/RM: QCA and | | | | 928 OMT/BPS: Strategic | | | 1029 OMT/CMS: Competing | | |
| MT: Room 405 | | 796 OCIS/OB: Coordination Complexity | | | | 915 OCIS: Virtual Work and | | | | | |
| MT: Room 406 | | 729 BPS: Ind. Anal: Econ Geog / Cluster | | | | 841 BPS: Network Coord Biotech | | | 947 BPS: Alliances and | | |
| MT: Room 407 | | 730 BPS: Tech Change and Tech Strategy | | | | 842 BPS: Cap and Innovation | | | 948 BPS: Div: Scale and Scope | | |
| MT: Room 408 | | 731 BPS: Strat Change + Inst Constraint | | | | 843 BPS: Corp Strat: Gov, Reg, and | | | 949 BPS: The Dyn RBV: | | |
| MT: Room 409 | | 732 BPS: Corp Gov: Dem and Composition | | | | 844 BPS: Bds of Dir: Agency and | | | 950 BPS: Executive Comp and | | |
| MT: Room 410 | | 746 ENT: Dialogue in ENT Research | | | | 855 ENT: International Venturing | | | 966 ENT: Sustainable & Social | | |
| MT: Room 411 | | 747 ENT: Innovation and ENT | | | | 856 ENT: Program Chairs | | | 967 ENT: Growing Role of ENT | | |
| MT: Room 412 | | 748 ENT: ENT & Competitive Advantage | | | | 857 ENT: Networks, Alliances, New | | | 968 ENT: ENT and Economies | | |
| MT: Room 413 | | 761 IM: Institutional Environments | | | | 873 IM: Foreign Policy & Political | | | 985 IM/SIM/PNP: International | | |
| MT: Room 414 | | 762 IM: Social Capital in MNCs | | | | 874 IM: Netwks & Firm Innovation | | | 981 IM: Knowledge Transfer & | | |
| MT: Room 415 | | 763 IM: Intercultural Process | | | | 875 IM: Ldrship Styles across | | | 982 IM: LMX & | | |
| SH: Franklin Room | | ← AAA: Placement Services | | | | | | | | | |
| SH: Liberty A - Table A1 | | 765 IP: Competitive dynamics | | | | 880 IP: Workforce diversity | | | 986 IP: Organizational change I | | |
| SH: Liberty A - Table A2 | | 766 IP: Diversification | | | | 881 IP: Conflict and negotiation I | | | 987 IP: Organizational learning | | |
| SH: Liberty A - Table A3 | | 767 IP: Faculty performance | | | | 882 IP: Employee health and | | | 988 IP: Strategic planning I | | |
| SH: Liberty A - Table A4 | | 768 IP: Entrepreneurial opportunities | | | | 883 IP: Impact of technology in firms | | | 989 IP: Top management | | |
| SH: Liberty B - Table B1 | | 769 IP: Inter-firm partnerships | | | | 884 IP: Resistance to change I | | | 990 IP: Entrepreneurial | | |
| SH: Liberty B - Table B2 | | 770 IP: International ownership | | | | 885 IP: Innovation I | | | 991 IP: Resistance to change II | | |
| SH: Liberty B - Table B3 | | 771 IP: Corporate responsibility I | | | | 886 IP: Job performance | | | 992 IP: Learning from alliances | | |
| SH: Liberty B - Table B4 | | | | | | 887 IP: Cognition and decision | | | 993 IP: Managing risk | | |
| SH: Liberty C - Table C1 | | 772 IP: MNC Networks | | | | 888 IP: Issues in research II | | | 994 IP: Gender differences in | | |
| SH: Liberty C - Table C2 | | 773 IP: Motivation to do good | | | | 889 IP: Boards of directors/advisors | | | 995 IP: Conflict and negotiation | | |
| SH: Liberty C - Table C3 | | 774 IP: Employee-employer relationship | | | | 890 IP: Supply chain design I | | | 996 IP: Entrepreneurial process | | |
| SH: Liberty C - Table C4 | | 775 IP: Product development | | | | 891 IP: Internet and online | | | 997 IP: Human resource | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Monday Evening, August 6, 2007

| | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | | | |
|---------------------------|------|-------------|------------------------------|----------------------------------|------|------|-------------|-----------------|------|------|-------|-------------|---------------------------------------|------------------------------------|
| LW: Commonwealth B | | 1044 | HCM: HCM Business | | | | | | | | | | | |
| LW: Commonwealth C | | 1049 | SIM: SIM Business Meeting | | | | | | | | | | | |
| LW: Commonwealth D | | | | | | | | | | | | 1074 | ICW: ORBH Alumni Reception | |
| LW: Congress A | | 1045 | MH: Business | | | | | | | | | | | |
| LW: Congress B | | | ←Leadership & Sustainability | | | | | | | | | | | |
| LW: Congress C | | 1047 | ONE: Business Mtg. | | | | | | | | | | | |
| LW: Howe | | | | | | | | | | | | 1067 | HCM: HCM Division | |
| LW: Lescaze | | | 1053 | PNP: PNP Business | | | | | | | | | | |
| LW: Regency Ballroom A | | | | | | | | | | | | 1060 | MH: Management History Reception | |
| LW: Regency Ballroom B | | | | | | | | | | | | 1072 | SIM/PNP/ONE: SIM/PNP/ONE Joint Social | |
| LW: Regency Ballroom C1 | | | ← MC: Business Mtg & Awards | | | | | | | | | | | |
| LW: Regency Ballroom C2 | | | 1058 | MC: MC | | | | | | | | | | |
| LW: Washington A | | | ← SIM: Theory, Methods, | | | | | | | | | | | |
| LW: Washington B | | | ← SIM: Corporate Political | | | | | | | | | | | |
| LW: Washington C | | | ← SIM: Enterprise, People | | | | | | | | | | | |
| OS: Twenty21 | | | | | | | | | | | | 1073 | MC: Members and Friends Dinner | |
| CC: 12th Street Foyer | | | | | | | | | | | | 1069 | GDO: GDO Reception | |
| CC: 13th Street Foyer | | | 1056 | ICW: Mgmt. Faculty of Color Rec. | | | | | | | | | | |
| CC: Exhibit Hall C - Reg. | | | ← Registration | | | | | | | | | | | |
| CC: Room 107B | | 1043 | GDO: GDO Business Meeting | | | | | | | | | | | |
| CC: Room 307A | | | ← AAA: 2007 LAC | | | | | | | | | | | |
| MT: Franklin 2 | | | 1057 | OM: OM Division Social | | | | | | | | | | |
| MT: Franklin 4 | | 1052 | IM: IMD BAH Eminent Scholar | | | | | | | | | | | |
| MT: Franklin 5 | | | ← Institutional | | | | 1063 | OMT: OMT Social | | | | | | |
| MT: Franklin 6 | | | ← Population | | | | | | | | | | | |
| MT: Franklin 7 | | | 1051 | OMT: Business Mtg. | | | | | | | | | | |
| MT: Franklin 8 | | | | | | | | | | | | 1064 | RM: RM Social | |
| MT: Grand Ballroom A | | 1042 | ENT: ENT Division | | | | | | | | | | | |
| MT: Grand Ballroom B | | | | | | | | | | | | 1068 | ENT: ENT Division Reception | |
| MT: Grand Ballroom C | | | | | | | | | | | | 1070 | ICW: BAM Reception | |
| MT: Grand Ballroom D | | | | | | | | | | | | 1059 | ICW: NEU/MSU Reception | |
| MT: Grand Ballroom E | | | | | | | | | | | | 1066 | BPS: Irwin | |
| MT: Grand Ballroom F | | | | | | | | | | | | 1062 | OCIS: OCIS Social Hour | |
| MT: Grand Ballroom H | | | | | | | | | | | | 1061 | OB: OB Division Awards / Social | |
| MT: Grand Ballroom I | | 1041 | CMS: CMS Business Meeting | | | | | | | | | | | |
| MT: Grand Ballroom J | | 1046 | OCIS: OCIS Meeting | | | | | | | | | | | |
| MT: Grand Ballroom K | | 1050 | TIM: TIM Business Meeting | | | | | | | | | | | |
| MT: Grand Ballroom L | | | | | | | | | | | | 1065 | TIM: TIM Social Hour | |
| MT: Independence Ballroom | | | | | | | | | | | | 1071 | ICW: Jrl. of Hispanic Research Rec. | |
| MT: Liberty Ballroom A&B | | | 1054 | BPS: Irwin | | | | | | | | | | |
| MT: Liberty Ballroom C | | | 1055 | ICW: Sloan Industry Studies Rec. | | | | | | | | | 1075 | AAA: President's Dessert Reception |
| MT: Room 306 | | 1048 | RM: Business Mtg | | | | | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Tuesday Morning, August 7, 2007

| | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | → |
|---------------------------------|---------------------------------|------|------|---|------|------|---|-------|-------|-------|---|
| LW: 33rd Floor Terrace | 1076 MSR: MSR Meditation | | | | | | | | | | |
| LW: Commonwealth A2 | | | | 1113 HCM: HRM and Turnover | | | 1229 HCM: Radical to Routine | | | | |
| LW: Commonwealth B | | | | 1115 HCM/TIM: Translation of NGHTs | | | 1230 HCM: IOM and AOM | | | | |
| LW: Commonwealth C | | | | 1164 ODC/RM/MC: Collaborative Mgt Research | | | 1275 ODC/MC/OMT: Developing | | | | |
| LW: Commonwealth D | | | | 1160 ODC: New Models | | | 1273 ODC: Narrative and Discourse | | | | |
| LW: Congress A | | | | 1141 MH/ODC/MC: Legacy of Douglas | | | 1255 MH: Organizational Systems | | | | |
| LW: Congress B | | | | 1145 MSR: Spiritual Leadership | | | 1258 MSR: Affect & Spirituality at | | | | |
| LW: Congress C | | | | 1161 ODC: Engaged Research | | | 1274 ODC: change impact and | | | | |
| LW: Howe | | | | 1178 PNP: Corruption and Management | | | 1288 PNP: Leadership and Motivation | | | | |
| LW: Lescaze | | | | 1179 PNP: Community Organizations | | | | | | | |
| LW: Millennium Hall | 1077 AAA: AOM Past | | | | | | | | | | |
| LW: Regency Ballroom A | | | | 1153 OB/GDO/CM: Faultlines and Group | | | 1270 OB/RM/OMT: Social Networks | | | | |
| LW: Regency Ballroom B | | | | 1083 AAS: The 21st Century Corporation | | | 1198 AAS: The Morality of Strategy | | | | |
| LW: Regency Ballroom C1 | | | | 1137 MC: Professionalism in Consulting | | | 1252 MC: MC Town Hall/Working | | | | |
| LW: Regency Ballroom C2 | | | | 1177 ONE: Sustainability and Org. Change | | | 1287 ONE: Int. Environmental | | | | |
| LW: Washington A | | | | 1188 SIM: Case for Ethics & CSR | | | 1292 SIM/CM: Ethical Leadership | | | | |
| LW: Washington B | | | | 1181 SIM/BPS/ONE: Measuring CSR | | | 1290 SIM: Institutional Perspectives & | | | | |
| LW: Washington C | | | | 1189 SIM: Person/Situation & Ethics | | | 1291 SIM: Ethics, CSR, & Strategy | | | | |
| CC: Exhibit Hall C - Break Area | 1195 AAA: | | | | | | | | | | |
| CC: Exhibit Hall C - BPS 1 | | | | 1093 BPS: Strategy as Practice | | | 1206 BPS: Tech & Ent. Strategy | | | | |
| CC: Exhibit Hall C - BPS 2 | | | | | | | 1207 BPS: TMT / Corporate | | | | |
| CC: Exhibit Hall C - CM | | | | 1098 CM: New Considerations | | | | | | | |
| CC: Exhibit Hall C - ENT 1 | | | | 1108 ENT: Entrepreneurial Process | | | 1224 ENT: Relational Capital Issues | | | | |
| CC: Exhibit Hall C - ENT 2 | | | | 1109 ENT: Behavior & ENT Consequences | | | | | | | |
| CC: Exhibit Hall C - Exh. | 1191 AAA: Exhibits | | | | | | | | | | |
| CC: Exhibit Hall C - GDO 1 | | | | 1110 GDO: Identity and Diversity | | | | | | | |
| CC: Exhibit Hall C - HCM 1 | | | | 1114 HCM: OB Issues in Health Care | | | | | | | |
| CC: Exhibit Hall C - MC | | | | 1138 MC: MC Visual Papers | | | | | | | |
| CC: Exhibit Hall C - Mem. | 1192 AAA: Membership | | | | | | | | | | |
| CC: Exhibit Hall C - ODC 1 | | | | 1162 ODC: Employee Perspectives & Change | | | | | | | |
| CC: Exhibit Hall C - ODC 2 | | | | 1163 ODC: Strategic Change Case Studies | | | | | | | |
| CC: Exhibit Hall C - OMT 1 | | | | 1170 OMT: Managing | | | 1283 OMT: Learning and Information | | | | |
| CC: Exhibit Hall C - OMT 2 | | | | 1171 OMT: Culture & Institution Logic | | | 1284 OMT: Organizational Knowledge | | | | |
| CC: Exhibit Hall C - Reg. | 1078 AAA: Registration | | | | | | | | | | |
| CC: Exhibit Hall C - TIM 1 | | | | 1184 TIM: Technology and Organizations | | | 1297 TIM: Adaptation and Change | | | | |
| CC: Exhibit Hall C - TIM 2 | | | | | | | 1298 TIM: Management of Technology | | | | |
| CC: Room 103A | | | | 1154 OB/HR/MOC: New Perspectives in | | | 1268 OB/HR: Direct Care Workers | | | | |
| CC: Room 103B | | | | 1155 OB/HR/ODC: Virtual Team Leadership | | | 1269 OB/MOC/RM: Automatic Social | | | | |
| CC: Room 103C | | | | 1157 OB/OMT/ODC: Change From Within | | | 1265 OB: Feedback Seeking Behavior | | | | |
| CC: Room 104A | | | | 1111 GDO: Motherhood and Careers | | | 1226 GDO: Work-Family and Lack of | | | | |
| CC: Room 104B | | | | 1112 GDO: Diversity and Outcomes | | | 1227 GDO: Gender and Careers | | | | |
| CC: Room 105A | | | | 1099 CM: Cracks in the American Dream | | | | | | | |
| CC: Room 105B | | | | 1100 CM/OB: Negotiator Reputation | | | 1215 CM: Trust in Teams | | | | |
| CC: Room 106A | | | | 1096 CAU: Reality of Black-Brown Relatio | | | 1213 CAU: Combining Careers and | | | | |
| CC: Room 106B | | | | | | | 1214 CAU: Women Entrepreneurs | | | | |
| CC: Room 107A | | | | 1097 CAU: Measuring Value In Teaching | | | | | | | |
| CC: Room 107B | | | | 1144 MOC/OB/CAR: Meaning of Work | | | 1228 GDO/CAR/HR: Mentoring and | | | | |
| CC: Room 108A | | | | 1084 AAS: Management and Employee Health | | | 1199 AAS: Employer-Employee | | | | |
| CC: Room 108B | | | | 1152 OB/CAR: Firing Back from Adversity | | | 1257 MOC/OMT: Leadership in | | | | |
| CC: Room 109A | | | | 1139 MED: Virtual Learning: Sensitivity | | | 1253 MED: Teaching | | | | |
| CC: Room 109B | | | | 1140 MED: Management Education Scholar | | | 1254 MED: Online Learning: Results | | | | |
| CC: Room 110A | | | | 1142 MOC: Cognition Theory Building | | | 1256 MOC: Confidence and Decision | | | | |
| CC: Room 110B | | | | 1151 OB: Creativity | | | 1266 OB: Psychological Contract | | | | |
| CC: Room 111A | | | | 1094 CAR: Gender and Career | | | 1210 CAR: Benefits of Relationships | | | | |
| CC: Room 111B | | | | 1095 CAR/HR: People helping people | | | 1211 CAR: Work Life Balance | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Tuesday Morning, August 7, 2007 (continued)

| | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | → |
|------------------------|------|------|---------------------------|---|------|------|-------|--|-------|-------|---|
| CC: Room 112A | | | | 1116 HR: Compensation and Outcomes | | | | 1234 HR/MED/HCM: Surviving the | | | |
| CC: Room 112B | | | | 1117 HR: Impact of Turnover on Orgs. | | | | 1231 HR: Management Development | | | |
| CC: Room 113A | | | | 1143 MOC/CM/OB: Bridging the Tech-Fuzzy | | | | 1216 CMMOC: Emotions & Emotional | | | |
| CC: Room 113B | | | | 1118 HR: Organizational Commitment | | | | 1232 HR: Leadership in Unusual | | | |
| CC: Room 113C | | | | 1119 HR: Performance Appraisal ... | | | | 1233 HR: HR from an Org. | | | |
| CC: Room 307A | | | 1079 AAA: 2007 LAC | | | | | | | | → |
| MT: Franklin 1 | | | | 1085 BPS: Doing Research Well | | | | | | | |
| MT: Franklin 10 | | | | 1086 BPS: Capabilities: K trans + replic | | | | 1200 BPS: Experiments in Macro | | | |
| MT: Franklin 11 | | | | 1103 ENT: Dynamics of Corporate ENT | | | | 1220 ENT: Technology | | | |
| MT: Franklin 12 | | | | 1104 ENT: Entrepreneurial Passion | | | | 1225 ENT/BPS: Cognition Research | | | |
| MT: Franklin 13 | | | | 1165 OM: Product Development | | | | 1276 OM: Research in OM | | | |
| MT: Franklin 2 | | | | 1087 BPS: The Role of Edu. within BPS | | | | 1208 BPS/OM: Performance | | | |
| MT: Franklin 3 | | | | 1120 IM: The Global/Regional Debate | | | | 1238 IM/BPS/OMT: Korean | | | |
| MT: Franklin 4 | | | | 1121 IM: OB Issues across Cultures | | | | 1239 IM/CM: Power Distance at Work | | | |
| MT: Franklin 5 | | | | 1172 OMT/BPS: --Organizational Learning | | | | 1277 OMT: Agency in Institutions | | | |
| MT: Franklin 6 | | | | 1187 OMT/IM: Food and Cultural | | | | 1286 OMT/MOC/BPS: Perspectives in | | | |
| MT: Franklin 7 | | | | 1173 OMT/BPS: Comm. Dyn & Network | | | | 1278 OMT: Interoanizational | | | |
| MT: Franklin 8 | | | | 1180 RM: Measurement Issues | | | | 1289 RM: Methods & Strategic | | | |
| MT: Franklin 9 | | | | 1088 BPS: Evol Theory of Firms and Ind | | | | 1201 BPS: Interfirm Network | | | |
| MT: Grand Ballroom A | | | | 1176 OMT/PNP/RM: Beyond the Fortune 500 | | | | 1209 BPS/OMT: Strategic Agility+Corp | | | |
| MT: Grand Ballroom B | | | | 1175 OMT/MOC/OB: Self-Reinforcing Cycles | | | | 1212 CAR/OMT/MED: Interdiscipl. | | | |
| MT: Grand Ballroom C | | | | 1156 OB/MOC/CM: Emotion and | | | | 1219 CMS/SIM/GDO: The Poor Are | | | |
| MT: Grand Ballroom D | | | | 1174 OMT/MH/SIM: Business and Federalism | | | | 1285 OMT/BPS: Comparative | | | |
| MT: Grand Ballroom I | | | | 1101 CMS: Organizational identities | | | | 1218 CMS/SIM: First Nation Matters | | | |
| MT: Grand Ballroom J | | | | 1158 OCIS: ERP Diffusion and Implement ... | | | | 1271 OCIS: Innovation Diffusion ... | | | |
| MT: Grand Ballroom K | | | | 1186 TIM/IM/ENT: National Innovation Systems | | | | 1299 TIM/BPS/OCIS: Offshoring | | | |
| MT: Grand Ballroom L | | | | 1185 TIM/BPS: MNE R&D & Knowledge | | | | 1293 TIM: Firms, universities, | | | |
| MT: Independence I | | | | 1194 OB: OB Lifetime | | | | 1259 OB: Leadership | | | |
| MT: Independence II | | | | 1146 OB: Work-Family Dynamics | | | | 1260 OB: Expertise and Learning in | | | |
| MT: Independence III | | | | 1147 OB: Justice and Managers | | | | 1261 OB: Knowledge in Collectives | | | |
| MT: Liberty Ballroom A | | | | 1080 AAS: Immigrant Labor Sector Needs | | | | 1196 AAS: Art & Business: Partners? | | | |
| MT: Liberty Ballroom B | | | | 1081 AAS: Work Life Research Doing Good | | | | 1267 OB/CM: Justice and Trust | | | |
| MT: Liberty Ballroom C | | | | 1082 AAS: Women Leaders: Critical Issues | | | | 1197 AAS: Critical Perspectives on | | | |
| MT: Room 301 | | | | 1148 OB: Self-Defeating Behaviors | | | | 1262 OB: Power and Politics | | | |
| MT: Room 303 | | | | 1182 TIM: Innovation Diffusion | | | | 1294 TIM: Organizational Adaptation a | | | |
| MT: Room 304 | | | | 1190 TIM: Interorganizational | | | | 1295 TIM: Network Effects | | | |
| MT: Room 305 | | | | 1183 TIM: Patents and IP | | | | 1296 TIM: Strategy & Knowledge | | | |
| MT: Room 307 | | | | 1159 OCIS: Knowledge Management I | | | | 1272 OCIS: Networks of Practice ... | | | |
| MT: Room 309 | | | | 1149 OB: Decision Making | | | | 1263 OB: Leaders and Followers | | | |
| MT: Room 310 | | | | 1150 OB: Anxiety, Attachment, Change | | | | 1264 OB: Positivity and Optimism | | | |
| MT: Room 401 | | | | 1166 OMT: Change Agents | | | | 1279 OMT: Motivation and Productivity | | | |
| MT: Room 402 | | | | 1167 OMT: Intraorganizational Networks | | | | 1280 OMT: Social Capital | | | |
| MT: Room 403 | | | | 1168 OMT: Limits to Embeddedness | | | | 1281 OMT: R&D and Networks | | | |
| MT: Room 404 | | | | 1169 OMT: Framing & Mobilization | | | | 1282 OMT: Organizational Learning | | | |
| MT: Room 405 | | | | 1102 CMS: Management, Labor and Power | | | | 1217 CMS: Business Power | | | |
| MT: Room 406 | | | | 1089 BPS: Network Formation and Coord | | | | 1202 BPS: Group Dyn + Soc Psych | | | |
| MT: Room 407 | | | | 1090 BPS: Strat: A Game-Theory Approach | | | | 1203 BPS: Capability Dev and Accum | | | |
| MT: Room 408 | | | | 1091 BPS: Strat through Inst Theory Lens | | | | 1204 BPS: Org Structure and Design | | | |
| MT: Room 409 | | | | 1092 BPS: TMT and Corp Governance | | | | 1205 BPS: Boards and TMTs: Group | | | |
| MT: Room 410 | | | | 1105 ENT: Diversity & Entrepreneurship | | | | 1221 ENT: Opportunity ID Continued | | | |
| MT: Room 411 | | | | 1106 ENT: New Venture Financing | | | | 1222 ENT: Scale Development ENT | | | |
| MT: Room 412 | | | | 1107 ENT: Impact of New Venture Settings | | | | 1223 ENT: International ENT | | | |
| MT: Room 413 | | | | 1122 IM: MNCs from Emerging Economies | | | | 1235 IM: MNCs from and in LDCs | | | |
| MT: Room 414 | | | | 1123 IM: HQ-Subsidiary Integration | | | | 1236 IM: Control & Coordination in | | | |
| MT: Room 415 | | | | 1124 IM: Cultural Distance and FDI | | | | 1237 IM: Notion of "Distance" | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Tuesday Morning, August 7, 2007 (continued)

| | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | → | |
|--------------------------|-------------------------------------|------|------|------|--|------|-------|-------|-------|---|---|---|
| SH: Franklin Room | 1193 AAA: Placement Services | | | | | | | | | | | → |
| SH: Liberty A - Table A1 | | | | | 1125 IP: Context of M&As | | | | | 1240 IP: Innovation II | | |
| SH: Liberty A - Table A2 | | | | | 1126 IP: Challenges of new ventures | | | | | 1241 IP: Organizational learning I | | |
| SH: Liberty A - Table A3 | | | | | 1127 IP: Ethical Firm Behavior | | | | | 1242 IP: Learning and knowledge | | |
| SH: Liberty A - Table A4 | | | | | 1128 IP: Governance structure & process | | | | | 1243 IP: Psychological contracts | | |
| SH: Liberty B - Table B1 | | | | | 1129 IP: Learning and knowledg 1 | | | | | 1244 IP: Cognition | | |
| SH: Liberty B - Table B2 | | | | | 1130 IP: Inter-firm relationships | | | | | 1245 IP: Competitive dynamics of | | |
| SH: Liberty B - Table B3 | | | | | 1131 IP: Social responsibility II | | | | | 1246 IP: Foreign direct investment | | |
| SH: Liberty B - Table B4 | | | | | 1132 IP: Organizational justice | | | | | 1247 IP: Founders' influence II | | |
| SH: Liberty C - Table C1 | | | | | 1133 IP: Organizational change II | | | | | 1248 IP: Resources and the firm II | | |
| SH: Liberty C - Table C2 | | | | | 1134 IP: Organizational design II | | | | | 1249 IP: Strategy making | | |
| SH: Liberty C - Table C3 | | | | | 1135 IP: Stress, well-being, and work-f | | | | | 1250 IP: Supply chain design II | | |
| SH: Liberty C - Table C4 | | | | | 1136 IP: Studying culture | | | | | 1251 IP: Context of tech transfer | | |



Courtesy of Chris Poulson, University of Tasmania, Australia

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Tuesday Afternoon, August 7, 2007

| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 → |
|---------------------------------|-------|-------|------|------|------|---|------|------|---------------------------------------|------|--------|
| LW: Commonwealth A2 | | | | | | 1332 HCM: Governance and | | | 1482 PNP: Qualitative | | |
| LW: Commonwealth B | | | | | | 1333 HCM: Collaborative | | | 1429 HCM: Organization | | |
| LW: Commonwealth C | | | | | | 1379 ODC: Discourse and Change | | | | | |
| LW: Commonwealth D | | | | | | 1381 ODC/OB/OMT: Emotion and | | | 1468 ODC: Change | | |
| LW: Congress A | | | | | | 1361 MH: Historical Performance | | | | | |
| LW: Congress B | | | | | | 1364 MSR: Teaching Non Linearity | | | | | |
| LW: Congress C | | | | | | 1380 ODC: Stages of change | | | | | |
| LW: Howe | | | | | | 1392 PNP: Culture and Arts | | | 1483 PNP: Governance and | | |
| LW: Lescaze | | | | | | 1393 PNP: Fundraising and | | | | | |
| LW: Regency Ballroom A | | | | | | 1344 IMBPS/SIM: New Political | | | 1469 ODC: ODC Distinguished | | |
| LW: Regency Ballroom B | | | | | | 1305 AAS: Doing good - U.S. vs. | | | 1449 MC: Coaching Education | | |
| LW: Regency Ballroom C1 | | | | | | 1358 MC/ODC/BPS: Consultants | | | 1450 MC: Relationships in | | |
| LW: Regency Ballroom C2 | | | | | | 1391 ONE: Environmental | | | 1481 ONE: Environmental | | |
| LW: Washington A | | | | | | 1395 SIM: Business & Econ | | | 1486 SIM: Emotions & Ethics | | |
| LW: Washington B | | | | | | 1396 SIM: Stakeholders & Org | | | 1487 SIM: CSR in Multinational | | |
| LW: Washington C | | | | | | 1397 SIM: CSR: Cross Cultural | | | 1488 SIM: Stakeholder-based | | |
| CC: Exhibit Hall C - Break Area | | | | | | 1403 AAA: | | | | | |
| CC: Exhibit Hall C - Exh. | | | | | | ← AAA: Exhibits | | | | | |
| CC: Exhibit Hall C - Mem. | | | | | | 1302 AAA: Membership | | | | | |
| CC: Exhibit Hall C - Reg. | | | | | | 1301 AAA: Registration | | | | | → |
| CC: Room 103A | | | | | | 1374 OB/HR/CAR: Goal Orientation | | | 1463 OB: Values in | | |
| CC: Room 103B | | | | | | 1370 OB: Challenge/Hindrance | | | 1464 OB: Nature Versus | | |
| CC: Room 103C | | | | | | 1373 OB/HR: Employment | | | 1484 PNP/OB: Exploring Org. | | |
| CC: Room 104A | | | | | | 1329 GDO: Gender, Race, Age and | | | 1428 GDO/SIM: Doing Well by | | |
| CC: Room 104B | | | | | | 1330 GDO: Navigating Work and | | | 1425 GDO: Mentoring and | | |
| CC: Room 105A | | | | | | 1321 CM: Alternative Dispute | | | 1417 CM: Mediation | | |
| CC: Room 105B | | | | | | 1322 CM/OB: Restoring Justice | | | 1418 CM: Culture in | | |
| CC: Room 106A | | | | | | 1318 CAU: Group Conflict | | | 1414 CAU: Unique | | |
| CC: Room 106B | | | | | | 1319 CAU: Interpersonal Workplace | | | 1415 CAU: EMONET | | |
| CC: Room 107A | | | | | | 1320 CAU: Classroom Images & | | | 1416 CAU: Women on Boards | | |
| CC: Room 107B | | | | | | 1331 GDO: Diversity Climate | | | 1426 GDO: Faultline | | |
| CC: Room 108A | | | | | | 1306 AAS: Leadership, Ethics, | | | 1427 GDO: Diversity and | | |
| CC: Room 108B | | | | | | 1372 OB/CM/SIM: Moral | | | | | |
| CC: Room 109A | | | | | | 1359 MED: Leadership Qualities | | | 1451 MED: Teaching Strategy | | |
| CC: Room 109B | | | | | | 1360 MED/OCIS/TIM: Strategic | | | 1452 MED: Teaching Service | | |
| CC: Room 110A | | | | | | 1362 MOC: Mental Models | | | 1453 MOC: Organizational | | |
| CC: Room 110B | | | | | | 1371 OB: Empowered to Create | | | 1465 OB: Stress and | | |
| CC: Room 111B | | | | | | 1317 CAR: Dialogue on Careers | | | 1413 CAR: Hughes Award | | |
| CC: Room 112A | | | | | | 1334 HR: Perspectives on Training | | | 1430 HR: HR and Teams ... | | |
| CC: Room 112B | | | | | | 1335 HR: Job Analysis and Design | | | 1431 HR: Predictors of Ind. | | |
| CC: Room 113A | | | | | | 1363 MOC: Emotions and EI | | | 1454 MOC/BPS: Time, cognition | | |
| CC: Room 113B | | | | | | 1337 HR/IM: Knowledge & IHRM | | | 1433 HR/MED/ODC: Action | | |
| CC: Room 113C | | | | | | 1336 HR: Perspectives on Selection | | | 1432 HR: HRM in Different | | |
| CC: Room 307A | | | | | | ← AAA: 2007 LAC | | | | | → |
| CC: Room 308 | | | | | | 1303 AAA: Membership Debriefing | | | | | |
| MT: Franklin 1 | | | | | | 1307 BPS: A Research Agenda | | | 1412 BPS/OMT: Identity and | | |
| MT: Franklin 10 | | | | | | 1308 BPS: Stakeholder Theory of | | | 1405 BPS: International | | |
| MT: Franklin 11 | | | | | | 1324 ENT: ENT Risk and | | | 1423 ENT/HCM: Innovation in | | |
| MT: Franklin 12 | | | | | | 1328 ENT/TIM: The good, bad, and | | | 1424 ENT/IM: Community | | |
| MT: Franklin 13 | | | | | | 1382 OM: Project Management | | | 1470 OM: Human Side of OM | | |
| MT: Franklin 2 | | | | | | 1309 BPS: Ec Found | | | 1406 BPS: BPS Dissertation | | |
| MT: Franklin 3 | | | | | | 1338 IM: Firm Resources & | | | 1434 IM: Diversification & | | |
| MT: Franklin 4 | | | | | | 1339 IM: Brain Circulation | | | 1435 IM: IMD Barry Richman | | |
| MT: Franklin 5 | | | | | | 1383 OMT: Institutional Practices | | | 1472 OMT: Institutional | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Tuesday Afternoon, August 7, 2007 (continued) | | | | | | | | | | | |
|--|------------------------------|-------|------|------|------|--|------|------|--|------|--------|
| | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 → |
| MT: Franklin 6 | | | | | | 1384 OMT: Categorization | | | 1478 OMT/BPS/TIM: Classifying | | |
| MT: Franklin 7 | | | | | | 1385 OMT: Network Dynamics I | | | 1473 OMT: Network Dynamics | | |
| MT: Franklin 8 | | | | | | 1394 RM: Multivariate Methods | | | 1485 RM: Measurement | | |
| MT: Franklin 9 | | | | | | 1314 BPS/OMT/CM: Interfirm | | | 1407 BPS: Behavioral Theory | | |
| MT: Grand Ballroom E-H | ← AAA: Presidential Luncheon | | | | | | | | | | |
| MT: Grand Ballroom A | | | | | | 1342 IM/BPS/OMT: The Problem of | | | | | |
| MT: Grand Ballroom B | | | | | | 1316 BPS/TIM/OMT: Firm/Industry | | | | | |
| MT: Grand Ballroom C | | | | | | 1345 IM/MED/MC: Global | | | 1479 OMT/ODC/SIM: | | |
| MT: Grand Ballroom D | | | | | | 1386 OMT: Complexity in | | | 1474 OMT: Growth & | | |
| MT: Grand Ballroom I | | | | | | 1315 BPS/OMT/ENT: Business | | | 1419 CMS: The Past and | | |
| MT: Grand Ballroom J | | | | | | 1377 OCIS: Innovation | | | 1466 OCIS: Sharing under | | |
| MT: Grand Ballroom K | | | | | | 1398 TIM: Patents & IP | | | 1489 TIM: Individual & Innovation | | |
| MT: Grand Ballroom L | | | | | | 1399 TIM: Organizational Design | | | 1490 TIM: Industry Emergence | | |
| MT: Independence I | | | | | | 1365 OB: Interpersonal & Team | | | 1455 OB: What Makes Teams | | |
| MT: Independence II | | | | | | 1366 OB: Leadership | | | 1456 OB: Leadership | | |
| MT: Independence III | | | | | | 1367 OB: Contextual Performance | | | 1457 OB: Duty, Humility, and | | |
| MT: Liberty Ballroom A | | | | | | 1376 OB/OMT: Dynamic Social | | | 1458 OB: Venus and Mars | | |
| MT: Liberty Ballroom B | | | | | | 1375 OB/ODC: Reactions to | | | 1459 OB: Outcomes of Justice | | |
| MT: Liberty Ballroom C | | | | | | 1304 AAS: Pos. Approach to | | | 1460 OB: Person-Organization | | |
| MT: Room 301 | | | | | | 1368 OB: Knowledge Sharing | | | 1461 OB: Social Networks | | |
| MT: Room 303 | | | | | | 1400 TIM: Technology, Innovation, | | | 1491 TIM: Knowledge and | | |
| MT: Room 304 | | | | | | 1401 TIM: Knowledge Communities | | | 1492 TIM: Technology and | | |
| MT: Room 305 | | | | | | 1402 TIM: Knowledge Seeking | | | 1493 TIM: Adoption of | | |
| MT: Room 307 | | | | | | 1378 OCIS: Knowledge | | | 1467 OCIS: E-Commerce and | | |
| MT: Room 309 | | | | | | 1369 OB: Political Will and Skill | | | 1462 OB: OCBs | | |
| MT: Room 310 | | | | | | | | | 1404 OB: Thank-You | | |
| MT: Room 401 | | | | | | 1387 OMT: Top Management | | | 1475 OMT: Leadership Theories | | |
| MT: Room 402 | | | | | | 1388 OMT: Trust | | | 1476 OMT: Knowledge in Teams | | |
| MT: Room 403 | | | | | | 1390 OMT/MH: Historians on Firm | | | 1480 OMT/TIM/BPS: | | |
| MT: Room 404 | | | | | | 1389 OMT: Organizational | | | 1477 OMT: Exploration & | | |
| MT: Room 405 | | | | | | 1323 CMS/OMT: Psychoanalytic | | | 1471 OM: Supply Chain | | |
| MT: Room 406 | | | | | | 1310 BPS: A Network-Based | | | 1408 BPS: Alliances, JVs and | | |
| MT: Room 407 | | | | | | 1311 BPS: M&A Processes | | | 1409 BPS: Cert, Prestige, Rep. | | |
| MT: Room 408 | | | | | | 1312 BPS: Indiv Decision-Making | | | 1410 BPS: Learning Th and | | |
| MT: Room 409 | | | | | | 1313 BPS: TMTs and Boards of | | | 1411 BPS: M&A Strategy | | |
| MT: Room 410 | | | | | | 1325 ENT: Academic | | | 1420 ENT: Expand Frontier | | |
| MT: Room 411 | | | | | | 1326 ENT: Knowledge in ENT, INT | | | 1421 ENT: Expand ENT | | |
| MT: Room 412 | | | | | | 1327 ENT: Family Firm | | | 1422 ENT: Small Business | | |
| MT: Room 413 | | | | | | 1343 IM/BPS/SIM: Inclusive | | | | | |
| MT: Room 414 | | | | | | 1340 IM: Offshoring | | | 1436 IM: MNC Subsidiaries | | |
| MT: Room 415 | | | | | | 1341 IM: Global HRM | | | | | |
| SH: Franklin Room | ← AAA: Placement Services | | | | | | | | | | |
| SH: Liberty A - Table A1 | | | | | | 1346 IP: Challenges in diversity II | | | 1437 IP: Social capital benefits | | |
| SH: Liberty A - Table A2 | | | | | | 1347 IP: Organizational creativity | | | 1438 IP: Supply chain design | | |
| SH: Liberty A - Table A3 | | | | | | 1348 IP: Entrepreneurial process II | | | 1439 IP: Team leadership | | |
| SH: Liberty A - Table A4 | | | | | | 1349 IP: global economy | | | 1440 IP: Context of ethical | | |
| SH: Liberty B - Table B1 | | | | | | 1350 IP: Learning across nations | | | 1441 IP: Challenges in | | |
| SH: Liberty B - Table B2 | | | | | | 1351 IP: Outsourcing | | | 1442 IP: Management | | |
| SH: Liberty B - Table B3 | | | | | | 1352 IP: Power in organizations | | | 1443 IP: CEO succession and | | |
| SH: Liberty B - Table B4 | | | | | | 1353 IP: Psychological ownership | | | 1444 IP: Governance structure | | |
| SH: Liberty C - Table C1 | | | | | | 1354 IP: Leadership and innovation | | | 1445 IP: Career paths | | |
| SH: Liberty C - Table C2 | | | | | | 1355 IP: Team processes | | | 1446 IP: Organizational | | |
| SH: Liberty C - Table C3 | | | | | | 1356 IP: Strategic planning II | | | 1447 IP: Public policy influence | | |
| SH: Liberty C - Table C4 | | | | | | 1357 IP: Top management teams II | | | 1448 IP: Recruitment and | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Tuesday Evening, August 7, 2007

| | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | | |
|---------------------------|--|-------------|----------------------------|------|------|-------------|-------------|------|------|------|-------------|------------------------|------------------|
| LW: Commonwealth C | | 1504 | ODC: Awards & Business Mtg | | | | | | | | | | |
| LW: Congress B | | 1502 | MSR: Business Mtg | | | 1510 | MSR: Social | | | | | | |
| LW: Regency Ballroom A | | | 1511 | | | | | | | | | ODC: Social | |
| CC: 12th Street Foyer | | | | | | | | | | | 1513 | CM: Social | |
| CC: 13th Street Foyer | | | 1508 | | | | | | | | | CAR: Social | |
| CC: Exhibit Hall C - Reg. | ←Registration | | | | | | | | | | | | |
| CC: Room 105B | | 1505 | CM: Business Mtg | | | | | | | | | | |
| CC: Room 109A | | 1500 | MED: Business Mtg | | | | | | | | | | |
| CC: Room 110A | | 1501 | MOC: Business Mtg | | | | | | | | | | |
| CC: Room 111B | | 1495 | CAR: Business Mtg | | | | | | | | | | |
| CC: Room 113C | | 1506 | HR: Business Mtg | | | | | | | | | | |
| CC: Room 307A | ← AAA: 2007 LAC | | | | | | | | | | | | |
| MT: Franklin 4 | | 1499 | IM: IMD Business Mtg | | | | | | | | | | |
| MT: Grand Ballroom A | | 1496 | ENT: Reviewer Reception | | | | | | | | | | |
| MT: Grand Ballroom B-D | | 1494 | BPS: Business Mtg | | | | | | | | | | |
| MT: Grand Ballroom E | | | | | | | | | | | 1514 | IM: IMD Social | |
| MT: Grand Ballroom F | | | 1507 | | | | | | | | | BPS: Reception | |
| MT: Grand Ballroom J | | 1503 | OCIS: Informal Event | | | | | | | | | | |
| MT: Independence Ballroom | | | | | | | | | | | 1515 | MED: Social Event | |
| MT: Liberty Ballroom A | | | 1512 | | | | | | | | | HR: Division Reception | |
| MT: Liberty Ballroom C | | | 1509 | | | | | | | | | | MOC: Social Hour |
| MT: Room 404 | ← 1497 ICW: Nova Southeastern DBA | | | | | | | | | | | | |
| MT: Room 405 | | 1498 | ICW: ASAC/CJAS Meeting | | | | | | | | | | |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| Wednesday Morning, August 8, 2007 | |
|--|--|
| | 7:00 7:30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30 → |
| LW: 33rd Floor Terrace | 1517 MSR: MSR Meditation |
| LW: Commonwealth A2 | 1582 PNP: Innovation and Reform 1656 PNP: Voice and Social Justice |
| LW: Commonwealth B | 1538 HCM: Hospital Performance 1609 HCM/HR: Strategic HRM in |
| LW: Commonwealth C | 1572 ODC: employee involvement in change 1644 ODC: Issues in organizational |
| LW: Commonwealth D | 1574 ODC/MC/MH: Doing Global OD Work 1645 ODC: Culture and enactment |
| LW: Congress C | 1573 ODC/MC: Assessing Workplace Civility 1646 ODC: capabilities and |
| LW: Howe | 1583 PNP: Privatization and Partnership 1657 PNP: Technology and Innovation |
| LW: Regency Ballroom A | 1590 SIM/OB/OMT: Leadership After the |
| LW: Regency Ballroom C1 | 1591 MC: Understanding the Unseen 1631 MED/MC: Executive Coaching |
| LW: Regency Ballroom C2 | 1581 ONE: Environmental Regulation 1655 ONE: Understanding |
| LW: Washington A | 1593 SIM: Organizations & 1659 SIM: Networks & Partnerships |
| LW: Washington B | 1594 SIM: Coworkers, Climates, 1660 SIM: CSR, Stakeholders, & |
| LW: Washington C | 1585 SIM: Predicting Corp Social Perf 1661 SIM: Corporate & Personal |
| CC: Exhibit Hall C - Reg. | 1519 AAA: Registration |
| CC: Room 103A | 1569 OB/MOC/HR: Advancing Research on Emotion 1641 OB/HR/CMS: Factors Affecting |
| CC: Room 103B | 1567 OB/GDO/HR: Workplace Diversity Context 1638 OB: Transactional Leadership |
| CC: Room 103C | 1568 OB/HR/GDO: Positive Work-Family Interface 1640 OB/HR: Political Influences on |
| CC: Room 104A | 1537 GDO: Gender Effects 1608 GDO: Women's Leadership |
| CC: Room 105A | 1530 CM/HR: Organizational Justice |
| CC: Room 105B | 1543 HR/OB: Employment in China 1611 HR/BPS: Strategic Renewal |
| CC: Room 107B | 1562 MOC: Attributions in Organizations 1632 MOC: Social Cognition |
| CC: Room 109A | 1560 MED: Teaching Management: Issues 1629 MED: Classroom Teams |
| CC: Room 109B | 1516 MED: MED Exec Planning 1561 MED/SIM/CMS: Doing Well in the Curriculum 1630 MED: Ethics Panel Symposium |
| CC: Room 110A | 1563 MOC: Learning in Teams 1633 MOC: Team Mental Models |
| CC: Room 110B | 1566 OB: Teams Within Teams 1639 OB: Trust |
| CC: Room 111A | 1529 CAR/IM: Careers across Cultures 1604 CAR: Learning and Careers |
| CC: Room 111B | 1539 HR: Emotions in the Workplace 1635 MOC/OMT/ODC: Good |
| CC: Room 112A | 1540 HR: HR in Small & Medium Firms 1610 HR: HR: China & India |
| CC: Room 112B | 1541 HR: HRM and Knowledge Workers |
| CC: Room 113A | 1564 MOC: Heuristics and Biases 1634 MOC: Decision Making |
| CC: Room 113C | 1542 HR: Compensation Practices |
| CC: Room 307A | 1520 AAA: 2007 LAC |
| MT: Franklin 1 | 1527 BPS/TIM: Path Creation and Architecture 1597 BPS: Strategy Proc and Planning |
| MT: Franklin 10 | 1521 BPS: Corporate Reputation and Media 1598 BPS: K Creation and K |
| MT: Franklin 11 | 1532 ENT: Emotion and Entrepreneurship 1606 ENT: ENT & Economic |
| MT: Franklin 12 | 1533 ENT: Sociality of Entrepreneurship |
| MT: Franklin 13 | 1575 OM: Lean and Quality Mgt 1647 OM: The Factory View of Operati |
| MT: Franklin 2 | 1522 BPS: Absorptive Capacity 1599 BPS: Corp Gov and Exec |
| MT: Franklin 3 | 1544 IM: Firm International Performance 1612 IM: MNC Structure & |
| MT: Franklin 4 | 1518 IM: IMD Member 1613 IM: International HRM |
| MT: Franklin 5 | 1576 OMT: Does the Dynamics of Fast Chan 1648 OMT: Structure & Design |
| MT: Franklin 6 | 1580 OMT/BPS: Managerial Jobs and Managerial 1649 OMT: Organizational/Team |
| MT: Franklin 7 | 1577 OMT: Organizations and the State 1650 OMT: Transition Economies |
| MT: Franklin 8 | 1584 RM: Philosophy of Science 1658 RM: Design & Measurement |
| MT: Franklin 9 | 1528 BPS/TIM: Innovation in Life Sciences 1600 BPS: Diversification Strategy |
| MT: Grand Ballroom I | 1531 CMS: Consumption and Identity 1605 CMS: Organization and Rhetoric |
| MT: Grand Ballroom J | 1571 OCIS/IM: Coordinating Distributed Work 1642 OCIS: Project and Privacy |
| MT: Grand Ballroom K | 1588 TIM/PNP/BPS: Network-Centric Innovation 1603 BPS/TIM: Markets for technology |
| MT: Grand Ballroom L | 1586 TIM: University Knowledge Transfer |
| MT: Room 303 | 1587 TIM: Firm and Innovation 1662 TIM: Adaptation and Change |
| MT: Room 304 | 1595 TIM: Collaboration and 1663 TIM: Drivers of R&D and |
| MT: Room 305 | 1596 TIM: Management of Technology 1664 TIM: Perspectives on Innovation |
| MT: Room 307 | 1570 OCIS: Online Discourse I 1643 OCIS: Online Discourse II |
| MT: Room 309 | 1565 OB: Transformational Leadership 1636 OB: Work-Family Conflict |
| MT: Room 310 | 1637 OB: Team Performance |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

| | | |
|--------------------------|---|--|
| MT: Room 401 | 1592 OMT: Governance & Networks | 1651 OMT: Organizational |
| MT: Room 402 | 1578 OMT: Social Construction | 1652 OMT: Critical Perspectives |
| MT: Room 403 | 1579 OMT: Imitation | 1653 OMT: Trends in OMT |
| MT: Room 404 | 1589 OMT/SIM: Optimal Satisficing | 1654 OMT: Social Responsibility |
| MT: Room 406 | 1523 BPS: Comp Interaction + Contingency | 1601 BPS: Dynamic Cap Development |
| MT: Room 407 | 1524 BPS: Interfirm Coord: RBV and TCE | 1602 BPS: V.I. and Strategic |
| MT: Room 408 | 1525 BPS: Networks and Social Capital | |
| MT: Room 409 | 1526 BPS: Strategy as Practice | |
| MT: Room 410 | 1534 ENT: ENT & Opportunity | 1607 ENT: New in Institutional ENT |
| MT: Room 411 | 1535 ENT: International New Ventures | |
| MT: Room 412 | 1536 ENT: Choices in Family Business | |
| MT: Room 413 | 1545 IM: Institutional Imperfections | 1614 IM: Emerging Markets |
| MT: Room 414 | 1546 IM: Internationalization | 1615 IM: IJV |
| MT: Room 415 | 1547 IM: International OB | 1616 IM: Expatriate Effectiveness |
| SH: Liberty A - Table A1 | 1548 IP: Innovation diffusion | 1617 IP: Competitive dynamics of |
| SH: Liberty A - Table A2 | 1549 IP: Corporate social responsibilit | 1618 IP: Attributes of entrepreneurs II |
| SH: Liberty A - Table A3 | 1550 IP: Entrepreneurial process I | 1619 IP: Executive compensation |
| SH: Liberty A - Table A4 | 1551 IP: Gov. in inter-firm contexts | 1620 IP: Founders' influence I |
| SH: Liberty B - Table B1 | 1552 IP: Individual learning | 1621 IP: Research on leadership |
| SH: Liberty B - Table B2 | 1553 IP: Institutions and firms | 1622 IP: Knowledge and resources I |
| SH: Liberty B - Table B3 | 1554 IP: Power in organizations II | 1623 IP: Resources and innovation |
| SH: Liberty B - Table B4 | 1555 IP: Socially responsible values | 1624 IP: Research on institutions |
| SH: Liberty C - Table C1 | 1556 IP: Resources and the firm III | 1625 IP: Structure and innovation |
| SH: Liberty C - Table C2 | 1557 IP: Networks and competition | 1626 IP: Leadership research |
| SH: Liberty C - Table C3 | 1558 IP: Strategic choice | 1627 IP: Reputation and legitimacy |
| SH: Liberty C - Table | 1559 IP: Strategic role of HR | 1628 IP: Industries and firm clusters |

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

All Academy Activities

Program Coordinator: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management
 Local Arrangements Chair: Denise Potosky, Pennsylvania State U.
 Local Arrangements Chair: Eric W. Stein, Pennsylvania State U., Great Valley

| Day | Start | # | Location | Session Information | |
|-----|---------|------------|--------------------------------|---|------------------------------|
| Fri | 8:00am | 1 | MT:Room 403 | AOM Committee Meetings | |
| | | 2 | MT:Room 405 | Board of Governors' Meeting | |
| | | 3 | MT:Room 406 | AOM Committee Meetings | |
| | | 4 | CC:Room 307A | Philadelphia 2007 LAC | |
| | 11:00am | 11 | CC:Exhibit Hall C - Reg. | Conference Registration | |
| | 5:30pm | 51 | MT:Liberty Ballroom A&B | New Member Orientation: Session 1 | |
| Sat | 8:00am | 73 | MT:Independence I & II | Membership Committee Opening Meeting & Breakfast | |
| | | 74 | CC:Exhibit Hall C - Reg. | Conference Registration | |
| | | 75 | CC:Room 307A | Philadelphia 2007 LAC | |
| | | 76 | SH:Independence Ballroom | The Ins and Outs of Faculty Recruiting | |
| | 9:00am | 114 | MT:Room 405 | Board of Governors' Meeting | |
| | | 115 | MT:Room 406 | Board of Governors' Meeting (Breakout) | |
| | | 116 | SH:Franklin Room | Placement Services | |
| | 12:00pm | 164 | MT:Room 305 | Academy of Management Journal Editors' Meeting | |
| | | 165 | CC:Exhibit Hall C - Mem. | Membership | |
| | 12:30pm | 179 | MT:Grand Ballroom D | BOG Appreciation Luncheon for Outgoing Volunteers | |
| | 2:00pm | 215 | MT:Grand Ballroom E | Chairs, Fac. & Discussants | |
| | 5:00pm | 253 | MT:Room 405 | Anaheim 2008 Organizing Committee | |
| | 5:30pm | 258 | SH:Independence Ballroom | Placement for Applicants | |
| Sun | 8:00am | 283 | CC:Exhibit Hall C - Reg. | Conference Registration | |
| | | 284 | CC:Room 109B | AMLE Writers' Workshop | |
| | | 285 | CC:Room 307A | Philadelphia 2007 LAC | |
| | 8:30am | 311 | MT:Room 303 | 2007 Program Chairs Meeting | |
| | | 312 | MT:Room 403 | AOM Affiliates & Associates | |
| | 9:00am | 323 | MT:Room 304 | Current/Incoming Committees | |
| | | 324 | CC:Exhibit Hall C - Exh. | Conference Exhibits | |
| | | 325 | CC:Exhibit Hall C - Mem. | Membership | |
| | | 326 | SH:Franklin Room | Placement Services | |
| | 10:00am | 352 | CC:Room 109B | AMLE Writers' Workshop | |
| | 10:15am | 376 | CC:Exhibit Hall C - Break Area | Conference Break | |
| | 10:30am | 377 | MT:Room 303 | Div/IG Incoming Chairs | |
| | | 378 | MT:Room 304 | 2008 Program Chairs Meeting | |
| | 12:00pm | 393 | MT:Grand Ballroom D | AMR Editorial Board Meeting | |
| | | 394 | MT:Room 302 | Division Treasurers' Meeting | |
| | | 395 | MT:Room 303 | 2008 PDW Chairs Meeting | |
| | | 396 | MT:Room 304 | PD Training for Prog Chairs | |
| | 1:00pm | 405 | MT:Independence III | AOM Leadership Forum | |
| | | 406 | MT:Room 302 | AMP Editorial Board Meeting | |
| | | 407 | LW:Regency Ballroom A | AOM Fellows Group Committee on Membership Meeting | |
| | 1:30pm | 413 | MT:Grand Ballroom D | AMJ Outgoing Editorial Board | |
| | | 414 | MT:Room 303 | Program Developer Training Session for PDW Chairs | |
| | | 415 | MT:Room 304 | Centralized Review System Training Session | |
| | 2:30pm | 425 | MT:Grand Ballroom D | AMJ Incoming Editorial Board | |
| | | 426 | MT:Room 302 | AMLE Editorial Board Meeting | |
| | 2:45pm | 427 | CC:Exhibit Hall C - Break Area | Conference Break | |
| | 3:00pm | 428 | MT:Liberty Ballroom | New Member Orientation: Session 2 | |
| | 5:00pm | 457 | CC:Grand Ballroom | AOM Convocation | |
| | 7:00pm | 470 | CC:Grand Hall | All Academy Reception | |
| | Mon | 7:00am | 474 | MT:Room 302 | AOM Ethics Committee Meeting |

All Academy Activities

| Day | Start | # | Location | Session Information | |
|---------|---------|--------------------------------|--------------------------------|-------------------------------|-------------------------------|
| Mon | 8:00am | 477 | CC:Exhibit Hall C - Reg. | Conference Registration | |
| | | 478 | CC:Room 307A | Philadelphia 2007 LAC | |
| | 9:00am | 580 | CC:Exhibit Hall C - Exh. | Conference Exhibits | |
| | | 581 | CC:Exhibit Hall C - Mem. | Membership | |
| | | 582 | SH:Franklin Room | Placement Services | |
| | 10:15am | 600 | MT:Franklin Prefunction | All Academy Break | |
| | | 601 | LW:Regency Prefunction | All Academy Break | |
| | | 602 | CC:Exhibit Hall C - Break Area | Conference Break | |
| | 10:40am | 604 | LW:Commonwealth A1 | Meeting the Academy's Editors | |
| | 2:45pm | 942 | CC:Exhibit Hall C - Break Area | Conference Break | |
| | 9:00pm | 1075 | MT:Liberty Ballroom C | President's Dessert Reception | |
| | Tue | 7:30am | 1077 | LW:Millennium Hall | AOM Past Presidents Breakfast |
| | | 8:00am | 1078 | CC:Exhibit Hall C - Reg. | Conference Registration |
| | | | 1079 | CC:Room 307A | Philadelphia 2007 LAC |
| 9:00am | | 1191 | CC:Exhibit Hall C - Exh. | Conference Exhibits | |
| | | 1192 | CC:Exhibit Hall C - Mem. | Membership | |
| | | 1193 | SH:Franklin Room | Placement Services | |
| 10:15am | | 1195 | CC:Exhibit Hall C - Break Area | Conference Break | |
| 12:00pm | | 1300 | MT:Grand Ballroom E-H | Presidential Luncheon | |
| 2:15pm | | 1301 | CC:Exhibit Hall C - Reg. | Conference Registration | |
| 2:30pm | | 1302 | CC:Exhibit Hall C - Mem. | Membership | |
| | | 1303 | CC:Room 308 | Membership Debriefing Meeting | |
| 2:45pm | 1403 | CC:Exhibit Hall C - Break Area | Conference Break | | |
| Wed | 8:00am | 1519 | CC:Exhibit Hall C - Reg. | Conference Registration | |
| | | 1520 | CC:Room 307A | Philadelphia 2007 LAC | |

Affiliate Activities & Committees

Program Chair: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management
 Local Arrangements Chair: Denise Potosky, Pennsylvania State U.
 Local Arrangements Chair: Eric W. Stein, Pennsylvania State U., Great Valley

| Day | Start | # | Location | Session Information |
|--------|---------|---------------------|---|--|
| Fri | 1:00pm | 13 | MT:Room 403 | PTC: Strategy as Design |
| | | 17 | CC:Room 104A | MEN: Diversity Research Publishing |
| | | 18 | MT:Room 404 | AAM: Interactive Teaching Methods I |
| | 3:00pm | 35 | LW:Congress B | PTC: SPARC Educ & Learning Session |
| | 4:00pm | 39 | MT:Room 403 | AAM: Clarifying Comp. Advantage |
| | | 42 | CC:Room 112A | TTC: A Pledge for Teaching |
| | | 43 | LW:Congress C | PTC: Performance Measurement |
| | 6:00pm | 57 | LW:Washington A | PTC: Exploiting Technology in Your Consulting Services |
| | | 59 | OS:Independence Brew Pub | NDSC: New Doctoral Student Happy Hour |
| | | 65 | LW:Howe | ITC: Sustainable Practice Action Research Reception |
| 7:00pm | 69 | LW:Washington A | ITC: Mastering Transfo Change | |
| Sat | 7:30am | 72 | CC:Room 107A | TTC: Service-Learning and Live Case |
| | 8:00am | 79 | MT:Room 404 | PTC: Implementing CSR Strategy Glob |
| | | 88 | MT:Room 410 | IAM: Challenges of globalization |
| | 8:30am | 102 | MT:Franklin 9 | AAM: Case Study Research |
| | | 103 | LW:Regency Ballroom C1 | ITC: International Career-Development Workshop |
| | | 111 | LW:Washington B | IAM: Pro-poor For-profit Ventures |
| | 8:45am | 113 | MT:Grand Ballroom F | NDSC: New Doctoral Student Consortium |
| | 9:00am | 132 | LW:Regency Ballroom B | PTC: Sustainable Prac Action Res |
| | | 133 | LW:Commonwealth C | PTC: Org Health and Performance |
| | | 136 | MT:Room 309 | TTC: Teaching Well With Technology |
| | 9:30am | 137 | MT:Room 413 | ITC: Alliance Portfolios |
| | 10:00am | 142 | MT:Liberty Ballroom A | TTC: Capstone Course is Dead? |
| | | 145 | MT:Room 302 | AAM: Psychic, Cult. & Instit. Dist. |
| | | 146 | LW:Howe | ITC: Inter-communal understanding |
| | | 150 | MT:Franklin 6 | TTC: Teaching Across the Curriculum |
| | 11:00am | 157 | MT:Franklin 7 | IAM: Intellectual Capital |
| | | 158 | LW:Commonwealth C | PTC: Insights on Global Workforce Management |
| | 12:00pm | 172 | LW:Howe | IAM: Dissertation Success |
| | | 175 | LW:Commonwealth D | TTC: Social & Environmental Cases |
| | | 176 | LW:Regency Ballroom A | PTC: Bringing Practice Back into our Scholarship |
| | | 178 | MT:Room 309 | TTC: Teaching Ethics |
| | 12:30pm | 180 | MT:Room 414 & 415 | AAM: Austrian Economics |
| | | 181 | CC:Room 108A | MEN: Reducing Attrition in Doctoral Programs |
| | 12:45pm | 187 | LW:Congress A | PTC: Good Consulting on the Inside |
| | 1:00pm | 188 | MT:Franklin 8 | IAM: Publishing Intl Strat Research |
| | | 192 | CC:Room 112B | ITC: International HRM Research |
| | | 193 | MT:Room 404 | IAM: Research into practice (IAM) |
| 196 | | CC:Room 103B | TTC: Management Education: Global | |
| 1:30pm | 213 | LW:Commonwealth B | MEN: Career Mentoring of Faculty in the Non-USA setting | |
| 2:10pm | 224 | MT:Room 309 | AAM: Performing Academic Research in Microfinance | |
| 2:30pm | 227 | MT:Room 410 | IAM: Writing research grant proposals in Iberoamerica | |
| | 228 | MT:Grand Ballroom B | TTC: OMT in the MBA curriculum | |
| 3:00pm | 232 | MT:Franklin 1 | AAM: Doing High Impact Research | |
| | 233 | MT:Room 302 | AAM: Conducting Research in China | |
| | 234 | CC:Room 112A | TTC: Online Teaching | |
| | 235 | CC:Room 107A | TTC: Teaching 21st Century Management | |
| | 238 | MT:Franklin 7 | NDSC: Methods for Integrating Moderation and Mediation | |
| 3:30pm | 243 | LW:Commonwealth C | PTC: The Stakeholder Concept | |
| 4:00pm | 244 | MT:Franklin 5 | AAC: Teaching Theme Committee Meeting | |

Affiliate Activities & Committees

| Day | Start | # | Location | Session Information |
|------------|--------------|------------|------------------------|---|
| Sat | 4:30pm | 250 | MT:Franklin 9 | AAM: Meet the Editors |
| | 5:00pm | 255 | MT:Room 410 | IAM: IAOM Business Meeting |
| | 6:00pm | 269 | MT:Grand Ballroom D | NDSC: NDSC/MED Reception |
| | | 272 | LW:Regency Ballroom B | ITC: SPARC 10th Anniversary |
| Sun | 8:00am | 286 | MT:Room 406 | AAM: AAM Paper Development Workshop |
| | | 288 | MT:Grand Ballroom K | TTC: New Approaches:Teaching Strat. |
| | | 289 | MT:Independence I & II | MEN: BPS Managing Your Dissertation Workshop |
| | | 294 | CC:Room 111B | TTC: Teaching Courses on "Diversity in Organizations" |
| | | 297 | LW:Regency Ballroom C1 | ITC: The Global Brain |
| | | 304 | LW:Congress B | PTC: SPARC Research & Publication |
| | | 306 | MT:Grand Ballroom A | NDSC: Scale Development |
| | | 308 | LW:Commonwealth A1 | TTC: Ethics: Doing What We Should? |
| | | 309 | MT:Grand Ballroom B | TTC: Classroom Management |
| | 8:30am | 314 | CC:Room 110 A&B | IAM: Leadership in Academia |
| | | 320 | MT:Room 408 & 409 | PTC: Are We Engaged As Scholars? |
| | | 322 | MT:Grand Ballroom E | NDSC: Ask the Experts: Quantitative Methods |
| | 9:00am | 327 | MT:Grand Ballroom C | AAM: Doing Strategy Research in Emerging Economies |
| | | 329 | MT:Grand Ballroom I | PTC: Researching and Publishing on Strategy-as-Practice |
| | | 330 | CC:Room 103A | PTC: Negotiating your First Job |
| | | 331 | MT:Room 414 & 415 | IAM: Latin America Critical OS |
| | 9:30am | 351 | LW:Regency Ballroom C1 | IAM: Teaching Microfinance |
| | 10:00am | 353 | CC:Room 108B | MEN: Making the Most of Your Sabbatical |
| | | 360 | CC:Room 113B | TTC: Teaching Strategic HRM |
| | | 361 | CC:Room 103C | ITC: HRM Teaching&Research in India |
| | | 362 | MT:Franklin 9 | AAM: Where is Regionalization Going |
| | | 370 | LW:Regency Ballroom B | ITC: Meet the Editors |
| | | 374 | LW:Congress B | ITC: MNEs & Positive Social Change |
| | 10:30am | 379 | MT:Room 403 | AAC: Southwest Academy of Management Officers Meeting |
| | | 380 | CC:Room 111A | AAC: Midwest Academy of Management Officers Meeting |
| | | 382 | MT:Room 401 & 402 | AAM: Dev. & Transitional Countries |
| | | 386 | MT:Grand Ballroom E | NDSC: Ask the Experts: Qualitative Methods |
| | 11:00am | 392 | MT:Grand Ballroom C | TTC: Art Metaphors |
| | 12:00pm | 397 | LW:Lescaze | AAC: International Theme Committee Meeting |
| | 12:30pm | 400 | MT:Franklin 9 | AAC: EAMI Advisory Board Meeting |
| | | 401 | MT:Room 306 | AAC: Western Academy of Management Officers Meeting |
| | 1:00pm | 408 | CC:Room 106 A&B | AAC: Mentoring Committee Meeting |
| | 1:30pm | 416 | LW:Commonwealth D | AAC: Practice Theme Committee Meeting |
| | | 417 | LW:Lescaze | ITC: ITC - Carolyn Dexter Award Reception |
| | 3:30pm | 430 | LW:Commonwealth D | AAC: Practice Theme Committee Welcoming Reception |
| | | 431 | CC:Room 105B | AAC: SMA Board Meeting |
| | 4:30pm | 456 | LW:Commonwealth D | PTC: Perspectives from Managers |
| | 5:00pm | 458 | MT:Independence I & II | AAC: Asia Academy of Management Committee Meeting |
| | 6:00pm | 464 | MT:Independence I & II | AAC: AAM Reception |

All Academy Symposia

Program Chair: Allen Bluedorn, U. of Missouri, Columbia

| Day | Start | # | Location | Session Information |
|------------|---------|-----------------------|-----------------------------|---|
| Mon | 8:30am | 483 | MT:Liberty Ballroom A | Finding Our Brain, Heart, and |
| | | 484 | MT:Liberty Ballroom C | The Dark Side of Doing Good |
| | | 485 | LW:Regency Ballroom B | Market-Based Poverty Reduction |
| | | 486 | CC:Room 108A | Re-Focusing Management Educ |
| | 10:30am | 603 | MT:Grand Ballroom F | AOM PA Forum on Immigration in the U.S. |
| | 10:40am | 605 | MT:Liberty Ballroom C | Lessons After Katrina |
| | | 606 | LW:Regency Ballroom B | Creating Companies w/ Meaning |
| | | 607 | CC:Room 108A | The Emergence of Cleantech |
| | 12:20pm | 721 | MT:Liberty Ballroom A | Understanding CSR |
| | | 722 | MT:Liberty Ballroom B | Career Success Across Cultures |
| | | 723 | MT:Liberty Ballroom C | Work, Family and National Health |
| | | 724 | LW:Regency Ballroom B | Doing Better at Doing Good |
| | | 725 | CC:Room 108A | Superiority of Stakeholders |
| | 1:00pm | | MT:Grand Ballroom H | PA Forum on Immigration in Europe |
| | 2:30pm | 832 | MT:Grand Ballroom F | PA Forum on Private Equity |
| | 2:30pm | 833 | MT:Liberty Ballroom C | Is it Still a Jungle Out There |
| 834 | | LW:Regency Ballroom B | Europa, Quo Vadis? | |
| 835 | | CC:Room 108A | Theorizing from Environment | |
| Tue | 8:30am | 1080 | MT:Liberty Ballroom A | Immigrant Labor Sector Needs |
| | | 1081 | MT:Liberty Ballroom B | Work Life Research Doing Good |
| | | 1082 | MT:Liberty Ballroom C | Women Leaders: Critical Issues |
| | | 1083 | LW:Regency Ballroom B | The 21st Century Corporation |
| | | 1084 | CC:Room 108A | Management and Employee Health |
| | 10:30am | 1196 | MT:Liberty Ballroom A | Art & Business: Partners in Doing Good? |
| | | 1197 | MT:Liberty Ballroom C | Critical Perspectives on CSR |
| | | 1198 | LW:Regency Ballroom B | The Morality of Strategy |
| | | 1199 | CC:Room 108A | Employer-Employee Relationship |
| | 2:30pm | 1304 | MT:Liberty Ballroom C | Pos. Approach to Leadership |
| | | 1305 | LW:Regency Ballroom B | Doing good - U.S. vs. EU |
| | | 1306 | CC:Room 108A | Leadership, Ethics, Future |

Showcase Symposia

Program Chair: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management

| Day | Start | # | Location | Session Information |
|---------|---------|--------|-----------------------|---|
| Mon | 8:30am | 497 | MT:Grand Ballroom B | SHCS: Industry Architecture Dynamics |
| | | 551 | MT:Grand Ballroom C | SHCS: Does It Pay to be Sensitive? |
| | 8:40am | 578 | LW:Commonwealth C | SHCS: University-Industry Ties |
| | 10:40am | 638 | LW:Regency Ballroom A | SHCS: Why So Few Women Leaders? |
| | | 681 | CC:Room 105B | SHCS: Individualism and Collectivism |
| | | 685 | MT:Grand Ballroom C | SHCS: Identity Construction |
| | | 686 | MT:Grand Ballroom A | SHCS: Future Directions of Team Learning Research |
| | | 704 | CC:Room 108B | SHCS: Organizational Surprise |
| | | 713 | MT:Grand Ballroom B | SHCS: Ethics Construct Developments |
| | 12:20pm | 751 | LW:Regency Ballroom A | SHCS: The Embeddedness of Diversity |
| | | 764 | CC:Room 108B | SHCS: multinationality & performance |
| | | 792 | MT:Grand Ballroom A | SHCS: The Subtle Influence of Time |
| | | 807 | MT:Grand Ballroom B | SHCS: Toward a Theory of Complexity for Management |
| | | 808 | MT:Grand Ballroom C | SHCS: Living With Typecasting |
| | 2:30pm | 878 | MT:Grand Ballroom C | SHCS: Internalization Contributions |
| | | 899 | MT:Grand Ballroom B | SHCS: Positive Identities |
| | | 912 | CC:Room 108B | SHCS: The Social Role of Emotion |
| | | 913 | LW:Regency Ballroom A | SHCS: Resistance and Adaptation Across Cultures |
| | Tue | 8:30am | 1104 | MT:Franklin 12 |
| 1152 | | | CC:Room 108B | SHCS: Firing Back from Adversity |
| 1153 | | | LW:Regency Ballroom A | SHCS: Faultlines and Group Process |
| 1156 | | | MT:Grand Ballroom C | SHCS: The Role of Emotion in Individual Decision-Making |
| 1175 | | | MT:Grand Ballroom B | SHCS: Self-Reinforcing Cycles |
| 1176 | | | MT:Grand Ballroom A | SHCS: Beyond the Fortune 500 |
| 10:30am | | 1209 | MT:Grand Ballroom A | SHCS: Strategic Agility and Corporate Renewal |
| | | 1212 | MT:Grand Ballroom B | SHCS: Interdiscipl. Career Theory |
| | | 1219 | MT:Grand Ballroom C | SHCS: The Poor Are Still With Us |
| | | 1257 | CC:Room 108B | SHCS: Leadership in Institutions |
| | | 1270 | LW:Regency Ballroom A | SHCS: Social Networks and Leadership |
| 2:30pm | | 1316 | MT:Grand Ballroom B | SHCS: Firm/Industry Evolution |
| | | 1342 | MT:Grand Ballroom A | SHCS: The Problem of Being Foreign |
| | | 1344 | LW:Regency Ballroom A | SHCS: New Political Risks and Perspectives |
| | | 1345 | MT:Grand Ballroom C | SHCS: Global Leadership Development |
| | | 1372 | CC:Room 108B | SHCS: Moral Transgressions |

Interactive Papers

Program Chair: Soo Min Toh, U. of Toronto

| Day | Start | # | Location | Session Information | | |
|------------|-------------------------|------------|-------------------------|---|-------------------------|--|
| Mon | 8:30am | 524 | SH:Liberty A - Table A1 | IP: Affect in Organizations | | |
| | | 525 | SH:Liberty A - Table A2 | IP: Attributes of Entrepreneurs I | | |
| | | 526 | SH:Liberty A - Table A3 | IP: Doing Well for Doing Good | | |
| | | 527 | SH:Liberty A - Table A4 | IP: Human Resource Management II | | |
| | | 528 | SH:Liberty B - Table B1 | IP: Integration Post-M&A | | |
| | | 529 | SH:Liberty B - Table B2 | IP: Intellectual Property | | |
| | | 530 | SH:Liberty B - Table B3 | IP: Inter-firm Collaboration | | |
| | | 531 | SH:Liberty B - Table B4 | IP: Inter-team Relations | | |
| | | 532 | SH:Liberty C - Table C1 | IP: Investment in Technology | | |
| | | 533 | SH:Liberty C - Table C2 | IP: Organizational Design I | | |
| | | 534 | SH:Liberty C - Table C3 | IP: Women Managers | | |
| | | 535 | SH:Liberty C - Table C4 | IP: Citizenship Behaviors | | |
| | | 10:40am | | 652 | SH:Liberty A - Table A1 | IP: Innovation in a Multinational Environment |
| | | | | 653 | SH:Liberty A - Table A2 | IP: International Business |
| | | | | 654 | SH:Liberty A - Table A3 | IP: Inter-organizational Knowledge Transfer |
| 655 | SH:Liberty A - Table A4 | | | IP: Learning in the Context of Teams | | |
| 656 | SH:Liberty B - Table B1 | | | IP: Brand, Customers and Business Performance | | |
| 657 | SH:Liberty B - Table B2 | | | IP: Attributes of Entrepreneurs II | | |
| 658 | SH:Liberty B - Table B3 | | | IP: Expatriate Effectiveness | | |
| 659 | SH:Liberty B - Table B4 | | | IP: Identities in Organizations | | |
| 660 | SH:Liberty C - Table C1 | | | IP: Issues in Research I | | |
| 661 | SH:Liberty C - Table C2 | | | IP: Performance of M&As | | |
| 662 | SH:Liberty C - Table C3 | | | IP: Work-related Attitudes | | |
| 663 | SH:Liberty C - Table C4 | | | IP: Workplace Deviance | | |
| 12:20pm | | | | 765 | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms I |
| | | | | 766 | SH:Liberty A - Table A2 | IP: Diversification |
| | | | | 767 | SH:Liberty A - Table A3 | IP: Faculty Performance |
| | | 768 | SH:Liberty A - Table A4 | IP: Identifying Entrepreneurial Opportunities I | | |
| | | 769 | SH:Liberty B - Table B1 | IP: Inter-firm Partnerships | | |
| | | 770 | SH:Liberty B - Table B2 | IP: International Ownership and Strategic Alliances | | |
| | | 771 | SH:Liberty B - Table B3 | IP: Corporate responsibility I | | |
| | | 772 | SH:Liberty C - Table C1 | IP: MNC Networks | | |
| | | 773 | SH:Liberty C - Table C2 | IP: Motivations for Corporations to Do Good | | |
| | | 774 | SH:Liberty C - Table C3 | IP: Employee-employer relationship | | |
| | | 775 | SH:Liberty C - Table C4 | IP: New Product Development | | |
| | | 2:30pm | | 880 | SH:Liberty A - Table A1 | IP: Challenges in Managing a Diverse Workforce III |
| | | | | 881 | SH:Liberty A - Table A2 | IP: Conflict and Negotiation I |
| | | | | 882 | SH:Liberty A - Table A3 | IP: Feeling Good: Employee Health and Well-being |
| | | | | 883 | SH:Liberty A - Table A4 | IP: Impact of Technology in Organizations |
| 884 | SH:Liberty B - Table B1 | | | IP: Implementation of and Resistance to Change I | | |
| 885 | SH:Liberty B - Table B2 | | | IP: Innovation I | | |
| 886 | SH:Liberty B - Table B3 | | | IP: Job Performance | | |
| 887 | SH:Liberty B - Table B4 | | | IP: Managerial Cognition and Decision Making | | |
| 888 | SH:Liberty C - Table C1 | | | IP: Issues in Research II | | |
| 889 | SH:Liberty C - Table C2 | | | IP: Boards of directors/advisors | | |
| 890 | SH:Liberty C - Table C3 | | | IP: Supply Chain Design I | | |
| 891 | SH:Liberty C - Table C4 | | | IP: Use of Internet and Online Communities | | |

| Day | Start | # | Location | Session Information | |
|-----|-------------|-------------------------|--|---|--|
| Mon | 4:10pm | 986 | SH:Liberty A - Table A1 | IP: Organizational Change I | |
| | | 987 | SH:Liberty A - Table A2 | IP: Organizational Learning | |
| | | 988 | SH:Liberty A - Table A3 | IP: The Strategic Planning Process I | |
| | | 989 | SH:Liberty A - Table A4 | IP: Top Management Influence I | |
| | | 990 | SH:Liberty B - Table B1 | IP: Identifying Entrepreneurial Opportunities II | |
| | | 991 | SH:Liberty B - Table B2 | IP: Resistance to change II | |
| | | 992 | SH:Liberty B - Table B3 | IP: Learning from Alliances | |
| | | 993 | SH:Liberty B - Table B4 | IP: Managing Risk | |
| | | 994 | SH:Liberty C - Table C1 | IP: Career Management and Gender Differences | |
| | | 995 | SH:Liberty C - Table C2 | IP: Conflict and Negotiation II | |
| | | 996 | SH:Liberty C - Table C3 | IP: Entrepreneurial Process III | |
| | | 997 | SH:Liberty C - Table C4 | IP: Human Resource Management I | |
| Tue | 8:30am | 1125 | SH:Liberty A - Table A1 | IP: Context of M&As | |
| | | 1126 | SH:Liberty A - Table A2 | IP: Challenges of New Ventures | |
| | | 1127 | SH:Liberty A - Table A3 | IP: Ethical Firm Behavior | |
| | | 1128 | SH:Liberty A - Table A4 | IP: Governance Structure and Processes II | |
| | | 1129 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing I | |
| | | 1130 | SH:Liberty B - Table B2 | IP: Inter-firm Relationships | |
| | | 1131 | SH:Liberty B - Table B3 | IP: Social responsibility II | |
| | | 1132 | SH:Liberty B - Table B4 | IP: Organizational Justice | |
| | | 1133 | SH:Liberty C - Table C1 | IP: Organizational Change II | |
| | | 1134 | SH:Liberty C - Table C2 | IP: Organizational Design II | |
| | 1135 | SH:Liberty C - Table C3 | IP: Stress, Well-being, and Work-family Conflict | | |
| | | | 1136 | SH:Liberty C - Table C4 | IP: Studying Culture |
| | | 10:30am | 1240 | SH:Liberty A - Table A1 | IP: Innovation II |
| | | | 1241 | SH:Liberty A - Table A2 | IP: Organizational Learning I |
| | | | 1242 | SH:Liberty A - Table A3 | IP: Individual Learning and Knowledge Sharing II |
| | | | 1243 | SH:Liberty A - Table A4 | IP: Psychological Contracts |
| | 1244 | | SH:Liberty B - Table B1 | IP: Cognition | |
| | 1245 | | SH:Liberty B - Table B2 | IP: Competitive Dynamics of Firms III | |
| | | 1246 | SH:Liberty B - Table B3 | IP: Foreign Direct Investment | |
| | | 1247 | SH:Liberty B - Table B4 | IP: Founders' Influence II | |
| | | 1248 | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance II | |
| | | 1249 | SH:Liberty C - Table C2 | IP: Strategy Making | |
| | | 1250 | SH:Liberty C - Table C3 | IP: Supply Chain Design II | |
| | | 1251 | SH:Liberty C - Table C4 | IP: Context of tech transfer | |
| | 2:30pm | 1346 | SH:Liberty A - Table A1 | IP: Challenges in a Diverse Workforce II | |
| | | 1347 | SH:Liberty A - Table A2 | IP: Creativity in the Organizational Context | |
| | | 1348 | SH:Liberty A - Table A3 | IP: Entrepreneurial Process II | |
| | | 1349 | SH:Liberty A - Table A4 | IP: Global Economy | |
| | | 1350 | SH:Liberty B - Table B1 | IP: Learning Across National Boundaries | |
| | | 1351 | SH:Liberty B - Table B2 | IP: Outsourcing and Offshoring | |
| | | 1352 | SH:Liberty B - Table B3 | IP: Power in Organizations | |
| | | 1353 | SH:Liberty B - Table B4 | IP: Psychological Ownership and Commitment | |
| | | 1354 | SH:Liberty C - Table C1 | IP: Role of Organizational Leaders in Innovation | |
| | | 1355 | SH:Liberty C - Table C2 | IP: Team Processes | |
| | | 1356 | SH:Liberty C - Table C3 | IP: The Strategic Planning Process II | |
| | | 1357 | SH:Liberty C - Table C4 | IP: Top Management Influence II | |

| Day | Start | # | Location | Session Information |
|-------------|-------------------------|--|------------------------------|--|
| Tue | 4:10pm | 1437 | SH:Liberty A - Table A1 | IP: Social capital benefits |
| | | 1438 | SH:Liberty A - Table A2 | IP: Supply Chain Design III |
| | | 1439 | SH:Liberty A - Table A3 | IP: Team Leadership |
| | | 1440 | SH:Liberty A - Table A4 | IP: The Context of Ethical Behavior |
| | | 1441 | SH:Liberty B - Table B1 | IP: Challenges in a Diverse Workforce I |
| | | 1442 | SH:Liberty B - Table B2 | IP: Management Education |
| | | 1443 | SH:Liberty B - Table B3 | IP: Executive Succession and Influence |
| | | 1444 | SH:Liberty B - Table B4 | IP: Governance Structure and Process I |
| | | 1445 | SH:Liberty C - Table C1 | IP: Career Paths |
| | | 1446 | SH:Liberty C - Table C2 | IP: Organizational Learning II |
| | | 1447 | SH:Liberty C - Table C3 | IP: Public Policy Influence on Firms |
| | | 1448 | SH:Liberty C - Table C4 | IP: Recruitment and Selection |
| | | Wed | 8:30am | 1548 |
| 1549 | SH:Liberty A - Table A2 | | | IP: Corporate social responsibility |
| 1550 | SH:Liberty A - Table A3 | | | IP: Entrepreneurial Process I |
| 1551 | SH:Liberty A - Table A4 | | | IP: Governance in Inter-firm Contexts |
| 1552 | SH:Liberty B - Table B1 | | | IP: Individual Learning and Knowledge Sharing III |
| 1553 | SH:Liberty B - Table B2 | | | IP: Institutions and Firms |
| 1554 | SH:Liberty B - Table B3 | | | IP: Power in Organizations II |
| 1555 | SH:Liberty B - Table B4 | | | IP: Socially responsible values |
| 1556 | SH:Liberty C - Table C1 | | | IP: Resources, Knowledge, and Firm Performance III |
| 1557 | SH:Liberty C - Table C2 | | | IP: Social Networks in a Competitive Environment |
| 1558 | SH:Liberty C - Table C3 | | | IP: Strategic Choice |
| 1559 | SH:Liberty C - Table C4 | | IP: Strategic Role of HR | |
| 10:40am | 1617 | | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms II |
| | 1618 | | SH:Liberty A - Table A2 | IP: Attributes of Entrepreneurs III |
| | 1619 | | SH:Liberty A - Table A3 | IP: Executive Compensation |
| | 1620 | | SH:Liberty A - Table A4 | IP: Founders' Influence I |
| | 1621 | | SH:Liberty B - Table B1 | IP: Research on Leadership |
| | 1622 | | SH:Liberty B - Table B2 | IP: Resources, Knowledge, and Firm Performance I |
| | 1623 | | SH:Liberty B - Table B3 | IP: Resources, Slack, and Innovation |
| | 1624 | SH:Liberty B - Table B4 | IP: Research on Institutions | |
| 1625 | SH:Liberty C - Table C1 | IP: Innovation and Organizational Design | | |
| 1626 | SH:Liberty C - Table C2 | IP: Leadership Research | | |
| 1627 | SH:Liberty C - Table C3 | IP: Reputation and Legitimacy | | |
| 1628 | SH:Liberty C - Table C4 | IP: Research on Industries and Firm Clusters | | |

Caucuses

Program Chair: Arup Varma, Loyola U., Chicago

| Day | Start | # | Location | Session Information |
|-----|---------|------|--------------|---|
| Mon | 8:30am | 500 | CC:Room 106A | CAU: Strategy & Org.Theory Research |
| | | 501 | CC:Room 106B | CAU: CSR Cross-Cultural Imperative |
| | | 502 | CC:Room 107A | CAU: Territoriality and Psychological Ownership |
| | 10:40am | 620 | CC:Room 106A | CAU: How CEOs Impact the Company |
| | | 621 | CC:Room 106B | CAU: What to do with Effectuation? |
| | | 622 | CC:Room 107A | CAU: Global Academic Endeavour |
| | 12:20pm | 738 | CC:Room 106A | CAU: Maximizing Impact in India |
| | | 739 | CC:Room 106B | CAU: Spirituality in the Classroom |
| | | 740 | CC:Room 107A | CAU: Taking Your Programs Online |
| | 2:30pm | 847 | CC:Room 106A | CAU: Publish or Perish |
| | | 848 | CC:Room 106B | CAU: Global Management Education |
| | | 849 | CC:Room 107A | CAU: Russian & Eastern European Mgm |
| | 4:10pm | 958 | CC:Room 106A | CAU: Empowerment Issues & Approache |
| | | 959 | CC:Room 106B | CAU: The "Human" Side of Project Management |
| | | 960 | CC:Room 107A | CAU: Organizational Errors |
| Tue | 8:30am | 1096 | CC:Room 106A | CAU: Reality of Black-Brown Relatio |
| | | 1097 | CC:Room 107A | CAU: Measuring Value In Teaching |
| | 10:30am | 1213 | CC:Room 106A | CAU: Combining Careers and Motherho |
| | | 1214 | CC:Room 106B | CAU: Women Entrepreneuers Stereotype |
| | 2:30pm | 1318 | CC:Room 106A | CAU: Group Conflict Resolution |
| | | 1319 | CC:Room 106B | CAU: Interpersonal Workplace Exclusion |
| | | 1320 | CC:Room 107A | CAU: Images, Metaphors, and Classroom Conversations |
| | 4:10pm | 1414 | CC:Room 106A | CAU: Unique Applications for SMEs |
| | | 1415 | CC:Room 106B | CAU: EMONET |
| | | 1416 | CC:Room 107A | CAU: Women on Boards |

Business Policy & Strategy

Program Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign
 Professional Development Workshop Chair: Joanne Oxley, U. of Toronto

| Day | Start | # | Location | Session Information |
|-----------|---------|------------|--|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III |
| | | 13 | MT:Room 403 | SPDW: Strategy as Design |
| | | 14 | MT:Room 407 | SPDW: Raising the Bar:Trust Research |
| | | 17 | CC:Room 104A | SPDW: Diversity Research Publishing |
| | | 18 | MT:Room 404 | SPDW: Interactive Teaching Methods I |
| | 3:00pm | 25 | MT:Independence I & II | SPDW: Agency, Structure, Institution |
| | | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session |
| | 3:30pm | 36 | MT:Room 407 | SPDW: Trust Workshop |
| | | 37 | MT:Room 411 & 412 | SPDW: Topography of Entrepreneurship |
| | 4:00pm | 39 | MT:Room 403 | SPDW: Clarifying Comp. Advantage |
| | 6:00pm | 53 | MT:Liberty Ballroom C | BPS Doctoral Consortium |
| 65 | | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| Sat | 8:00am | 77 | MT:Independence III | BPS Dissertation Consortium |
| | | 78 | MT:Liberty Ballroom C | BPS Doctoral Consortium |
| | | 79 | MT:Room 404 | SPDW: Implementing CSR Strategy Glob |
| | | 88 | MT:Room 410 | SPDW: Challenges of globalization |
| | | 94 | MT:Franklin 7 | SPDW: Sys. in Health Care Sourcing |
| | 8:30am | 99 | MT:Liberty Ballroom B | BPS New Faculty Consortium |
| | | 102 | MT:Franklin 9 | SPDW: Case Study Research |
| | | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures |
| | 9:00am | 117 | MT:Room 306 | SPDW: Research on Universities: Data and Methodologies |
| | | 128 | MT:Franklin 3 | SPDW: Does STS mean business? |
| | | 129 | MT:Room 307 | SPDW: Learning from Failure |
| | | 130 | MT:Room 305 | SPDW: Group Process & Cross Level |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res |
| | 9:30am | 134 | LW:Washington A | SPDW: Pushing the Boundaries of Nonmarket Strategies |
| | | 137 | MT:Room 413 | SPDW: Alliance Portfolios |
| | 10:00am | 138 | MT:Room 303 | SPDW: Ethnic Networks & Innovation |
| | | 142 | MT:Liberty Ballroom A | SPDW: Capstone Course is Dead? |
| | 10:30am | 145 | MT:Room 302 | SPDW: Psychic, Cult. & Instit. Dist. |
| | | 148 | LW:Commonwealth D | SPDW: Strategic Org. Development |
| | 12:00pm | 155 | CC:Room 112A | SPDW: Managing Outsourced Resources |
| | 12:30pm | 174 | MT:Franklin 4 | SPDW: Advanced Social Networks |
| | 1:00pm | 180 | MT:Room 414 & 415 | SPDW: Austrian Economics |
| | | 188 | MT:Franklin 8 | SPDW: Publishing Intl Strat Research |
| | | 190 | MT:Franklin 7 | SPDW: Corporate Venturing |
| | 1:30pm | 203 | MT:Room 301 | SPDW: Teaching Project Management |
| | | 205 | MT:Liberty Ballroom B | BPS New Faculty Consortium |
| | | 206 | MT:Liberty Ballroom C | BPS Doctoral Consortium |
| | 2:00pm | 207 | CC:Room 109B | SPDW: SHRM Focus On HR Education |
| | | 219 | LW:Congress B | SPDW: Strategy Storytelling Complexi |
| | 2:40pm | 231 | MT:Room 301 | SPDW: Using Patent Data for Research |
| | 3:00pm | 232 | MT:Franklin 1 | SPDW: Doing High Impact Research |
| | | 233 | MT:Room 302 | SPDW: Conducting Research in China |
| | | 234 | CC:Room 112A | SPDW: Online Teaching |
| | | 235 | CC:Room 107A | SPDW: Teaching 21st Century Management |
| | | 236 | MT:Grand Ballroom A | SPDW: Strategic Organization SOI/APBOX Roundtable |
| | | 239 | MT:Room 305 | SPDW: High Growth SME's |
| | 3:30pm | 242 | CC:Room 105B | SPDW: Complex Sys. Leadership Theory |
| | | 243 | LW:Commonwealth C | SPDW: The Stakeholder Concept |
| | 4:00pm | 248 | MT:Franklin 6 | SPDW: Simulation in Organization Theory |

| Day | Start | # | Location | Session Information |
|-----|---------------------|-----------------------------------|--|--|
| Sat | 6:00pm | 265 | MT:Grand Ballroom F | Meet BPS Social Hour |
| | | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary |
| | 6:30pm | 274 | MT:Liberty Ballroom A | BPS Mid-Career Workshop |
| Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | 8:00am | 287 | MT:Liberty Ballroom C | BPS Doctoral Consortium |
| 288 | | MT:Grand Ballroom K | SPDW: New Approaches:Teaching Strat. | |
| 289 | | MT:Independence I & II | SPDW: BPS Managing Your Dissertation Workshop | |
| 290 | | MT:Liberty Ballroom A | SPDW: Partners, Lovers, or Friends | |
| 293 | | MT:Room 401 & 402 | SPDW: New Insights Into Theories of Entrepreneurship | |
| 304 | | LW:Congress B | SPDW: SPARC Research & Publication | |
| | 8:30am | 308 | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? |
| 313 | | MT:Liberty Ballroom B | BPS New Faculty Consortium | |
| 314 | | CC:Room 110 A&B | SPDW: Leadership in Academia | |
| | 9:00am | 320 | MT:Room 408 & 409 | SPDW: Are We Engaged As Scholars? |
| 327 | | MT:Grand Ballroom C | SPDW: Doing Strategy Research in Emerging Economies | |
| | 9:30am | 328 | MT:Room 306 | SPDW: Experiments for Macro Research |
| 329 | | MT:Grand Ballroom I | SPDW: Researching and Publishing on Strategy-as-Practice | |
| 330 | | CC:Room 103A | SPDW: Negotiating your First Job | |
| 341 | | LW:Washington C | SPDW: Alleviating Poverty through Business Strategy | |
| 343 | | MT:Room 405 | SPDW: Techno-entrepreneurship | |
| 344 | | MT:Room 410 | SPDW: High-Tech Innovation Gaps | |
| 351 | | LW:Regency Ballroom C1 | SPDW: Teaching Microfinance | |
| | 10:00am | 360 | CC:Room 113B | SPDW: Teaching Strategic HRM |
| 363 | | MT:Room 305 | SPDW: The World as the Classroom | |
| 374 | | LW:Congress B | SPDW: MNEs & Positive Social Change | |
| | 10:30am | 381 | MT:Grand Ballroom K | SPDW: Industry Structure |
| 382 | | MT:Room 401 & 402 | SPDW: Dev. & Transitional Countries | |
| | 11:00am | 392 | MT:Grand Ballroom C | SPDW: Art Metaphors |
| | 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project |
| | 3:30pm | 432 | MT:Room 306 | BPS Executive Committee Meeting |
| Mon | 8:30am | 487 | MT:Franklin 10 | The Resource-Based View and Sustainability |
| | | 488 | MT:Franklin 9 | Corporate Strategy: Downsizing and Restructuring |
| | | 489 | MT:Grand Ballroom D | What is Strategy's Distinctive Competence? |
| | | 490 | MT:Room 406 | Strategic Change and Organization Design |
| | | 491 | MT:Room 407 | Cog in Org Ec: RBV,TCE,Real Op |
| | | 492 | MT:Room 408 | Managing Family and Entrepreneurial Firms |
| | | 493 | MT:Room 409 | Boards of Dir + Incen: Agency |
| | | 494 | MT:Franklin 12 | JS: Business Data Access |
| | | 495 | MT:Franklin 1 | JS: What Makes CEOs Tick? |
| | | 496 | MT:Franklin 2 | JS: Philosophy of Science and Strategic Organization |
| | | 497 | MT:Grand Ballroom B | SHCS: Industry Architecture Dynamics |
| | | 523 | MT:Franklin 3 | JS: Business Groups in Asia: The New Multinationals? |
| | | 528 | SH:Liberty B - Table B1 | IP: Integration Post-M&A |
| | | 529 | SH:Liberty B - Table B2 | IP: Intellectual Property |
| | | 530 | SH:Liberty B - Table B3 | IP: Inter-firm Collaboration |
| | | 533 | SH:Liberty C - Table C2 | IP: Organizational Design I |
| | | 565 | MT:Room 401 | JS: Professional Service Firms |
| 577 | MT:Grand Ballroom K | JS: Knowledge and User Innovation | | |
| | 8:40am | 578 | LW:Commonwealth C | SHCS: University-Industry Ties |
| | 9:00am | 583 | CC:Exhibit Hall C - BPS 1 | Alliances and Networks ☺ |

| Day | Start | # | Location | Session Information | | |
|------------|---------------------------|---------------------------------|---------------------------|--|----------------|--|
| Mon | 10:40am | 608 | MT:Franklin 10 | Startups and Venture Capital | | |
| | | 609 | MT:Franklin 2 | Industry Dynamics and Competitive Interaction | | |
| | | 610 | MT:Franklin 9 | Div Strat: An Agency Persp. | | |
| | | 611 | MT:Room 406 | Interfirm Alliances and Dynamic Capabilities | | |
| | | 612 | MT:Room 407 | Dynamic Capabilities and Organizational Change | | |
| | | 613 | MT:Room 408 | Technology Strategy: Patents and R&D Strategies | | |
| | | 614 | MT:Room 409 | Corp Gov, Bds of Dir+Group Dec | | |
| | | 615 | CC:Exhibit Hall C - BPS 1 | Boards of Directors | | |
| | | 616 | MT:Franklin 1 | JS: Post-Contracting Processes | | |
| | | 617 | MT:Grand Ballroom D | JS: The Region Identity | | |
| | | 652 | SH:Liberty A - Table A1 | IP: Innovation in a Multinational Environment | | |
| | | 654 | SH:Liberty A - Table A3 | IP: Inter-organizational Knowledge Transfer | | |
| | | 655 | SH:Liberty A - Table A4 | IP: Learning in the Context of Teams | | |
| | | 656 | SH:Liberty B - Table B1 | IP: Brand, Customers and Business Performance | | |
| | | 661 | SH:Liberty C - Table C2 | IP: Performance of M&As | | |
| | | 718 | MT:Grand Ballroom L | JS: Open Source Corporate Strategy | | |
| | | | 12:20pm | 726 | MT:Franklin 1 | The Art & Design of Strategy |
| | | | | 727 | MT:Franklin 10 | Dynamic Capabilities and Weaknesses |
| | | | | 728 | MT:Franklin 9 | International Strategy, M&A's and Networks |
| 729 | MT:Room 406 | | | Industry Analysis: Economic Geography / Clusters | | |
| 730 | MT:Room 407 | | | Technological Change and Technological Strategy | | |
| 731 | MT:Room 408 | | | Strategic Change and Institutional Constraints | | |
| 732 | MT:Room 409 | | | Corporate Governance: Demographics and Composition | | |
| 733 | CC:Exhibit Hall C - BPS 1 | | | Competitive Interaction | | |
| 734 | MT:Grand Ballroom D | | | JS: Entrepreneurship & Strategy | | |
| 735 | MT:Franklin 2 | | | JS: Scientists and Innovation | | |
| 764 | CC:Room 108B | | | SHCS: multinationality & performance | | |
| 765 | SH:Liberty A - Table A1 | | | IP: Competitive Dynamics of Firms I | | |
| 766 | SH:Liberty A - Table A2 | | | IP: Diversification | | |
| 769 | SH:Liberty B - Table B1 | | | IP: Inter-firm Partnerships | | |
| 771 | SH:Liberty B - Table B3 | | | IP: Corporate responsibility I | | |
| 772 | SH:Liberty C - Table C1 | | | IP: MNC Networks | | |
| 775 | SH:Liberty C - Table C4 | | | IP: New Product Development | | |
| 781 | CC:Room 113A | | | JS: Upper Echelons Cognition | | |
| 807 | MT:Grand Ballroom B | | | SHCS: Toward a Theory of Complexity for Management | | |
| 823 | MT:Grand Ballroom K | | | JS: The Management of Science | | |
| 824 | MT:Grand Ballroom L | JS: Ethics and BioScience Firms | | | | |
| | 12:40pm | 827 | MT:Room 404 | JS: QCA and Set-Theoretic Methods | | |
| | | 828 | LW:Washington B | JS: CSR in Professional Sport | | |
| | 2:30pm | 836 | MT:Franklin 1 | Strategic Management: Stakeholder Theory | | |
| | | 837 | MT:Franklin 10 | Strategy Through a Real Options Lens | | |
| | | 838 | MT:Franklin 2 | Knowledge Management: Patents and R&D Strategies | | |
| | | 839 | MT:Franklin 9 | Behav Dec Th of M, A,+Alliance | | |
| | | 840 | MT:Grand Ballroom D | Emerging Issues in Multilevel Alliance Research | | |
| | | 841 | MT:Room 406 | Network Coord Biotec Alliances | | |
| | | 842 | MT:Room 407 | Capabilities and Innovation Management | | |
| | | 843 | MT:Room 408 | Corp Strat: Gov, Reg, and Pol | | |
| | | 844 | MT:Room 409 | Bds of Dir: Agency and Res Dep | | |
| | | 878 | MT:Grand Ballroom C | SHCS: Internalization Contributions | | |
| | | 879 | MT:Franklin 4 | JS: New Directions in IM Research | | |
| | | 884 | SH:Liberty B - Table B1 | IP: Implementation of and Resistance to Change I | | |
| | | 885 | SH:Liberty B - Table B2 | IP: Innovation I | | |
| | | 888 | SH:Liberty C - Table C1 | IP: Issues in Research II | | |
| | | 889 | SH:Liberty C - Table C2 | IP: Boards of directors/advisors | | |
| | | 890 | SH:Liberty C - Table C3 | IP: Supply Chain Design I | | |
| | | 928 | MT:Room 404 | JS: Strategic Conversations | | |
| | | 941 | MT:Grand Ballroom L | JS: Open Source and Open Standards | | |

| Day | Start | # | Location | Session Information | | |
|------|-------------------------|------------------------------------|---------------------------|--|---|-------------------------------|
| Mon | 4:10pm | 944 | MT:Franklin 10 | Entre Strat+Man.the Entre Firm | | |
| | | 945 | MT:Franklin 2 | Vert Coord: Var on a TCE Theme | | |
| | | 946 | MT:Franklin 9 | Learning Theory and Knowledge Management | | |
| | | 947 | MT:Room 406 | Alliances and Networks | | |
| | | 948 | MT:Room 407 | Diversification: Scale and Scope Advantages | | |
| | | 949 | MT:Room 408 | The Dyn RBV: Explore + Exploit | | |
| | | 950 | MT:Room 409 | Executive Compensation and Corporate Governance | | |
| | | 951 | CC:Exhibit Hall C - BPS 1 | Corporate Strategies ☞ | | |
| | | 952 | CC:Exhibit Hall C - BPS 2 | Dynamic Capabilities ☞ | | |
| | | 953 | CC:Exhibit Hall C - BPS 3 | Resource-Based View -- Sustainability ☞ | | |
| | | 954 | MT:Grand Ballroom D | JS: Next Generation Offshoring | | |
| | | 955 | MT:Franklin 1 | JS: Shaping the Energy Sector | | |
| | | 984 | MT:Grand Ballroom C | JS: Organ'l decline & recovery | | |
| | | 986 | SH:Liberty A - Table A1 | IP: Organizational Change I | | |
| | | 987 | SH:Liberty A - Table A2 | IP: Organizational Learning | | |
| | | 988 | SH:Liberty A - Table A3 | IP: The Strategic Planning Process I | | |
| | | 989 | SH:Liberty A - Table A4 | IP: Top Management Influence I | | |
| | | 992 | SH:Liberty B - Table B3 | IP: Learning from Alliances | | |
| | | 993 | SH:Liberty B - Table B4 | IP: Managing Risk | | |
| | | | 6:00pm | 1054 | MT:Liberty Ballroom A&B | Irwin Outstanding Educ. Award |
| | 6:45pm | 1066 | MT:Grand Ballroom E | Irwin Outstanding Educator Award Reception | | |
| Tue | 8:30am | 1085 | MT:Franklin 1 | Doing Research Well | | |
| | | 1086 | MT:Franklin 10 | Capabilities: Knowledge Transfer and Replication | | |
| | | 1087 | MT:Franklin 2 | The Role of Edu. within BPS | | |
| | | 1088 | MT:Franklin 9 | Evolutionary Theory of Firms and Industries | | |
| | | 1089 | MT:Room 406 | Network Formation and Interfirm Coordination | | |
| | | 1090 | MT:Room 407 | Strategy: A Game-Theoretic Approach | | |
| | | 1091 | MT:Room 408 | Strategy Through an Institutional Theory Lens | | |
| | | 1092 | MT:Room 409 | Top Management Teams and Corporate Governance | | |
| | | 1093 | CC:Exhibit Hall C - BPS 1 | Strategy as Practice ☞ | | |
| | | 1125 | SH:Liberty A - Table A1 | IP: Context of M&As | | |
| | | 1128 | SH:Liberty A - Table A4 | IP: Governance Structure and Processes II | | |
| | | 1130 | SH:Liberty B - Table B2 | IP: Inter-firm Relationships | | |
| | | 1134 | SH:Liberty C - Table C2 | IP: Organizational Design II | | |
| | | 1172 | MT:Franklin 5 | JS: New Models of Organizational Learning | | |
| | | 1173 | MT:Franklin 7 | JS: Community Dynamics and Social Network Structures | | |
| | | 1181 | LW:Washington B | JS: Measuring CSR | | |
| | | 1185 | MT:Grand Ballroom L | JS: MNE R&D & Knowledge Transfer | | |
| | | | 10:30am | 1200 | MT:Franklin 10 | Experiments in Macro Research |
| | | 1201 | | MT:Franklin 9 | Interfirm Network Formation | |
| | | 1202 | | MT:Room 406 | Group Dyn + Soc Psych Persp | |
| | | 1203 | | MT:Room 407 | Capability Development and Accumulation | |
| | | 1204 | | MT:Room 408 | Organization Structure and Design | |
| | | 1205 | | MT:Room 409 | Boards and Top Management Teams: Group Dynamics | |
| | | 1206 | | CC:Exhibit Hall C - BPS 1 | Tech & Ent. Strategy ☞ | |
| | | 1207 | | CC:Exhibit Hall C - BPS 2 | Top-Management Team / Corporate Governance ☞ | |
| | | 1208 | | MT:Franklin 2 | JS: Performance Measurement | |
| | | 1209 | | MT:Grand Ballroom A | SHCS: Strategic Agility and Corporate Renewal | |
| | | 1225 | | MT:Franklin 12 | JS: Cognition Research | |
| | | 1238 | | MT:Franklin 3 | JS: Korean Companies | |
| | | 1241 | | SH:Liberty A - Table A2 | IP: Organizational Learning I | |
| | | 1245 | | SH:Liberty B - Table B2 | IP: Competitive Dynamics of Firms III | |
| | | 1247 | | SH:Liberty B - Table B4 | IP: Founders' Influence II | |
| | | 1248 | | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance II | |
| 1249 | SH:Liberty C - Table C2 | IP: Strategy Making | | | | |
| 1251 | SH:Liberty C - Table C4 | IP: Context of tech transfer | | | | |
| 1285 | MT:Grand Ballroom D | JS: Comparative Organizations | | | | |
| 1286 | MT:Franklin 6 | JS: Perspectives in Categorization | | | | |
| 1299 | MT:Grand Ballroom K | JS: Offshoring Intangibles | | | | |

| Day | Start | # | Location | Session Information | | |
|------|-------------------------|--------------------------------|-------------------------|--|-----------------------|--------------------------------------|
| Tue | 2:30pm | 1307 | MT:Franklin 1 | Behavioral Strategy | | |
| | | 1308 | MT:Franklin 10 | Stakeholder Theory of Strategic Management | | |
| | | 1309 | MT:Franklin 2 | Ec Found Strat:Agency,RBV,TCE | | |
| | | 1310 | MT:Room 406 | A Network-Based Theory of Strategic Interaction | | |
| | | 1311 | MT:Room 407 | Mergers and Acquisition Processes | | |
| | | 1312 | MT:Room 408 | Individual Decision-Making Processes of CEOs | | |
| | | 1313 | MT:Room 409 | Top Management Teams and Boards of Directors | | |
| | | 1314 | MT:Franklin 9 | JS: Interfirm Contracting Process | | |
| | | 1315 | MT:Grand Ballroom I | JS: Competing through Business Design | | |
| | | 1316 | MT:Grand Ballroom B | SHCS: Firm/Industry Evolution | | |
| | | 1342 | MT:Grand Ballroom A | SHCS: The Problem of Being Foreign | | |
| | | 1343 | MT:Room 413 | JS: Inclusive Governance Theory | | |
| | | 1344 | LW:Regency Ballroom A | SHCS: New Political Risks and Perspectives | | |
| | | 1354 | SH:Liberty C - Table C1 | IP: Role of Organizational Leaders in Innovation | | |
| | | 1356 | SH:Liberty C - Table C3 | IP: The Strategic Planning Process II | | |
| | | 1357 | SH:Liberty C - Table C4 | IP: Top Management Influence II | | |
| | | 1358 | LW:Regency Ballroom C1 | JS: Consultants Creating Knowledge | | |
| | | | 4:10pm | 1405 | MT:Franklin 10 | International Strategies |
| | | | | 1406 | MT:Franklin 2 | BPS Dissertation Award |
| 1407 | MT:Franklin 9 | | | Behavioral Theory of the Firm | | |
| 1408 | MT:Room 406 | | | Alliances, Joint Ventures and Networks | | |
| 1409 | MT:Room 407 | | | Cert, Prestige, Rep, +New Vent | | |
| 1410 | MT:Room 408 | | | Learning Theory and Absorptive Capacity | | |
| 1411 | MT:Room 409 | | | Mergers and Acquisition Strategy | | |
| 1412 | MT:Franklin 1 | | | JS: Identity and Strategy Practice | | |
| 1437 | SH:Liberty A - Table A1 | | | IP: Social capital benefits | | |
| 1440 | SH:Liberty A - Table A4 | | | IP: The Context of Ethical Behavior | | |
| 1443 | SH:Liberty B - Table B3 | | | IP: Executive Succession and Influence | | |
| 1444 | SH:Liberty B - Table B4 | | | IP: Governance Structure and Process I | | |
| 1446 | SH:Liberty C - Table C2 | | | IP: Organizational Learning II | | |
| 1447 | SH:Liberty C - Table C3 | | | IP: Public Policy Influence on Firms | | |
| 1454 | CC:Room 113A | | | JS: Time, cognition, and action | | |
| 1478 | MT:Franklin 6 | | | JS: Classifying Organizational Variation | | |
| 1480 | MT:Room 403 | | | JS: Governance In Temporary Organization | | |
| | 5:30pm | | | 1494 | MT:Grand Ballroom B-D | BPS Business Meeting |
| | 6:30pm | | | 1507 | MT:Grand Ballroom F | Business Policy & Strategy Reception |
| Wed | 8:30am | 1521 | MT:Franklin 10 | Corporate Reputation and Media | | |
| | | 1522 | MT:Franklin 2 | Absorptive Capacity | | |
| | | 1523 | MT:Room 406 | Comp Interaction + Contingency | | |
| | | 1524 | MT:Room 407 | Interfirm Coordination: RBV and TCE Perspectives | | |
| | | 1525 | MT:Room 408 | Networks and Social Capital | | |
| | | 1526 | MT:Room 409 | Strategy as Practice: Strategy Implementation | | |
| | | 1527 | MT:Franklin 1 | JS: Path Creation and Industry Architecture Innovation | | |
| | | 1528 | MT:Franklin 9 | JS: Innovation in Life Sciences | | |
| | | 1551 | SH:Liberty A - Table A4 | IP: Governance in Inter-firm Contexts | | |
| | | 1553 | SH:Liberty B - Table B2 | IP: Institutions and Firms | | |
| | | 1554 | SH:Liberty B - Table B3 | IP: Power in Organizations II | | |
| | | 1556 | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance III | | |
| | | 1557 | SH:Liberty C - Table C2 | IP: Social Networks in a Competitive Environment | | |
| | | 1558 | SH:Liberty C - Table C3 | IP: Strategic Choice | | |
| | | 1580 | MT:Franklin 6 | JS: Managerial Jobs and Managerial | | |
| 1588 | MT:Grand Ballroom K | JS: Network-Centric Innovation | | | | |

| Day | Start | # | Location | Session Information |
|-----|---------|-------------|-------------------------|--|
| Wed | 10:40am | 1597 | MT:Franklin 1 | Strategy-Making Processes and Planning |
| | | 1598 | MT:Franklin 10 | Knowledge Creation and Knowledge Management |
| | | 1599 | MT:Franklin 2 | Corporate Governance and Executive Succession |
| | | 1600 | MT:Franklin 9 | Diversification Strategy |
| | | 1601 | MT:Room 406 | Dynamic Capability Development |
| | | 1602 | MT:Room 407 | Vertical Integration and Strategic Outsourcing |
| | | 1603 | MT:Grand Ballroom K | JS: Markets for technology |
| | | 1611 | CC:Room 105B | JS: Strategic Renewal Processes |
| | | 1617 | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms II |
| | | 1619 | SH:Liberty A - Table A3 | IP: Executive Compensation |
| | | 1622 | SH:Liberty B - Table B2 | IP: Resources, Knowledge, and Firm Performance I |
| | | 1623 | SH:Liberty B - Table B3 | IP: Resources, Slack, and Innovation |
| | | 1628 | SH:Liberty C - Table C4 | IP: Research on Industries and Firm Clusters |

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Careers

Program Chair: Jon P. Briscoe, Northern Illinois U.
Professional Development Workshop Chair: Hetty Van Emmerik, Utrecht U.

| Day | Start | # | Location | Session Information |
|--------|-------------|----------------------|-----------------------------------|---|
| Fri | 1:00pm | 15 | CC:Room 106 A&B | SPDW: Career Case Study Workshop |
| | 4:00pm | 40 | CC:Room 106 A&B | Strategic Academic Career Renewal at Midlife |
| | 5:00pm | 47 | CC:Room 104B | Careers "in the Rough" |
| Sat | 8:00am | 80 | CC:Room 104A | International Career Community |
| | 11:00am | 156 | OS:CAR Off-Site Tour - TBA | The "Rocky" Route |
| | 1:30pm | 207 | CC:Room 109B | SPDW: SHRM Focus On HR Education |
| | 6:00pm | 266 | OS:CAR Off-Site Event | Careers Division's Networking Night in Philly |
| Sun | 7:00am | 280 | CC:Room 106 A&B | Careers Consortium |
| | | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | 8:00am | 291 | CC:Room 104B | Career Entrepreneurship |
| | 10:00am | 353 | CC:Room 108B | SPDW: Making the Most of Your Sabbatical |
| | | 354 | CC:Room 112A | SPDW: Balance is Bunk |
| | 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project |
| | 3:30pm | 433 | CC:Room 108B | CAR Executive Committee Meeting |
| Mon | 8:30am | 498 | CC:Room 111A | Career Success |
| | | 499 | CC:Room 111B | JS: Careers Across Intl. Contexts |
| | | 534 | SH:Liberty C - Table C3 | IP: Women Managers |
| | 10:40am | 618 | CC:Room 111A | Values Dimensions of Careers |
| | | 619 | CC:Room 111B | JS: Learning to Lead in India |
| | 12:20pm | 736 | CC:Room 111A | Career Impacts on Wages |
| | | 737 | CC:Room 111B | Psychology and Careers |
| | | 751 | LW:Regency Ballroom A | SHCS: The Embeddedness of Diversity |
| | | 767 | SH:Liberty A - Table A3 | IP: Faculty Performance |
| | | 808 | MT:Grand Ballroom C | SHCS: Living With Typcasting |
| | 2:30pm | 845 | CC:Room 111A | Evidence for New Careers |
| | | 846 | CC:Room 111B | Mentoring Outcomes |
| | | 864 | CC:Room 104B | JS: How do you draw the line? |
| | | 882 | SH:Liberty A - Table A3 | IP: Feeling Good: Employee Health and Well-being |
| | | 899 | MT:Grand Ballroom B | SHCS: Positive Identities |
| | 4:10pm | 956 | CC:Room 111A | Role Models/Mentoring |
| | | 957 | CC:Room 111B | Studies of Career Transitions |
| Tue | 8:30am | 1094 | CC:Room 111A | Relationships Between Gender and Career |
| | | 1095 | CC:Room 111B | JS: People helping people |
| | | 1135 | SH:Liberty C - Table C3 | IP: Stress, Well-being, and Work-family Conflict |
| | | 1144 | CC:Room 107B | JS: Meaning of Work |
| | | 1152 | CC:Room 108B | SHCS: Firing Back from Adversity |
| | 10:30am | 1210 | CC:Room 111A | Benefits of Relationships |
| | | 1211 | CC:Room 111B | Work Life Balance |
| | | 1212 | MT:Grand Ballroom B | SHCS: Interdiscipl. Career Theory |
| | | 1228 | CC:Room 107B | JS: Mentoring and Demography |
| | | 1243 | SH:Liberty A - Table A4 | IP: Psychological Contracts |
| | 2:30pm | 1317 | CC:Room 111B | Dialogue on Careers Division |
| | | 1374 | CC:Room 103A | JS: Goal Orientation Research |
| | 4:10pm | 1413 | CC:Room 111B | Hughes Award Speech |
| | | 1442 | SH:Liberty B - Table B2 | IP: Management Education |
| | | 1445 | SH:Liberty C - Table C1 | IP: Career Paths |
| 5:30pm | 1495 | CC:Room 111B | Careers Division Business Meeting | |
| 6:30pm | 1508 | CC:13th Street Foyer | Careers Division Social | |
| Wed | 8:30am | 1529 | CC:Room 111A | JS: Boundaryless Careers Across Cultures |
| | | 1552 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing III |
| | 10:40am | 1604 | CC:Room 111A | Understanding and Assisting Career Learning |

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Conflict Management

Program Chair: Thomas M. Tripp, Washington State U.
Professional Development Workshop Chair: Kathleen O'Connor, Cornell U.

| Day | Start | # | Location | Session Information |
|-------------|------------|-------------------------|---------------------------------|---|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III |
| Sat | 8:00am | 81 | CC:Room 106 A&B | Negotiating in Context |
| | | 84 | CC:Room 104B | SPDW: A Philadelphia Experience |
| | 2:10pm | 225 | CC:Room 108A | SPDW: How Do We Put Trust Research Into Practice? |
| Sun | 8:00am | 290 | MT:Liberty Ballroom A | SPDW: Partners, Lovers, or Friends |
| | 8:30am | 314 | CC:Room 110 A&B | SPDW: Leadership in Academia |
| | 9:00am | 330 | CC:Room 103A | SPDW: Negotiating your First Job |
| | 10:00am | 354 | CC:Room 112A | SPDW: Balance is Bunk |
| | | 374 | LW:Congress B | SPDW: MNEs & Positive Social Change |
| 3:30pm | 434 | CC:Room 103A | CM Executive Committee Meeting | |
| Mon | 8:30am | 503 | CC:Room 105A | Intra-Group Conflict |
| | | 504 | CC:Room 105B | Trust and Cooperation |
| | | 530 | SH:Liberty B - Table B3 | IP: Inter-firm Collaboration |
| | | 531 | SH:Liberty B - Table B4 | IP: Inter-team Relations |
| | | 551 | MT:Grand Ballroom C | SHCS: Does It Pay to be Sensitive? |
| | | 552 | CC:Room 103A | JS: The Role of Dyads in Small Group Research |
| | 9:00am | 584 | CC:Exhibit Hall C - CM | Avoiding Conflict Breakdowns ☹ |
| | 10:40am | 623 | CC:Room 105A | Power in Negotiations |
| | | 638 | LW:Regency Ballroom A | SHCS: Why So Few Women Leaders? |
| | | 663 | SH:Liberty C - Table C4 | IP: Workplace Deviance |
| | | 680 | CC:Room 103A | JS: R-E-S-P-E-C-T, Find Out What it Means to OB |
| | | 681 | CC:Room 105B | SHCS: Individualism and Collectivism |
| | | 686 | MT:Grand Ballroom A | SHCS: Future Directions of Team Learning Research |
| | | 713 | MT:Grand Ballroom B | SHCS: Ethics Construct Developments |
| | 12:20pm | 741 | CC:Room 105A | Negotiation Tactics |
| | | 742 | CC:Room 105B | Trust in Leaders |
| | 2:30pm | 850 | CC:Room 105A | Doing Well by Doing Good |
| 851 | | CC:Room 105B | Leaders and Accounts | |
| 881 | | SH:Liberty A - Table A2 | IP: Conflict and Negotiation I | |
| 908 | | MT:Liberty Ballroom B | JS: Voluntary Work Behavior | |
| 4:10pm | 961 | CC:Room 105A | Gender in Negotiations | |
| | 962 | CC:Room 105B | Workplace Aggression | |
| | 995 | SH:Liberty C - Table C2 | IP: Conflict and Negotiation II | |
| Tue | 8:30am | 1098 | CC:Exhibit Hall C - CM | New Considerations in Conflict Resolution ☹ |
| | | 1099 | CC:Room 105A | Cracks in the American Dream |
| | | 1100 | CC:Room 105B | JS: Negotiator Reputation |
| | | 1131 | SH:Liberty B - Table B3 | IP: Social responsibility II |
| | | 1132 | SH:Liberty B - Table B4 | IP: Organizational Justice |
| | | 1143 | CC:Room 113A | JS: Bridging the Tech-Fuzzy Divide |
| | | 1153 | LW:Regency Ballroom A | SHCS: Faultlines and Group Process |
| | | 1156 | MT:Grand Ballroom C | SHCS: The Role of Emotion in Individual Decision-Making |
| | 10:30am | 1215 | CC:Room 105B | The Role of Trust in Team Performance |
| | | 1216 | CC:Room 113A | JS: Emotions & Emotional Intelligence In Context |
| | | 1239 | MT:Franklin 4 | JS: Power Distance at Work |
| | | 1244 | SH:Liberty B - Table B1 | IP: Cognition |
| | | 1267 | MT:Liberty Ballroom B | JS: Justice and Trust: Disentangling Their Connection |
| | 2:30pm | 1292 | LW:Washington A | JS: Ethical Leadership |
| | | 1314 | MT:Franklin 9 | JS: Interfirm Contracting Process |
| 1321 | | CC:Room 105A | Alternative Dispute Resolution | |
| 1322 | | CC:Room 105B | JS: Restoring Justice | |
| 1355 | | SH:Liberty C - Table C2 | IP: Team Processes | |
| 1372 | | CC:Room 108B | SHCS: Moral Transgressions | |

| Day | Start | # | Location | Session Information |
|-----|--------|------|----------------------|---|
| Tue | 4:10pm | 1417 | CC:Room 105A | Mediation |
| | | 1418 | CC:Room 105B | Culture in Negotiations |
| | 5:45pm | 1505 | CC:Room 105B | Conflict Management Division Business Meeting |
| | 7:00pm | 1513 | CC:12th Street Foyer | Conflict Management Division Social Hour |
| Wed | 8:30am | 1530 | CC:Room 105A | JS: Organizational Justice |

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Critical Management Studies

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 Professional Development Workshop Chair: Ann L Cunliffe, U. of Hull

| Day | Start | # | Location | Session Information |
|--------|---------|-------------------------|--|--|
| Fri | 1:00pm | 25 | MT:Independence I & II | SPDW: Agency, Structure, Institution |
| | | 26 | MT:Liberty Ballroom B | SPDW: Introduction to Social Networks Research |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception |
| Sat | 8:00am | 82 | MT:Room 304 | CMS Doctoral Consortium |
| | | 85 | CC:Room 111B | SPDW: GDO Doctoral Consortium |
| | | 88 | MT:Room 410 | SPDW: Challenges of globalization |
| | 8:30am | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures |
| | 9:00am | 118 | MT:Room 414 & 415 | SPDW: Philosophical Foundations |
| | | 128 | MT:Franklin 3 | SPDW: Does STS mean business? |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res |
| | 10:00am | 143 | MT:Franklin 4 | SPDW: Thinking critically |
| | 11:30am | 163 | LW:Congress C | SPDW: Urban Social Entrepreneurship |
| | 12:30pm | 183 | MT:Grand Ballroom A | SPDW: Corporations and Democracy |
| | 1:00pm | 189 | MT:Room 304 | SPDW: CMS Doctoral Consortium |
| | | 191 | CC:Room 104B | SPDW: Feminist Theory & Organization |
| | 2:00pm | 216 | MT:Room 307 | SPDW: Research Methods in Diversity |
| | 2:30pm | 226 | MT:Room 414 & 415 | SPDW: Doing Good by Doing Critical Research |
| | 4:00pm | 249 | LW:Commonwealth D | SPDW: Sustainability Via Food |
| 6:00pm | 267 | MT:Grand Ballroom I | Critical Management Studies Welcoming Social | |
| Sun | 8:00am | 292 | MT:Room 305 | Mimetism and Management |
| | | 304 | LW:Congress B | SPDW: SPARC Research & Publication |
| | 9:00am | 331 | MT:Room 414 & 415 | SPDW: Latin America Critical OS |
| | 10:00am | 355 | MT:Liberty Ballroom A | Dark Side Case Competition VI |
| | 10:30am | 386 | MT:Grand Ballroom E | SPDW: Ask the Experts: Qualitative Methods |
| | 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project |
| | 3:30pm | 435 | MT:Room 406 | CMS Executive Committee Meeting |
| | 6:00pm | 465 | MT:Grand Ballroom I | Critical Management Studies Social Evening |
| Mon | 8:30am | 505 | MT:Grand Ballroom I | Critical Management and Theory |
| | | 506 | MT:Room 405 | Mergers and Knowledge Work |
| | | 566 | MT:Franklin 5 | JS: Micro-Mechanisms |
| | 9:00am | 585 | CC:Exhibit Hall C - CMS | Power, Discourse and Organizational Fields ☞ |
| | 10:40am | 624 | MT:Grand Ballroom I | Are Women Inferior to Men? |
| | | 625 | MT:Room 405 | Transnational Knowledge Work |
| | | 626 | CC:Exhibit Hall C - CMS | Trends in Management Thought ☞ |
| | | 662 | SH:Liberty C - Table C3 | IP: Work-related Attitudes |
| | | 705 | MT:Franklin 5 | JS: Giddens and Structuration Theo |
| | 12:20pm | 743 | MT:Grand Ballroom I | JS: Goodness, Identity, and Selves |
| | 2:30pm | 852 | MT:Grand Ballroom I | ODC-CMS Critique |
| | | 880 | SH:Liberty A - Table A1 | IP: Challenges in Managing a Diverse Workforce III |
| | | 888 | SH:Liberty C - Table C1 | IP: Issues in Research II |
| 931 | | LW:Howe | JS: Social Entrepreneurship | |
| 4:10pm | 963 | MT:Grand Ballroom I | Critical Management Studies Keynote | |
| | 994 | SH:Liberty C - Table C1 | IP: Career Management and Gender Differences | |
| | 1029 | MT:Room 404 | JS: Competing Rationalities in Organizations | |
| 5:30pm | 1041 | MT:Grand Ballroom I | CMS Business Meeting | |
| Tue | 8:30am | 1101 | MT:Grand Ballroom I | Organizational identities |
| | | 1102 | MT:Room 405 | Management, Labor and Power |
| | | 1125 | SH:Liberty A - Table A1 | IP: Context of M&As |
| | | 1128 | SH:Liberty A - Table A4 | IP: Governance Structure and Processes II |
| | | 1136 | SH:Liberty C - Table C4 | IP: Studying Culture |

| Day | Start | # | Location | Session Information |
|--------|---------|---------------------|---|--|
| Tue | 10:30am | 1217 | MT:Room 405 | Business Power |
| | | 1218 | MT:Grand Ballroom I | JS: First Nation Matters |
| | | 1219 | MT:Grand Ballroom C | SHCS: The Poor Are Still With Us |
| | 2:30pm | 1323 | MT:Room 405 | JS: Psychoanalytic Thinking in Org |
| | | 1346 | SH:Liberty A - Table A1 | IP: Challenges in a Diverse Workforce II |
| | | 1352 | SH:Liberty B - Table B3 | IP: Power in Organizations |
| 4:10pm | 1419 | MT:Grand Ballroom I | CMS Theme Session: The Past and Future of CMS | |
| Wed | 8:30am | 1531 | MT:Grand Ballroom I | Consumption and Identity |
| | | 1549 | SH:Liberty A - Table A2 | IP: Corporate social responsibility |
| | | 1555 | SH:Liberty B - Table B4 | IP: Socially responsible values |
| | | 1561 | CC:Room 109B | JS: Doing Well in the Curriculum |
| | 10:40am | 1605 | MT:Grand Ballroom I | Organization and Rhetoric |
| | | 1641 | CC:Room 103A | JS: Factors Affecting Service Work |

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Program Chair: Ronald K. Mitchell, Texas Tech U.
Professional Development Workshop Chair: Eileen Fischer, York U.

| Day | Start | # | Location | Session Information | |
|---------|---------|--------|---------------------------|--|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | | 16 | MT:Room 414 & 415 | PSED II Data Analysis Workshop | |
| | | 23 | MT:Room 411 & 412 | SPDW: Innovative teaching techniques | |
| | 3:00pm | 30 | MT:Room 414 & 415 | University IP & Rural Economic | |
| | | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 3:30pm | 37 | MT:Room 411 & 412 | SPDW: Topography of Entrepreneurship | |
| | 4:00pm | 39 | MT:Room 403 | SPDW: Clarifying Comp. Advantage | |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| | 7:00pm | 69 | LW:Washington A | SPDW: Mastering Transfo Change | |
| Sat | 8:00am | 83 | MT:Room 413 | Nontraditional Academics | |
| | | 87 | CC:Room 108A | SPDW: HR/OB/ODC/ENT Rsrch Incubator | |
| | 8:30am | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures | |
| | 9:00am | 117 | MT:Room 306 | SPDW: Research on Universities: Data and Methodologies | |
| | | 119 | MT:Room 301 | Alternative Teaching Methods | |
| | | 129 | MT:Room 307 | SPDW: Learning from Failure | |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| | 9:30am | 138 | MT:Room 303 | SPDW: Ethnic Networks & Innovation | |
| | 12:00pm | 166 | MT:Franklin 1 | ENT Endowed Chairs Luncheon | |
| | | 167 | MT:Room 303 | SPDW: Social Entrepreneurship | |
| | 12:30pm | 180 | MT:Room 414 & 415 | SPDW: Austrian Economics | |
| | 1:00pm | 190 | MT:Franklin 7 | SPDW: Corporate Venturing | |
| | 3:00pm | 236 | MT:Grand Ballroom A | SPDW: Strategic Organization SOI/APBOX Roundtable | |
| | | 237 | LW:Commonwealth A1 | SPDW: Agentic Institutional Work | |
| | 3:30pm | 239 | MT:Room 305 | SPDW: High Growth SME's | |
| | | 242 | CC:Room 105B | SPDW: Complex Sys. Leadership Theory | |
| | 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| | Sun | 8:00am | 293 | MT:Room 401 & 402 | SPDW: New Insights Into Theories of Entrepreneurship |
| 303 | | | LW:Regency Ballroom C2 | SPDW: Markets for Sustainability | |
| 304 | | | LW:Congress B | SPDW: SPARC Research & Publication | |
| 308 | | | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? | |
| 9:00am | | 328 | MT:Room 306 | SPDW: Experiments for Macro Research | |
| | | 332 | MT:Grand Ballroom J | Doctoral Student/Junior Faculty Consortia | |
| | | 333 | MT:Room 413 | Employee-employer databases | |
| | | 341 | LW:Washington C | SPDW: Alleviating Poverty through Business Strategy | |
| 9:30am | | 351 | LW:Regency Ballroom C1 | SPDW: Teaching Microfinance | |
| 10:00am | | 356 | MT:Room 310 | The Entrepreneurship Program Rankings Dilemma | |
| 3:30pm | | 436 | MT:Room 413 | ENT Executive Committee Meeting | |
| Mon | | 8:30am | 494 | MT:Franklin 12 | JS: Business Data Access |
| | | | 507 | MT:Franklin 11 | Entrepreneurship Decision Making |
| | 508 | | MT:Room 410 | Entrepreneurship and Thinking | |
| | 509 | | MT:Room 411 | Examining the Venture Capital Setting | |
| | 510 | | MT:Room 412 | Entrepreneurial Orientation and Friends | |
| | 525 | | SH:Liberty A - Table A2 | IP: Attributes of Entrepreneurs I | |
| | 534 | | SH:Liberty C - Table C3 | IP: Women Managers | |
| | 9:00am | 586 | CC:Exhibit Hall C - ENT 1 | Venture Capital ☞ | |
| | | 587 | CC:Exhibit Hall C - ENT 2 | Venture Teams ☞ | |

| Day | Start | # | Location | Session Information | |
|--------|-------------------------|----------------------------|--|--|--|
| Mon | 10:40am | 627 | MT:Franklin 11 | Family Business Governance | |
| | | 628 | MT:Franklin 12 | Entrepreneurial Careers | |
| | | 629 | MT:Room 410 | Entrepreneurship Research Narratives | |
| | | 630 | MT:Room 411 | Governance, Resources, and Performance | |
| | | 631 | MT:Room 412 | Running the Family Business | |
| | | 632 | CC:Exhibit Hall C - ENT 1 | Entrepreneurial Strategies ☞ | |
| | | 633 | CC:Exhibit Hall C - ENT 2 | Geography and Technology Entrepreneurship ☞ | |
| | | 657 | SH:Liberty B - Table B2 | IP: Attributes of Entrepreneurs II | |
| | | 661 | SH:Liberty C - Table C2 | IP: Performance of M&As | |
| | 12:20pm | 671 | LW:Congress B | JS: Entrepreneurship Spirituality | |
| | | 734 | MT:Grand Ballroom D | JS: Entrepreneurship & Strategy | |
| | | 744 | MT:Franklin 11 | ENT Division Q&A with Officers | |
| | | 745 | MT:Franklin 12 | Entrepreneurship and Strategy | |
| | | 746 | MT:Room 410 | Critical Dialogue in Entrepreneurship Research ☞ | |
| | | 747 | MT:Room 411 | Innovation and Entrepreneurship | |
| | | 748 | MT:Room 412 | Entrepreneurship and Competitive Advantage | |
| | 2:30pm | 768 | SH:Liberty A - Table A4 | IP: Identifying Entrepreneurial Opportunities I | |
| | | 853 | MT:Franklin 11 | Entrepreneurship in the University | |
| | | 854 | MT:Franklin 12 | THE GREATEST SHOW ON EARTH | |
| 855 | | MT:Room 410 | International Venturing | | |
| 856 | | MT:Room 411 | Program Chairs Invitational II | | |
| 857 | | MT:Room 412 | Networks, Alliances, and New Ventures | | |
| 858 | | CC:Exhibit Hall C - ENT 1 | Entrepreneurship and Networks ☞ | | |
| 859 | | CC:Exhibit Hall C - ENT 2 | Family Business Continuance ☞ | | |
| 860 | | CC:Exhibit Hall C - ENT 4 | Entrepreneurship, Innovation, and Marketing ☞ | | |
| 4:10pm | 861 | CC:Exhibit Hall C - ENT 5 | New Venture Communications ☞ | | |
| | 889 | SH:Liberty C - Table C2 | IP: Boards of directors/advisors | | |
| | 964 | MT:Franklin 11 | Entrepreneurial Management | | |
| | 965 | MT:Franklin 12 | Prescriptive Entrepreneurship | | |
| | 966 | MT:Room 410 | Sustainable and Social Entrepreneurship | | |
| | 967 | MT:Room 411 | Growing Role of ENT Orientat | | |
| | 968 | MT:Room 412 | Entrepreneurship and Emerging Economies | | |
| | 969 | CC:Exhibit Hall C - ENT 1 | Technology Entrepreneurship Outcomes ☞ | | |
| | 970 | CC:Exhibit Hall C - ENT 3 | Corporate Entrepreneurship ☞ | | |
| 5:30pm | 987 | SH:Liberty A - Table A2 | IP: Organizational Learning | | |
| | 990 | SH:Liberty B - Table B1 | IP: Identifying Entrepreneurial Opportunities II | | |
| | 992 | SH:Liberty B - Table B3 | IP: Learning from Alliances | | |
| | 996 | SH:Liberty C - Table C3 | IP: Entrepreneurial Process III | | |
| | 1042 | MT:Grand Ballroom A | Entrepreneurship Division Business Meeting | | |
| | 1068 | MT:Grand Ballroom B | Entrepreneurship Division Reception | | |
| Tue | 8:30am | 1103 | MT:Franklin 11 | The Dynamics of Corporate Entrepreneurship | |
| | | 1104 | MT:Franklin 12 | SHCS: Entrepreneurial Passion | |
| | | 1105 | MT:Room 410 | Diversity and Entrepreneurship | |
| | | 1106 | MT:Room 411 | New Venture Financing | |
| | | 1107 | MT:Room 412 | Impact of New Venture Settings | |
| | | 1108 | CC:Exhibit Hall C - ENT 1 | Entrepreneurial Process ☞ | |
| | | 1109 | CC:Exhibit Hall C - ENT 2 | Behavior and Entrepreneurial Consequences ☞ | |
| | | 1126 | SH:Liberty A - Table A2 | IP: Challenges of New Ventures | |
| | | 1186 | MT:Grand Ballroom K | JS: Integrating National and Global Innovation Systems | |
| | | 10:30am | 1220 | MT:Franklin 11 | Technology Entrepreneurship |
| | | | 1221 | MT:Room 410 | Opportunity ID Continued |
| | | | 1222 | MT:Room 411 | Scale Development in Entrepreneurship Research |
| | | | 1223 | MT:Room 412 | International Entrepreneurship Research |
| | 1224 | | CC:Exhibit Hall C - ENT 1 | Relational Capital Issues ☞ | |
| 1225 | MT:Franklin 12 | | JS: Cognition Research | | |
| 1242 | SH:Liberty A - Table A3 | | IP: Individual Learning and Knowledge Sharing II | | |
| 1247 | SH:Liberty B - Table B4 | IP: Founders' Influence II | | | |

| Day | Start | # | Location | Session Information | |
|--------|--------|---------------------|--|--|--|
| Tue | 2:30pm | 1315 | MT:Grand Ballroom I | JS: Competing through Business Design | |
| | | 1324 | MT:Franklin 11 | Entrepreneurial Risk and Uncertainty | |
| | | 1325 | MT:Room 410 | Academic Entrepreneurship | |
| | | 1326 | MT:Room 411 | Knowledge in ENT, INT & FB | |
| | | 1327 | MT:Room 412 | Family Firm Heterogeneity | |
| | | 1328 | MT:Franklin 12 | JS: The good, bad, and ugly | |
| | | 1348 | SH:Liberty A - Table A3 | IP: Entrepreneurial Process II | |
| 4:10pm | | 1420 | MT:Room 410 | Expand Frontier ENT Research | |
| | | 1421 | MT:Room 411 | Expand ENT Cognition Research | |
| | | 1422 | MT:Room 412 | Small Business | |
| | | 1423 | MT:Franklin 11 | JS: Teaching Innovation in Healthcare | |
| | | 1424 | MT:Franklin 12 | JS: Community entrepreneurship | |
| 5:30pm | 1496 | MT:Grand Ballroom A | Entrepreneurship Division Reviewer Reception | | |
| Wed | 8:30am | 1532 | MT:Franklin 11 | Emotion and Entrepreneurship | |
| | | 1533 | MT:Franklin 12 | The Sociality of Entrepreneurship | |
| | | 1534 | MT:Room 410 | Entrepreneurship and Opportunity | |
| | | 1535 | MT:Room 411 | International New Ventures | |
| | | 1536 | MT:Room 412 | Choices in Family Business | |
| | | 1550 | SH:Liberty A - Table A3 | IP: Entrepreneurial Process I | |
| | | 1553 | SH:Liberty B - Table B2 | IP: Institutions and Firms | |
| | | 1557 | SH:Liberty C - Table C2 | IP: Social Networks in a Competitive Environment | |
| | | 1558 | SH:Liberty C - Table C3 | IP: Strategic Choice | |
| | | 10:40am | | 1606 | MT:Franklin 11 |
| | 1607 | | | MT:Room 410 | New Developments in Institutional Entrepreneurship |
| | 1618 | | | SH:Liberty A - Table A2 | IP: Attributes of Entrepreneurs III |
| | | | 1620 | SH:Liberty A - Table A4 | IP: Founders' Influence I |
| | | 1627 | SH:Liberty C - Table C3 | IP: Reputation and Legitimacy | |

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Gender & Diversity in Organizations

Program Chair: Jeanette N. Cleveland, Pennsylvania State U.
Professional Development Workshop Chair: Quinetta Roberson, Cornell U.

| Day | Start | # | Location | Session Information | |
|---------|--------------|-------------------------|--|---|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | | 17 | CC:Room 104A | SPDW: Diversity Research Publishing | |
| | 3:30pm | 38 | CC:Room 111B | Integral Communication | |
| | 6:00pm | 54 | CC:Room 111B | GDO Doc. Consortium Rec. | |
| Sat | 8:00am | 84 | CC:Room 104B | SPDW: A Philadelphia Experience | |
| | | 85 | CC:Room 111B | SPDW: GDO Doctoral Consortium | |
| | 8:30am | 100 | CC:Room 112B | International Diversity Incubators | |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures | |
| | 10:00am | 147 | LW:Commonwealth B | SPDW: Regulating spirituality | |
| | 10:30am | 152 | CC:Room 104A | Women's Corporate Empowerment | |
| | 12:00pm | 168 | CC:Room 112A | SPDW: Women and Leadership | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| | 1:00pm | 189 | MT:Room 304 | SPDW: CMS Doctoral Consortium | |
| | | 191 | CC:Room 104B | SPDW: Feminist Theory & Organization | |
| | 1:30pm | 207 | CC:Room 109B | SPDW: SHRM Focus On HR Education | |
| | 2:00pm | 216 | MT:Room 307 | SPDW: Research Methods in Diversity | |
| | 3:00pm | 235 | CC:Room 107A | SPDW: Teaching 21st Century Management | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | | 8:00am | 294 | CC:Room 111B | SPDW: Teaching Courses on "Diversity in Organizations" |
| 9:00am | | 327 | MT:Grand Ballroom C | SPDW: Doing Strategy Research in Emerging Economies | |
| 10:00am | | 354 | CC:Room 112A | SPDW: Balance is Bunk | |
| | | 357 | CC:Room 103B | SPDW: Religion and Work Research | |
| 10:30am | | 384 | LW:Howe | SPDW: Chairing Dissertations | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 3:30pm | | 437 | CC:Room 111B | GDO Executive Committee Meeting | |
| 8:00pm | | 472 | MT:Liberty Ballroom C | LGBT and Friends Reception | |
| Mon | | 8:30am | 511 | CC:Room 104A | Relational Demography |
| | 512 | | CC:Room 104B | Migrant and Immigrant Workers | |
| | 513 | | CC:Room 107B | GDO Continental Breakfast Welcome | |
| | 533 | | SH:Liberty C - Table C2 | IP: Organizational Design I | |
| | 534 | | SH:Liberty C - Table C3 | IP: Women Managers | |
| | 551 | | MT:Grand Ballroom C | SHCS: Does It Pay to be Sensitive? | |
| | 10:40am | 552 | CC:Room 103A | JS: The Role of Dyads in Small Group Research | |
| | | 634 | CC:Exhibit Hall C - GDO 1 | Student Populations ☺ | |
| | | 635 | CC:Room 104A | Women on Corporate Boards | |
| | | 636 | CC:Room 104B | Diversity and Inclusiveness | |
| | | 637 | CC:Room 107B | JS: Whites' Reactions to Diversity | |
| | | 638 | LW:Regency Ballroom A | SHCS: Why So Few Women Leaders? | |
| | | 644 | CC:Room 113B | JS: Implementing Flexibility | |
| | | 659 | SH:Liberty B - Table B4 | IP: Identities in Organizations | |
| | 12:20pm | 680 | CC:Room 103A | JS: R-E-S-P-E-C-T, Find Out What it Means to OB | |
| | | 749 | CC:Room 104A | Leadership and Multiple Levels | |
| | | 750 | CC:Room 104B | Ethnicity and Work-Family Issues | |
| | | 751 | LW:Regency Ballroom A | SHCS: The Embeddedness of Diversity | |
| | 2:30pm | 767 | SH:Liberty A - Table A3 | IP: Faculty Performance | |
| | | 862 | CC:Exhibit Hall C - GDO 1 | Team/Organization Diversity ☺ | |
| 863 | | CC:Room 104A | Status congruence | | |
| 864 | | CC:Room 104B | JS: How do you draw the line? | | |
| 880 | | SH:Liberty A - Table A1 | IP: Challenges in Managing a Diverse Workforce III | | |
| 909 | CC:Room 103C | JS: Great Expectations! | | | |

| Day | Start | # | Location | Session Information |
|------------|---------|-------------|---------------------------|---|
| Mon | 4:10pm | 971 | CC:Room 104A | Culture and Work-Family |
| | | 972 | CC:Room 104B | Diversity and Negative Emotions at Work |
| | | 973 | CC:Room 108A | GDO Town Hall |
| | | 994 | SH:Liberty C - Table C1 | IP: Career Management and Gender Differences |
| | 5:30pm | 1043 | CC:Room 107B | GDO Business Meeting |
| | 7:00pm | 1069 | CC:12th Street Foyer | GDO Social and Reception |
| Tue | 8:30am | 1110 | CC:Exhibit Hall C - GDO 1 | Correlates of Identity, Gender and Race  |
| | | 1111 | CC:Room 104A | Motherhood and Careers |
| | | 1112 | CC:Room 104B | Diversity and Outcomes |
| | | 1153 | LW:Regency Ballroom A | SHCS: Faultlines and Group Process |
| | 10:30am | 1219 | MT:Grand Ballroom C | SHCS: The Poor Are Still With Us |
| | | 1226 | CC:Room 104A | Work-Family and Lack of Fit |
| | | 1227 | CC:Room 104B | Gender and Careers |
| | | 1228 | CC:Room 107B | JS: Mentoring and Demography |
| | 2:30pm | 1329 | CC:Room 104A | Gender, Race, Age and Work |
| | | 1330 | CC:Room 104B | Navigating Work and Family |
| | | 1331 | CC:Room 107B | Diversity Climate |
| | | 1346 | SH:Liberty A - Table A1 | IP: Challenges in a Diverse Workforce II |
| | | 1355 | SH:Liberty C - Table C2 | IP: Team Processes |
| | 4:10pm | 1425 | CC:Room 104B | Mentoring and Diversity |
| | | 1426 | CC:Room 107B | Faultline Perceptions |
| | | 1427 | CC:Room 108A | Diversity Management and Performance |
| | | 1428 | CC:Room 104A | JS: Are Organizations Doing Well by Disabled Workers? |
| | | 1441 | SH:Liberty B - Table B1 | IP: Challenges in a Diverse Workforce I |
| | | 1442 | SH:Liberty B - Table B2 | IP: Management Education |
| | | 1448 | SH:Liberty C - Table C4 | IP: Recruitment and Selection |
| Wed | 8:30am | 1537 | CC:Room 104A | Gender Effects |
| | | 1567 | CC:Room 103B | JS: Workplace Diversity Context |
| | | 1568 | CC:Room 103C | JS: Positive Work-Family Interface |
| | 10:40am | 1608 | CC:Room 104A | Women's Leadership in Top Management |

Gender & Diversity in Organizations Acknowledgments

- Iiris Elina Aaltio, Jyväskylä U., FINLAND
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Health Care Management

Program Chair: Christy Harris Lemak, U. of Florida
Professional Development Workshop Chair: Christian Gericke, U. of Adelaide

| Day | Start | # | Location | Session Information | |
|---------|-------------|-------------------------|-----------------------------|--|--|
| Fri | 2:30pm | 28 | LW:Howe | Portfolios & Mgt. Competencies | |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 4:00pm | 41 | LW:Lescaze | Theoretical and Practical Appl | |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| Sat | 8:00am | 86 | LW:Regency Ballroom C2 | HCM Welcome Breakfast | |
| | | 94 | MT:Franklin 7 | SPDW: Sys. in Health Care Sourcing | |
| | 8:30am | 101 | LW:Commonwealth D | Enhancing the Impact of Qualitative Research | |
| | | 105 | LW:Regency Ballroom A | SPDW: TransOrg Development | |
| | 9:00am | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| | 10:30am | 153 | LW:Lescaze | Creating and Sustaining a Research Agenda | |
| | 12:00pm | 169 | LW:Commonwealth A1 | SOX and Healthcare Organizatio | |
| | 2:00pm | 217 | LW:Commonwealth C | International Healthcare Management and Policies | |
| | 3:30pm | 240 | LW:Commonwealth B | Assessment and Learning: What's the Connection? | |
| | 5:00pm | 254 | LW:Congress A | SPDW: Publishing on Both Sides of the Atlantic | |
| | 5:30pm | 259 | LW:Millennium Hall | HCM Pre-Conference PDW Reception | |
| | 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| 8:00am | | 295 | LW:Commonwealth A2 | HCM Welcome Breakfast | |
| | | 304 | LW:Congress B | SPDW: SPARC Research & Publication | |
| 8:30am | | 315 | LW:Regency Ballroom B | Technology: Media-Enhanced Teaching Strategies | |
| 10:00am | | 358 | LW:Commonwealth A1 | Publishing HCM Research | |
| | | 359 | LW:Commonwealth C | SPDW: Workshop on Methods in Quantitative Research | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| 1:00pm | | 409 | LW:Washington C | HCM Practice Committee Meeting | |
| 3:30pm | | 438 | LW:Washington C | HCM Executive Committee Meeting | |
| Mon | | 8:30am | 514 | LW:Commonwealth A2 | Critical Perspectives on Health Care Work Climates |
| | | | 515 | LW:Commonwealth B | Cooperative Research |
| | | 535 | SH:Liberty C - Table C4 | IP: Citizenship Behaviors | |
| | 9:00am | 588 | CC:Exhibit Hall C - HCM 1 | Service Quality: Patient Perspectives ☺ | |
| | 10:40am | 639 | LW:Commonwealth A2 | Organizational Perspectives on Patient Safety | |
| | | 640 | LW:Commonwealth B | Organizational Change Capacity | |
| | 12:20pm | 752 | LW:Commonwealth B | Health Care Leadership and Politics | |
| | | 753 | LW:Commonwealth A2 | JS: Identity Change | |
| | | 769 | SH:Liberty B - Table B1 | IP: Inter-firm Partnerships | |
| | | 797 | MT:Room 307 | JS: Transforming Healthcare | |
| | 2:30pm | 865 | LW:Commonwealth B | Information Systems | |
| | | 866 | LW:Commonwealth A2 | JS: Leadership for evidence-based | |
| | | 882 | SH:Liberty A - Table A3 | IP: Feeling Good: Employee Health and Well-being | |
| 4:10pm | 974 | LW:Commonwealth B | HCM Distinguished Speaker | | |
| | 991 | SH:Liberty B - Table B2 | IP: Resistance to change II | | |
| 5:30pm | 1044 | LW:Commonwealth B | HCM Business Meeting | | |
| 6:45pm | 1067 | LW:Howe | HCM Division Reception | | |
| Tue | 8:30am | 1113 | LW:Commonwealth A2 | HRM and Turnover | |
| | | 1114 | CC:Exhibit Hall C - HCM 1 | Organizational Behavior Issues in Health Care ☺ | |
| | | 1115 | LW:Commonwealth B | JS: Translation of NGHTs | |
| | | 1134 | SH:Liberty C - Table C2 | IP: Organizational Design II | |
| | 10:30am | 1229 | LW:Commonwealth A2 | Radical to Routine | |
| | | 1230 | LW:Commonwealth B | Linking the Academy to the Institute of Medicine | |
| | | 1234 | CC:Room 112A | JS: Surviving the Perfect Storm | |
| | | 1244 | SH:Liberty B - Table B1 | IP: Cognition | |
| | 2:30pm | 1332 | LW:Commonwealth A2 | Governance and Mission | |
| | | 1333 | LW:Commonwealth B | Collaboratively Pursuing the Common Good | |
| | | 1353 | SH:Liberty B - Table B4 | IP: Psychological Ownership and Commitment | |

| Day | Start | # | Location | Session Information | |
|-----|--------|---------|-------------------------|---|--------------------------------------|
| Tue | 4:10pm | 1423 | MT:Franklin 11 | JS: Teaching Innovation in Healthcare | |
| | | 1429 | LW:Commonwealth B | Organization Structure | |
| | | 1448 | SH:Liberty C - Table C4 | IP: Recruitment and Selection | |
| Wed | 8:30am | 1538 | LW:Commonwealth B | Hospital Strategic Behavior and Performance | |
| | | 10:40am | 1609 | LW:Commonwealth B | JS: Strategic HRM in Health Care |
| | | | 1623 | SH:Liberty B - Table B3 | IP: Resources, Slack, and Innovation |

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| Day | Start | # | Location | Session Information | |
|------------|------------|-------------------------|----------------------------------|--|--|
| Fri | 9:45am | 7 | OS:HR Off-site Tour - Comcast | Company Visit: COMCAST HR | |
| | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | | 14 | MT:Room 407 | SPDW: Raising the Bar:Trust Research | |
| | | 15 | CC:Room 106 A&B | SPDW: Career Case Study Workshop | |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 3:30pm | 36 | MT:Room 407 | SPDW: Trust Workshop | |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| | 7:00pm | 69 | LW:Washington A | SPDW: Mastering Transfo Change | |
| | Sat | 7:30am | 71 | CC:Room 107B | HR Division Doctoral Student Consortium |
| 8:00am | | 87 | CC:Room 108A | SPDW: HR/OB/ODC/ENT Rsrch Incubator | |
| 9:00am | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| | | 136 | MT:Room 309 | SPDW: Teaching Well With Technology | |
| 9:30am | | 139 | CC:Room 108B | HR Division Junior Faculty Consortium | |
| 12:00pm | | 170 | CC:Room 109B | Networking Lunch Sponsored by SHRM | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| 1:00pm | | 192 | CC:Room 112B | SPDW: International HRM Research | |
| | | 203 | MT:Room 301 | SPDW: Teaching Project Management | |
| | | 204 | MT:Room 302 | SPDW: Modeling Congruence | |
| 1:30pm | | 207 | CC:Room 109B | SPDW: SHRM Focus On HR Education | |
| 2:00pm | | 223 | MT:Franklin 3 | SPDW: Latent Growth Modeling | |
| 3:00pm | | 232 | MT:Franklin 1 | SPDW: Doing High Impact Research | |
| | | | MT:Room 302 | SPDW: Conducting Research in China | |
| | | 235 | CC:Room 107A | SPDW: Teaching 21st Century Management | |
| | | | MT:Franklin 7 | SPDW: Methods for Integrating Moderation and Mediation | |
| 5:30pm | | 262 | CC:Room 113 Foyer | SPDW: OB/HR PhD & Jr & Sr Fac Recep | |
| 6:00pm | | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| 6:30pm | | 275 | CC:Room 113 Foyer | SPDW: Joint HR/OB Member Welcome Reception | |
| Sun | | 8:00am | 294 | CC:Room 111B | SPDW: Teaching Courses on "Diversity in Organizations" |
| | 304 | | LW:Congress B | SPDW: SPARC Research & Publication | |
| | 306 | | MT:Grand Ballroom A | SPDW: Scale Development | |
| | 308 | | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? | |
| | 8:30am | 314 | CC:Room 110 A&B | SPDW: Leadership in Academia | |
| | | 316 | CC:Room 113C | SPDW: Joint AoM Editor's Panel | |
| | 9:00am | 330 | CC:Room 103A | SPDW: Negotiating your First Job | |
| | | 334 | CC:Room 108B | Meet The HR Division Leadership Coffee Hour | |
| | 10:00am | 353 | CC:Room 108B | SPDW: Making the Most of Your Sabbatical | |
| | | 354 | CC:Room 112A | SPDW: Balance is Bunk | |
| | | 357 | CC:Room 103B | SPDW: Religion and Work Research | |
| | | 360 | CC:Room 113B | SPDW: Teaching Strategic HRM | |
| | | 361 | CC:Room 103C | SPDW: HRM Teaching&Research in India | |
| | | 366 | CC:Room 107A | SPDW: The 15th Annual Craft of Reviewing Workshop | |
| | | 367 | CC:Room 113C | SPDW: OB/HR Editorial Panel | |
| | 3:30pm | 439 | CC:Room 113B | HR Executive Committee Meeting | |
| | Mon | 8:30am | 499 | CC:Room 111B | JS: Careers Across Intl. Contexts |
| | | | 516 | CC:Room 113B | Welcome and Awards Ceremony |
| | | | 517 | CC:Room 113C | Antecedents of Turnover |
| 518 | | | CC:Room 112A | JS: Bridging IHRM Research | |
| 519 | | CC:Room 112B | JS: 360-Degree Feedback Insights | | |
| 527 | | SH:Liberty A - Table A4 | IP: Human Resource Management II | | |
| 553 | | CC:Room 103B | JS: Group Learning | | |

| Day | Start | # | Location | Session Information |
|--------|---------|-------------------------|--|---|
| Mon | 10:40am | 619 | CC:Room 111B | JS: Learning to Lead in India |
| | | 641 | CC:Room 112A | Work-Family Interface |
| | | 642 | CC:Room 112B | Expatriates and HR |
| | | 643 | CC:Room 113C | Predictors of Organizational Performance |
| | | 644 | CC:Room 113B | JS: Implementing Flexibility |
| | | 658 | SH:Liberty B - Table B3 | IP: Expatriate Effectiveness |
| | | 682 | MT:Liberty Ballroom B | JS: Advances in OCB research |
| | 12:20pm | 683 | CC:Room 103B | JS: Attachment Theory at Work |
| | | 754 | CC:Exhibit Hall C - HR | HR from an Organizational Perspective |
| | | 755 | CC:Room 112A | Prevention of Dysfunctional Behaviors |
| | | 756 | CC:Room 112B | Recruitment |
| | | 757 | CC:Room 113B | Current Research Issues in Performance Management |
| | | 758 | CC:Room 113C | High Performance Work Systems |
| | | 792 | MT:Grand Ballroom A | SHCS: The Subtle Influence of Time |
| | 2:30pm | 867 | CC:Exhibit Hall C - HR | HR: Individual Issues |
| | | 868 | CC:Room 112A | Selection |
| | | 869 | CC:Room 112B | Applications of Social Exchange |
| | | 870 | CC:Room 113B | HR VPs' Concerns |
| | | 871 | CC:Room 113C | Strategic HRM |
| | | 910 | CC:Room 103A | JS: Turnover Context and Process |
| | | 911 | MT:Liberty Ballroom A | JS: Leadership: Learning, Development, and Adaptation |
| 4:10pm | 975 | CC:Room 112A | Socialization and Fit | |
| | 976 | CC:Room 112B | Managing Human Capital | |
| | 977 | CC:Room 113B | Ice Cream Social & Member Networking Event | |
| | 978 | CC:Room 113C | JS: Goals & Performance | |
| | 997 | SH:Liberty C - Table C4 | IP: Human Resource Management I | |
| Tue | 8:30am | 1095 | CC:Room 111B | JS: People helping people |
| | | 1116 | CC:Room 112A | Compensation and Outcomes |
| | | 1117 | CC:Room 112B | The Impact of Turnover on Organizations |
| | | 1118 | CC:Room 113B | Taking Measure of Organizational Commitment |
| | | 1119 | CC:Room 113C | Performance Appraisal |
| | | 1132 | SH:Liberty B - Table B4 | IP: Organizational Justice |
| | | 1154 | CC:Room 103A | JS: New Perspectives in Motivation |
| | 10:30am | 1155 | CC:Room 103B | JS: Virtual Team Leadership in Organizations |
| | | 1228 | CC:Room 107B | JS: Mentoring and Demography |
| | | 1231 | CC:Room 112B | Management Development |
| | | 1232 | CC:Room 113B | Leadership Lessons from Unusual Places |
| | | 1233 | CC:Room 113C | HR from an Organizational Perspective |
| | 2:30pm | 1234 | CC:Room 112A | JS: Surviving the Perfect Storm |
| | | 1268 | CC:Room 103A | JS: Direct Care Workers |
| | | 1334 | CC:Room 112A | Perspectives on Training |
| | | 1335 | CC:Room 112B | Job Analysis and Design |
| | | 1336 | CC:Room 113C | Perspectives on Selection |
| | | 1337 | CC:Room 113B | JS: Knowledge & IHRM |
| | | 1346 | SH:Liberty A - Table A1 | IP: Challenges in a Diverse Workforce II |
| | 4:10pm | 1351 | SH:Liberty B - Table B2 | IP: Outsourcing and Offshoring |
| | | 1373 | CC:Room 103C | JS: Employment Relationships |
| 1374 | | CC:Room 103A | JS: Goal Orientation Research | |
| 1430 | | CC:Room 112A | HR and Teams | |
| 5:45pm | 1431 | CC:Room 112B | Predictors of Individual Performance | |
| | 1432 | CC:Room 113C | HRM in Different Contexts | |
| | 1433 | CC:Room 113B | JS: Action Learning Shared Leader | |
| | 1439 | SH:Liberty A - Table A3 | IP: Team Leadership | |
| | 1448 | SH:Liberty C - Table C4 | IP: Recruitment and Selection | |
| 6:45pm | 1506 | CC:Room 113C | HR Division Business Meeting | |
| 6:45pm | 1512 | MT:Liberty Ballroom A | HR Division Reception | |

| Day | Start | # | Location | Session Information | | |
|------|-------------------------|---------|-------------------------|--|-------------------|-------------------------------------|
| Wed | 8:30am | 1530 | CC:Room 105A | JS: Organizational Justice | | |
| | | 1539 | CC:Room 111B | Emotions in the Workplace | | |
| | | 1540 | CC:Room 112A | HR in Small and Medium Size Firms | | |
| | | 1541 | CC:Room 112B | HRM and Knowledge Workers | | |
| | | 1542 | CC:Room 113C | Antecedents and Outcomes of Compensation Practices | | |
| | | 1543 | CC:Room 105B | JS: Employment in China | | |
| | | 1556 | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance III | | |
| | | 1559 | SH:Liberty C - Table C4 | IP: Strategic Role of HR | | |
| | | 1567 | CC:Room 103B | JS: Workplace Diversity Context | | |
| | | 1568 | CC:Room 103C | JS: Positive Work-Family Interface | | |
| | | 1569 | CC:Room 103A | JS: Advancing Research on Emotion | | |
| | | 10:40am | | 1609 | LW:Commonwealth B | JS: Strategic HRM in Health Care |
| | | | | 1610 | CC:Room 112A | HR and Chinese and Indian Employees |
| | | | | 1611 | CC:Room 105B | JS: Strategic Renewal Processes |
| 1622 | SH:Liberty B - Table B2 | | | IP: Resources, Knowledge, and Firm Performance I | | |
| 1626 | SH:Liberty C - Table C2 | | | IP: Leadership Research | | |
| 1640 | CC:Room 103C | | | JS: Political Influences on HRM | | |
| 1641 | CC:Room 103A | | | JS: Factors Affecting Service Work | | |

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| Day | Start | # | Location | Session Information |
|-----------|------------|-----------------------|---|--|
| Fri | 8:30am | 5 | MT:Room 413 | International Management Division: Water Adventure |
| | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III |
| | | 14 | MT:Room 407 | SPDW: Raising the Bar:Trust Research |
| | | 18 | MT:Room 404 | SPDW: Interactive Teaching Methods I |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session |
| | 3:30pm | 36 | MT:Room 407 | SPDW: Trust Workshop |
| | 4:00pm | 39 | MT:Room 403 | SPDW: Clarifying Comp. Advantage |
| | 6:00pm | 56 | MT:Independence I & II | International Management Division PDW Welcome |
| | | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception |
| | 7:00pm | 68 | OS:IMD Dinner on the Town | Dinner on the Town with IMD EC |
| 69 | | LW:Washington A | SPDW: Mastering Transfo Change | |
| Sat | 8:00am | 79 | MT:Room 404 | SPDW: Implementing CSR Strategy Glob |
| | | 88 | MT:Room 410 | SPDW: Challenges of globalization |
| | | 89 | MT:Franklin 5 | IMD Doctoral Consortium I |
| | 8:30am | 102 | MT:Franklin 9 | SPDW: Case Study Research |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures |
| | 9:00am | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res |
| | | 134 | LW:Washington A | SPDW: Pushing the Boundaries of Nonmarket Strategies |
| | 10:00am | 145 | MT:Room 302 | SPDW: Psychic, Cult. & Instit. Dist. |
| | 11:30am | 161 | CC:Room 105B | SPDW: International Perspectives |
| | 12:00pm | 171 | MT:Franklin 9 | IMD Junior Faculty Consortium |
| | | 180 | MT:Room 414 & 415 | SPDW: Austrian Economics |
| | 1:00pm | 188 | MT:Franklin 8 | SPDW: Publishing Intl Strat Research |
| | | 192 | CC:Room 112B | SPDW: International HRM Research |
| | | 194 | MT:Franklin 5 | IMD Doctoral Consortium II |
| | | 196 | CC:Room 103B | SPDW: Management Education: Global |
| | 1:30pm | 210 | CC:Room 113C | SPDW: Developing Global Leaders |
| | 2:00pm | 218 | LW:Congress A | SPDW: Lessons Learned |
| | | 222 | MT:Room 413 | SPDW: The Management of Large Projec |
| | 2:10pm | 224 | MT:Room 309 | SPDW: Performing Academic Research in Microfinance |
| | 3:00pm | 232 | MT:Franklin 1 | SPDW: Doing High Impact Research |
| | | 233 | MT:Room 302 | SPDW: Conducting Research in China |
| | | 237 | LW:Commonwealth A1 | SPDW: Agentic Institutional Work |
| 4:30pm | 250 | MT:Franklin 9 | SPDW: Meet the Editors | |
| 5:30pm | 261 | MT:Franklin 8 | International Management Division PDW Reception | |
| 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| Sun | 8:00am | 286 | MT:Room 406 | SPDW: AAM Paper Development Workshop |
| | | 288 | MT:Grand Ballroom K | SPDW: New Approaches:Teaching Strat. |
| | | 290 | MT:Liberty Ballroom A | SPDW: Partners, Lovers, or Friends |
| | | 302 | MT:Room 307 | SPDW: How to Study Proj. Management |
| | | 304 | LW:Congress B | SPDW: SPARC Research & Publication |
| | 9:00am | 305 | LW:Commonwealth D | SPDW: Int'l Master Programs |
| | | 327 | MT:Grand Ballroom C | SPDW: Doing Strategy Research in Emerging Economies |
| | | 328 | MT:Room 306 | SPDW: Experiments for Macro Research |
| | 9:30am | 341 | LW:Washington C | SPDW: Alleviating Poverty through Business Strategy |
| | | 351 | LW:Regency Ballroom C1 | SPDW: Teaching Microfinance |
| | 10:00am | 361 | CC:Room 103C | SPDW: HRM Teaching&Research in India |
| | | 362 | MT:Franklin 9 | SPDW: Where is Regionalization Going |
| | | 363 | MT:Room 305 | SPDW: The World as the Classroom |
| | | 374 | LW:Congress B | SPDW: MNEs & Positive Social Change |
| | 10:30am | 381 | MT:Grand Ballroom K | SPDW: Industry Structure |
| | | 382 | MT:Room 401 & 402 | SPDW: Dev. & Transitional Countries |
| | 3:30pm | 441 | MT:Franklin 9 | IM Executive Committee Meeting |

| Day | Start | # | Location | Session Information |
|--------|-----------------------|---|---|--|
| Mon | 7:30am | 476 | MT:Franklin 4 | International Management Division Welcome |
| | 8:30am | 499 | CC:Room 111B | JS: Careers Across Intl. Contexts |
| | | 518 | CC:Room 112A | JS: Bridging IHRM Research |
| | | 520 | MT:Room 413 | CSR, Org Practice & Econ Devt |
| | | 521 | MT:Room 414 | Subsidiary Mandates and Knowledge Flows |
| | | 522 | MT:Room 415 | Cultural Impact on Work Orientations |
| | | 523 | MT:Franklin 3 | JS: Business Groups in Asia: The New Multinationals? |
| | | 529 | SH:Liberty B - Table B2 | IP: Intellectual Property |
| | | 532 | SH:Liberty C - Table C1 | IP: Investment in Technology |
| | 9:00am | 589 | CC:Exhibit Hall C - IM 1 | Innovation and Knowledge Management ☞ |
| | | 590 | CC:Exhibit Hall C - IM 2 | National Institutions and Political Economy ☞ |
| | 10:40am | 645 | MT:Franklin 3 | Further Insights into Foreign Expansion |
| | | 646 | MT:Franklin 4 | HRM & Institutional Contexts |
| | | 647 | MT:Room 413 | Cross-border Diffusion and Institutional Change |
| | | 648 | MT:Room 414 | Inter-firm r/s & knowledge |
| | | 649 | MT:Room 415 | Comparative Governance |
| | | 650 | CC:Exhibit Hall C - IM 1 | IB Theory, FDI, and Entry Mode ☞ |
| | | 651 | CC:Exhibit Hall C - IM 2 | MNC Strategy ☞ |
| | | 653 | SH:Liberty A - Table A2 | IP: International Business |
| | | 656 | SH:Liberty B - Table B1 | IP: Brand, Customers and Business Performance |
| | | 658 | SH:Liberty B - Table B3 | IP: Expatriate Effectiveness |
| | | 681 | CC:Room 105B | SHCS: Individualism and Collectivism |
| | | 706 | LW:Regency Ballroom C2 | JS: Global Business and Climate Change Policies |
| | | 12:20pm | 759 | MT:Franklin 3 |
| | 760 | | MT:Franklin 4 | Cultural Values and Work Outcomes |
| | 761 | | MT:Room 413 | Institutional Environments |
| | 762 | | MT:Room 414 | Social Capital in MNCs |
| | 763 | | MT:Room 415 | Intercultural Process |
| | 764 | | CC:Room 108B | SHCS: multinationality & performance |
| | 766 | | SH:Liberty A - Table A2 | IP: Diversification |
| | 770 | | SH:Liberty B - Table B2 | IP: International Ownership and Strategic Alliances |
| | 772 | | SH:Liberty C - Table C1 | IP: MNC Networks |
| | 773 | SH:Liberty C - Table C2 | IP: Motivations for Corporations to Do Good | |
| 2:30pm | 872 | MT:Franklin 3 | More on Entry Modes | |
| | 873 | MT:Room 413 | Foreign Policy and Political Risk | |
| | 874 | MT:Room 414 | Networks, National Context and Firm Innovation | |
| | 875 | MT:Room 415 | Leadership Styles across Cultures | |
| | 876 | CC:Exhibit Hall C - IM 1 | Inter- and Intra-firm Relationships ☞ | |
| | 877 | CC:Exhibit Hall C - IM 2 | Cross-cultural Management (IOB and IHRM) ☞ | |
| | 878 | MT:Grand Ballroom C | SHCS: Internalization Contributions | |
| | 879 | MT:Franklin 4 | JS: New Directions in IM Research | |
| | 887 | SH:Liberty B - Table B4 | IP: Managerial Cognition and Decision Making | |
| 913 | LW:Regency Ballroom A | SHCS: Resistance and Adaptation Across Cultures | | |
| 4:10pm | 954 | MT:Grand Ballroom D | JS: Next Generation Offshoring | |
| | 979 | MT:Franklin 3 | Netwks,Biz Grps,Firm Performan | |
| | 980 | MT:Franklin 4 | IMD Executive Panel | |
| | 981 | MT:Room 414 | Knowledge Transfer and Spillovers | |
| | 982 | MT:Room 415 | LMX & Transformational Ldrship | |
| | 983 | CC:Exhibit Hall C - IM 1 | Emerging, Transition and Developing Economies ☞ | |
| | 984 | MT:Grand Ballroom C | JS: Organ'l decline & recovery | |
| | 985 | MT:Room 413 | JS: International humanitarian org | |
| | 992 | SH:Liberty B - Table B3 | IP: Learning from Alliances | |
| | 993 | SH:Liberty B - Table B4 | IP: Managing Risk | |
| | 996 | SH:Liberty C - Table C3 | IP: Entrepreneurial Process III | |
| 5:45pm | 1052 | MT:Franklin 4 | IMD BAH Eminent Scholar Award | |

| Day | Start | # | Location | Session Information |
|--------|-------------------------|-------------------------------|--|--|
| Tue | 8:30am | 1120 | MT:Franklin 3 | The Global/Regional Debate |
| | | 1121 | MT:Franklin 4 | OB Issues across Cultures |
| | | 1122 | MT:Room 413 | MNCs from Emerging Economies |
| | | 1123 | MT:Room 414 | HQ-Subsidiary Integration |
| | | 1124 | MT:Room 415 | Cultural Distance and FDI |
| | | 1131 | SH:Liberty B - Table B3 | IP: Social responsibility II |
| | | 1136 | SH:Liberty C - Table C4 | IP: Studying Culture |
| | | 1186 | MT:Grand Ballroom K | JS: Integrating National and Global Innovation Systems |
| | 8:40am | 1187 | MT:Franklin 6 | JS: Food and Cultural Contestation |
| | 10:30am | 1235 | MT:Room 413 | Performance of MNCs From and In LDCs |
| | | 1236 | MT:Room 414 | Control and Coordination in MNCs |
| | | 1237 | MT:Room 415 | The Notion of "Distance" in IM Research |
| | | 1238 | MT:Franklin 3 | JS: Korean Companies |
| | | 1239 | MT:Franklin 4 | JS: Power Distance at Work |
| | | 1246 | SH:Liberty B - Table B3 | IP: Foreign Direct Investment |
| | | 1249 | SH:Liberty C - Table C2 | IP: Strategy Making |
| | 1251 | SH:Liberty C - Table C4 | IP: Context of tech transfer | |
| | 2:30pm | 1337 | CC:Room 113B | JS: Knowledge & IHRM |
| | | 1338 | MT:Franklin 3 | The Role of Firm Resources and Capabilities |
| 1339 | | MT:Franklin 4 | Brain Circulation | |
| 1340 | | MT:Room 414 | Offshoring: Determinants and Effects | |
| 1341 | | MT:Room 415 | Global Human Resource Development | |
| 1342 | | MT:Grand Ballroom A | SHCS: The Problem of Being Foreign | |
| 1343 | | MT:Room 413 | JS: Inclusive Governance Theory | |
| 1344 | | LW:Regency Ballroom A | SHCS: New Political Risks and Perspectives | |
| 1345 | | MT:Grand Ballroom C | SHCS: Global Leadership Development | |
| 1348 | | SH:Liberty A - Table A3 | IP: Entrepreneurial Process II | |
| 1349 | | SH:Liberty A - Table A4 | IP: Global Economy | |
| 1350 | | SH:Liberty B - Table B1 | IP: Learning Across National Boundaries | |
| 1351 | | SH:Liberty B - Table B2 | IP: Outsourcing and Offshoring | |
| 1357 | | SH:Liberty C - Table C4 | IP: Top Management Influence II | |
| 4:10pm | 1424 | MT:Franklin 12 | JS: Community entrepreneurship | |
| | 1434 | MT:Franklin 3 | Diversification & Governance | |
| | 1435 | MT:Franklin 4 | Barry Richman Dissertation Award Finalists Session | |
| | 1436 | MT:Room 414 | MNC Subsidiaries in the Spot Light | |
| | 1447 | SH:Liberty C - Table C3 | IP: Public Policy Influence on Firms | |
| | 1499 | MT:Franklin 4 | International Management Division Business Meeting | |
| 7:00pm | 1514 | MT:Grand Ballroom E | International Management Division Social | |
| Wed | 7:30am | 1518 | MT:Franklin 4 | IMD Member Feedback Meeting |
| 8:30am | 1529 | CC:Room 111A | JS: Boundaryless Careers Across Cultures | |
| | 1544 | MT:Franklin 3 | Firm International Performance | |
| | 1545 | MT:Room 413 | Institutional Imperfections | |
| | 1546 | MT:Room 414 | Another Glimpse into Internationalization | |
| | 1547 | MT:Room 415 | International OB | |
| | 1557 | SH:Liberty C - Table C2 | IP: Social Networks in a Competitive Environment | |
| | 1571 | MT:Grand Ballroom J | JS: Achieving Coordination in Distributed Work | |
| | 10:40am | 1612 | MT:Franklin 3 | MNC Structure and Performance |
| | | 1613 | MT:Franklin 4 | International HRM |
| | | 1614 | MT:Room 413 | Strategic Idiosyncrasies in Emerging Markets |
| 1615 | | MT:Room 414 | IJV: Motivation, Evolution and Performance | |
| 1616 | | MT:Room 415 | Expatriate Effectiveness | |
| 1617 | | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms II | |
| 1624 | | SH:Liberty B - Table B4 | IP: Research on Institutions | |
| 1625 | | SH:Liberty C - Table C1 | IP: Innovation and Organizational Design | |
| 1627 | SH:Liberty C - Table C3 | IP: Reputation and Legitimacy | | |

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| Day | Start | # | Location | Session Information |
|--------|-------------|-----------------|--------------------------------|--|
| Fri | 1:00pm | 13 | MT:Room 403 | SPDW: Strategy as Design |
| | 3:00pm | 31 | LW:Washington A | Creating and Developing your Consulting Practice |
| | | 33 | LW:Washington B | SPDW: Art & Skill of Ai Questions |
| | | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session |
| | 4:30pm | 46 | LW:Washington A | SPDW: Multiple Perspectives on Change |
| | 6:00pm | 57 | LW:Washington A | SPDW: Exploiting Technology in Your Consulting Services |
| | | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception |
| 7:00pm | 69 | LW:Washington A | SPDW: Mastering Transfo Change | |
| Sat | 8:00am | 90 | LW:Congress A | SPDW: Org Diagnosis: A New Paradigm |
| | 8:30am | 105 | LW:Regency Ballroom A | SPDW: TransOrg Development |
| | | 106 | LW:Commonwealth A2 | SPDW: Appreciating Role of Shadow |
| | | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center |
| | 9:00am | 120 | LW:Congress A | SPDW: Using Somatic Awareness in Consulting and Learning |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res |
| | 10:00am | 148 | LW:Commonwealth D | SPDW: Strategic Org. Development |
| | 10:30am | 154 | LW:Congress A | SPDW: Doing OD in Alien Worlds: Dealing With Dilemmas |
| | 12:00pm | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship |
| | 12:45pm | 187 | LW:Congress A | SPDW: Good Consulting on the Inside |
| | 1:00pm | 195 | LW:Congress B | SPDW: Forum for Consulting Curricula |
| | | 201 | LW:Lescaze | SPDW: Strategies and Tactics for Coaching Teams |
| | 2:00pm | 218 | LW:Congress A | SPDW: Lessons Learned |
| | | 219 | LW:Congress B | SPDW: Strategy Storytelling Complexi |
| | 3:30pm | 241 | LW:Congress B | Training MCs in AR |
| | 4:00pm | 246 | LW:Congress A | SPDW: Creating Business Models |
| | 4:30pm | 251 | LW:Congress B | Extending the new rigor |
| | 5:00pm | 257 | LW:Congress B | Academic RM for MC |
| | 6:00pm | 268 | LW:Congress B | Intervention-Research |
| | | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary |
| 7:00pm | 278 | LW:Congress B | Consultant as ARer | |
| Sun | 8:00am | 296 | LW:Congress A | Management Consulting Division Doctoral Consortium |
| | | 300 | LW:Howe | SPDW: High Impact Change Exercises |
| | | 304 | LW:Congress B | SPDW: SPARC Research & Publication |
| | 2:00pm | 422 | LW:Congress A | MC Executive Committee Meeting |
| | | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project |
| Mon | 8:00am | 479 | LW:Commonwealth A1 | MC Division Welcome and Breakfast |
| | 8:30am | 536 | LW:Regency Ballroom C1 | Intellectual Capital |
| | 10:40am | 664 | LW:Regency Ballroom C1 | Managing People, Knowledge, and Relationships in... |
| | | 692 | LW:Commonwealth D | JS: Appreciative Inquiry 20 Years |
| | 12:20pm | 776 | LW:Regency Ballroom C1 | Evaluating Choices: Consulting and Leadership |
| | 2:30pm | 884 | SH:Liberty B - Table B1 | IP: Implementation of and Resistance to Change I |
| | | 889 | SH:Liberty C - Table C2 | IP: Boards of directors/advisors |
| | | 892 | LW:Regency Ballroom C1 | Value Creation in Consulting |
| | 4:10pm | 998 | LW:Regency Ballroom C1 | New American Workplace |
| | 5:20pm | 1040 | LW:Regency Ballroom C1 | MC Business Mtg & Awards |
| | 6:15pm | 1058 | LW:Regency Ballroom C2 | MC Social Hour |
| 7:30pm | 1073 | OS:Twenty21 | Members and Friends Dinner | |
| Tue | 8:30am | 1137 | LW:Regency Ballroom C1 | Professionalism in Consulting |
| | | 1138 | CC:Exhibit Hall C - MC | MC Division Visual Papers Session ☺ |
| | | 1141 | LW:Congress A | JS: Legacy of Douglas McGregor |
| | | 1164 | LW:Commonwealth C | JS: Collaborative Mgt Research |
| | 10:30am | 1245 | SH:Liberty B - Table B2 | IP: Competitive Dynamics of Firms III |
| | | 1252 | LW:Regency Ballroom C1 | MC Town Hall/Working Session |
| | | 1275 | LW:Commonwealth C | JS: Developing Leadership Cultures |

| Day | Start | # | Location | Session Information |
|-----|---------|-------------------|----------------------------------|--|
| Tue | 2:30pm | 1345 | MT:Grand Ballroom C | SHCS: Global Leadership Development |
| | | 1353 | SH:Liberty B - Table B4 | IP: Psychological Ownership and Commitment |
| | | 1356 | SH:Liberty C - Table C3 | IP: The Strategic Planning Process II |
| | | 1358 | LW:Regency Ballroom C1 | JS: Consultants Creating Knowledge |
| | | 1449 | LW:Regency Ballroom B | Coaching Education in Academia |
| Wed | 4:10pm | 1450 | LW:Regency Ballroom C1 | Relationships in Consulting |
| | | 1555 | SH:Liberty B - Table B4 | IP: Socially responsible values |
| | 1573 | LW:Congress C | JS: Assessing Workplace Civility | |
| | 1574 | LW:Commonwealth D | JS: Doing Global OD Work | |
| | 9:00am | 1591 | LW:Regency Ballroom C1 | Understanding the Unseen |
| | 10:40am | 1617 | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms II |
| | | 1619 | SH:Liberty A - Table A3 | IP: Executive Compensation |
| | | 1631 | LW:Regency Ballroom C1 | JS: Executive Coaching Theory and |

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Management Education & Development

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Professional Development Workshop Chair: Katherine A. Karl, Marshall U.

| Day | Start | # | Location | Session Information |
|--------|---------|----------------------------|------------------------------|--|
| Fri | 1:00pm | 19 | CC:Room 112A | Success in the Classroom |
| | | 20 | CC:Room 112B | Peer Evaluation of Team Member |
| | | 23 | MT:Room 411 & 412 | SPDW: Innovative teaching techniques |
| | 2:30pm | 29 | CC:Room 112B | Practicing what we preach |
| | 3:00pm | 33 | LW:Washington B | SPDW: Art & Skill of Ai Questions |
| | | 34 | LW:Congress A | SPDW: Reflection on Lived Experience |
| | 4:00pm | 42 | CC:Room 112A | SPDW: A Pledge for Teaching |
| | 5:00pm | 48 | CC:Room 107A | Intuition in the MBA |
| | 6:00pm | 58 | CC:Room 110A | MED Writers Workshop |
| | | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception |
| Sat | 7:30am | 72 | CC:Room 107A | SPDW: Service-Learning and Live Case |
| | 8:00am | 84 | CC:Room 104B | SPDW: A Philadelphia Experience |
| | 8:30am | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center |
| | 9:00am | 121 | CC:Room 103C | 4 P's of Teaching Creativity |
| | | 125 | CC:Room 105B | SPDW: Teaching Leadership |
| | | 136 | MT:Room 309 | SPDW: Teaching Well With Technology |
| | 9:30am | 140 | CC:Room 103A | SPDW: Transformative Learning |
| | 10:00am | 142 | MT:Liberty Ballroom A | SPDW: Capstone Course is Dead? |
| | | 143 | MT:Franklin 4 | SPDW: Thinking critically |
| | | 150 | MT:Franklin 6 | SPDW: Teaching Across the Curriculum |
| | 10:30am | 155 | CC:Room 112A | SPDW: Managing Outsourced Resources |
| | 12:00pm | 178 | MT:Room 309 | SPDW: Teaching Ethics |
| | 12:30pm | 181 | CC:Room 108A | SPDW: Reducing Attrition in Doctoral Programs |
| | 1:00pm | 195 | LW:Congress B | SPDW: Forum for Consulting Curricula |
| | | 196 | CC:Room 103B | SPDW: Management Education: Global |
| | | 201 | LW:Lescage | SPDW: Strategies and Tactics for Coaching Teams |
| | 1:30pm | 207 | CC:Room 109B | SPDW: SHRM Focus On HR Education |
| | | 209 | CC:Room 112A | SPDW: Ethical Codes and Practices in Higher Education |
| | | 210 | CC:Room 113C | SPDW: Developing Global Leaders |
| | 3:00pm | 234 | CC:Room 112A | SPDW: Online Teaching |
| | | 235 | CC:Room 107A | SPDW: Teaching 21st Century Management |
| | 4:30pm | 252 | CC:Room 104A | Learning from F1 Motor Racing |
| | 6:00pm | 269 | MT:Grand Ballroom D | SPDW: NDSC/MED Reception |
| 272 | | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| 8:00pm | 279 | OS:Fox School at Temple U. | Rock and Roll BIZ | |
| Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | 8:00am | 288 | MT:Grand Ballroom K | SPDW: New Approaches:Teaching Strat. |
| | | 294 | CC:Room 111B | SPDW: Teaching Courses on "Diversity in Organizations" |
| | | 300 | LW:Howe | SPDW: High Impact Change Exercises |
| | | 305 | LW:Commonwealth D | SPDW: Int'l Master Programs |
| | | 308 | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? |
| | 309 | MT:Grand Ballroom B | SPDW: Classroom Management | |
| | 8:20am | 310 | CC:Room 107B | SPDW: HBS Moral Leader - DIY |
| | 9:30am | 345 | CC:Room 108A | Doctoral & New Faculty Program |
| | 10:00am | 364 | CC:Room 105B | Wall Street Journal |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution |
| | 10:10am | 375 | CC:Room 104B | Management's Hippocratic Oath |
| | 10:30am | 384 | LW:Howe | SPDW: Chairing Dissertations |
| | 11:00am | 387 | CC:Room 105B | Teaching With Games In Spain |
| | 1:00pm | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals |
| | 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project |
| | 3:30pm | 442 | CC:Room 104B | MED Executive Committee Meeting |


| Day | Start | # | Location | Session Information |
|-------------|-------------|--------------------------|---|--|
| Mon | 8:30am | 537 | CC:Room 108B | Career Development |
| | | 538 | CC:Room 109A | Internship and Action Learning |
| | | 539 | CC:Room 109B | Positioning Business Schools for the Future |
| | | 553 | CC:Room 103B | JS: Group Learning |
| | 8:50am | 579 | LW:Washington B | JS: Sustainability in Management Education |
| | 10:40am | 619 | CC:Room 111B | JS: Learning to Lead in India |
| | | 665 | CC:Room 109A | Classroom Attitudes: Ethics |
| | | 666 | CC:Room 109B | MED Keynote: Transforming Ed |
| | | 710 | MT:Franklin 8 | JS: Qualitative research |
| | 12:00pm | 720 | MT:Grand Ballroom E | MED Chairs` Lunch/NAME Speaker |
| | 12:20pm | 767 | SH:Liberty A - Table A3 | IP: Faculty Performance |
| | | 774 | SH:Liberty C - Table C3 | IP: Employee-employer relationship |
| | | 777 | CC:Room 109A | Classroom Perspectives and Skills Development |
| | 2:30pm | 893 | CC:Room 109A | Management Research: Making it Work |
| | | 894 | CC:Room 109B | Leadership Development:Insight |
| 4:10pm | 999 | CC:Room 108B | Management Education: Value | |
| | 1000 | CC:Room 109A | Teaching Approaches in Business Schools | |
| | 1001 | CC:Room 109B | Bridging Frames | |
| Tue | 8:30am | 1139 | CC:Room 109A | Virtual Learning: Sensitivity and Values |
| | | 1140 | CC:Room 109B | Being and Becoming a Management Education Scholar |
| | 10:30am | 1212 | MT:Grand Ballroom B | SHCS: Interdiscipl. Career Theory |
| | | 1234 | CC:Room 112A | JS: Surviving the Perfect Storm |
| | | 1242 | SH:Liberty A - Table A3 | IP: Individual Learning and Knowledge Sharing II |
| | | 1253 | CC:Room 109A | Teaching Management: Using Experience and Practice |
| | 2:30pm | 1254 | CC:Room 109B | Online Learning: Results |
| | | 1345 | MT:Grand Ballroom C | SHCS: Global Leadership Development |
| | | 1359 | CC:Room 109A | Leadership Qualities and Service Learning |
| | 4:10pm | 1360 | CC:Room 109B | JS: Strategic Online Learning |
| | | 1433 | CC:Room 113B | JS: Action Learning Shared Leader |
| | | 1442 | SH:Liberty B - Table B2 | IP: Management Education |
| | 5:30pm | 1451 | CC:Room 109A | Teaching Strategy: Different Options |
| | | 1452 | CC:Room 109B | Teaching Service Management |
| | | 1500 | CC:Room 109A | MED Business Meeting & Awards |
| 7:00pm | 1515 | MT:Independence Ballroom | MED Social Event | |
| Wed | 7:00am | 1516 | CC:Room 109B | MED Executive Breakfast Planning Meeting |
| | 8:30am | 1552 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing III |
| | | 1560 | CC:Room 109A | Teaching Management: Issues and Practices |
| | | 1561 | CC:Room 109B | JS: Doing Well in the Curriculum |
| | 10:40am | 1629 | CC:Room 109A | Using Teams in the Classroom |
| | | 1630 | CC:Room 109B | Blood & Guts: New Findings for Ethics Pedagogy |
| 1631 | | LW:Regency Ballroom C1 | JS: Executive Coaching Theory and | |

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Management History

Program Chair: John Humphreys, Texas A&M U.
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| Day | Start | # | Location | Session Information |
|------------|-------------|-------------------------|---|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III |
| | | 21 | OS:MH Boxly Tour | Tour of "BOXLY" |
| Sat | 8:30am | 104 | LW:Congress C | Introduction to the Academy |
| | 1:00pm | 197 | LW:Commonwealth A1 | Investment Research Challenge |
| | 2:00pm | 220 | LW:Commonwealth A1 | Take a Ride on the Reading |
| 221 | | LW:Congress C | Industrial Management Films: Past & Present | |
| Sun | 9:00am | 335 | LW:Commonwealth A2 | Getting Published |
| | 10:30am | 383 | LW:Commonwealth A2 | Managing Your Dissertation |
| | 3:30pm | 443 | LW:Commonwealth A2 | MH Executive Committee Meeting |
| Mon | 8:00am | 480 | LW:Congress A | Welcome |
| | 8:30am | 540 | LW:Congress A | Understanding Management: Searching the Archives |
| | 9:00am | 591 | CC:Exhibit Hall C - MH | Management History  |
| | 10:40am | 667 | LW:Congress A | Chuck Wrege Remembers |
| | 12:20pm | 778 | LW:Congress A | Critical Turns in Civilization |
| | | 2:30pm | 888 | SH:Liberty C - Table C1 |
| | 895 | | LW:Congress A | Management Pioneers |
| | 4:10pm | 1002 | LW:Congress A | Richard M. Hodgetts Award |
| | 5:30pm | 1045 | LW:Congress A | Management History Division Business Meeting |
| | 6:30pm | 1060 | LW:Regency Ballroom A | Management History Reception |
| Tue | 8:30am | 1141 | LW:Congress A | JS: Legacy of Douglas McGregor |
| | | 1174 | MT:Grand Ballroom D | JS: Business and Federalism |
| | 10:30am | 1255 | LW:Congress A | Organizational Systems |
| | 2:30pm | 1349 | SH:Liberty A - Table A4 | IP: Global Economy |
| | | 1361 | LW:Congress A | Historical Performance, Strategy, and Evolution |
| 4:10pm | 1390 | MT:Room 403 | JS: Historians on Firm Evolution | |
| | 1443 | SH:Liberty B - Table B3 | IP: Executive Succession and Influence | |
| Wed | 8:30am | 1447 | SH:Liberty C - Table C3 | IP: Public Policy Influence on Firms |
| | | 1549 | SH:Liberty A - Table A2 | IP: Corporate social responsibility |
| | | 1574 | LW:Commonwealth D | JS: Doing Global OD Work |

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Management Spirituality & Religion

Program Chair: Kathy Lund Dean, Idaho State U.
 Professional Development Workshop Chair: Keiko Krahnke, U. of Northern Colorado

| Day | Start | # | Location | Session Information | |
|---------|---------|-------------|-------------------------|--|--|
| Fri | 5:30pm | 52 | LW:Washington B | MSR Doctoral Student and Junior Faculty Consortium | |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| Sat | 7:00am | 70 | LW:33rd Floor Terrace | MSR Meditation Session | |
| | 8:00am | 91 | LW:Commonwealth A1 | Freedom to be the First | |
| | 8:30am | 106 | LW:Commonwealth A2 | SPDW: Appreciating Role of Shadow | |
| | 9:00am | 123 | LW:Regency Ballroom C2 | MSR Doctoral Student/New Faculty Consortium | |
| | | 124 | LW:Commonwealth A1 | SPDW: Helping Companies Do Good | |
| | 10:00am | 147 | LW:Commonwealth B | SPDW: Regulating spirituality | |
| | 11:30am | 163 | LW:Congress C | SPDW: Urban Social Entrepreneurship | |
| | 12:30pm | 182 | LW:Commonwealth B | Katrina, Faith, and AI | |
| | 1:00pm | 199 | LW:Commonwealth C | St. John of the Cross | |
| | 4:00pm | 247 | LW:Regency Ballroom C2 | Develop Engaged Workforce | |
| | 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | | | 282 | LW:33rd Floor Terrace | MSR Meditation Session |
| | | 8:00am | 297 | LW:Regency Ballroom C1 | SPDW: The Global Brain |
| 8:20am | | 310 | CC:Room 107B | SPDW: HBS Moral Leader - DIY | |
| 8:30am | | 318 | LW:Commonwealth B | SPDW: The Leadership Wheel | |
| 9:30am | | 347 | LW:Congress C | Publishing on Spirituality | |
| 10:00am | | 357 | CC:Room 103B | SPDW: Religion and Work Research | |
| 10:30am | | 384 | LW:Howe | SPDW: Chairing Dissertations | |
| | | 385 | LW:Congress C | SPDW: Beyond Bounded Rationality | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 3:30pm | | 445 | LW:Commonwealth B | MSR Executive Committee Meeting | |
| Mon | 7:00am | 475 | LW:33rd Floor Terrace | MSR Meditation Session | |
| | 8:30am | 542 | LW:Congress B | Paradigms and Contexts | |
| | 10:40am | 671 | LW:Congress B | JS: Entrepreneurship Spirituality | |
| | 12:20pm | 782 | LW:Congress B | MSR "Pipeline" Paper Workshop | |
| | 2:30pm | 900 | LW:Congress B | Spiritual Engagement | |
| | 4:10pm | 1006 | LW:Congress B | JS: Leadership & Sustainability | |
| Tue | 7:00am | 1076 | LW:33rd Floor Terrace | MSR Meditation Session | |
| | 8:30am | 1135 | SH:Liberty C - Table C3 | IP: Stress, Well-being, and Work-family Conflict | |
| | | 1136 | SH:Liberty C - Table C4 | IP: Studying Culture | |
| | | 1145 | LW:Congress B | Spiritual Leadership | |
| | 10:30am | 1258 | LW:Congress B | Affect & Spirituality at Work | |
| | 2:30pm | 1364 | LW:Congress B | Teaching Non Linearity | |
| | 4:10pm | 1439 | SH:Liberty A - Table A3 | IP: Team Leadership | |
| | | 1440 | SH:Liberty A - Table A4 | IP: The Context of Ethical Behavior | |
| | 5:30pm | 1502 | LW:Congress B | MSR Business Meeting | |
| | 6:30pm | 1510 | LW:Congress B | MSR Social | |
| Wed | 7:00am | 1517 | LW:33rd Floor Terrace | MSR Meditation Session | |

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Managerial & Organizational Cognition

Program Chair: Luis Martins, Georgia Institute of Technology
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| Day | Start | # | Location | Session Information | |
|---------|---------|---------|-------------------------|--|---|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | | 13 | MT:Room 403 | SPDW: Strategy as Design | |
| | | 22 | CC:Room 104B | Learning from Disaster | |
| | 3:00pm | 33 | LW:Washington B | SPDW: Art & Skill of Ai Questions | |
| | 6:00pm | 64 | MT:Room 411 & 412 | SPDW: OMT/ODC/MOC Doctoral Students Consortium | |
| Sat | 8:00am | 84 | CC:Room 104B | SPDW: A Philadelphia Experience | |
| | 9:00am | 122 | CC:Room 104B | Positive Leadership | |
| | | 129 | MT:Room 307 | SPDW: Learning from Failure | |
| | | 131 | MT:Room 411 & 412 | SPDW: OMT/ODC/MOC Doctoral Students Consortium | |
| | 9:30am | 140 | CC:Room 103A | SPDW: Transformative Learning | |
| | 11:30am | 162 | CC:Room 113C | SPDW: Leadership and Decision Making | |
| | 1:00pm | 198 | CC:Room 103A | Sensemaking/National Security | |
| | 1:30pm | 211 | CC:Room 105B | SPDW: Identity and Leadership | |
| | 4:00pm | 248 | MT:Franklin 6 | SPDW: Simulation in Organization Theory | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | | 8:00am | 308 | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? |
| | | 8:30am | 316 | CC:Room 113C | SPDW: Joint AoM Editor's Panel |
| | | | 317 | CC:Room 113A | Cognition in the Rough |
| 320 | | | MT:Room 408 & 409 | SPDW: Are We Engaged As Scholars? | |
| 9:00am | | 330 | CC:Room 103A | SPDW: Negotiating your First Job | |
| 9:30am | | 346 | CC:Room 112B | Storylistening and Strategy | |
| 10:00am | | 353 | CC:Room 108B | SPDW: Making the Most of Your Sabbatical | |
| | | 368 | MT:Grand Ballroom B | SPDW: Joint Macro Editors' Panel | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 2:00pm | | 423 | MT:Room 411 & 412 | Publishing in US Journals | |
| 3:30pm | | 444 | CC:Room 112B | MOC Executive Committee Meeting | |
| Mon | | 8:30am | 525 | SH:Liberty A - Table A2 | IP: Attributes of Entrepreneurs I |
| | | | 531 | SH:Liberty B - Table B4 | IP: Inter-team Relations |
| | | | 541 | CC:Room 110A | Innovation, Creativity, and Knowledge Transfer |
| | | | 554 | MT:Liberty Ballroom B | JS: New Frontiers in Creativity |
| | 9:00am | 592 | CC:Exhibit Hall C - MOC | Empirical Strides in MOC | |
| | | 593 | CC:Room 113A | MOC Welcome w/ Denise Rousseau | |
| | 10:40am | 659 | SH:Liberty B - Table B4 | IP: Identities in Organizations | |
| | | 661 | SH:Liberty C - Table C2 | IP: Performance of M&As | |
| | | 663 | SH:Liberty C - Table C4 | IP: Workplace Deviance | |
| | | 668 | CC:Exhibit Hall C - MOC | Conceptual Developments in MOC | |
| | | 669 | CC:Room 110A | Interpersonal Relationships I | |
| | | 670 | CC:Room 113A | JS: Shifting & Contested Identity | |
| | | 684 | MT:Liberty Ballroom A | JS: Power, Certainty, and Ambivalence | |
| | | 685 | MT:Grand Ballroom C | SHCS: Identity Construction | |
| | | 704 | CC:Room 108B | SHCS: Organizational Surprise | |
| | | 12:20pm | 765 | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms I |
| | | | 768 | SH:Liberty A - Table A4 | IP: Identifying Entrepreneurial Opportunities I |
| | 779 | | CC:Room 107B | Organizational Image and Reputation | |
| | 780 | | CC:Room 110A | Team Success Factors | |
| | 781 | | CC:Room 113A | JS: Upper Echelons Cognition | |
| | 790 | | CC:Room 103A | JS: Deconstructing Anger | |
| | 791 | | CC:Room 103B | JS: Follower-Centered Perspectives | |
| | 792 | | MT:Grand Ballroom A | SHCS: The Subtle Influence of Time | |
| | 793 | | CC:Room 103C | JS: Identity and Deviance | |
| | 808 | | MT:Grand Ballroom C | SHCS: Living With Typecasting | |
| | 12:50pm | 831 | LW:Washington A | JS: Ethical Perceptions | |

| Day | Start | # | Location | Session Information | |
|-------------|---------|-------------|-------------------------|---|-------------------------------|
| Mon | 2:30pm | 887 | SH:Liberty B - Table B4 | IP: Managerial Cognition and Decision Making | |
| | | 896 | CC:Room 107B | Sensemaking by Individuals and Collectives | |
| | | 897 | CC:Room 110A | Organizational Identity | |
| | | 898 | CC:Room 113A | JS: Decision-Making Under Risk | |
| | | 899 | MT:Grand Ballroom B | SHCS: Positive Identities | |
| | | 909 | CC:Room 103C | JS: Great Expectations! | |
| | | 912 | CC:Room 108B | SHCS: The Social Role of Emotion | |
| | | | 916 | MT:Grand Ballroom J | JS: Beyond Play |
| | 4:10pm | 978 | CC:Room 113C | JS: Goals & Performance | |
| | | 989 | SH:Liberty A - Table A4 | IP: Top Management Influence I | |
| | | 1003 | CC:Room 107B | Org. Identity Dynamics | |
| | | 1004 | CC:Room 110A | Interpersonal Relationships II | |
| | | 1005 | CC:Room 113A | The Next Generation: MOC Best Student Papers | |
| Tue | 8:30am | 1133 | SH:Liberty C - Table C1 | IP: Organizational Change II | |
| | | 1142 | CC:Room 110A | Cognition Theory Building | |
| | | 1143 | CC:Room 113A | JS: Bridging the Tech-Fuzzy Divide | |
| | | 1144 | CC:Room 107B | JS: Meaning of Work | |
| | | 1154 | CC:Room 103A | JS: New Perspectives in Motivation | |
| | | 1156 | MT:Grand Ballroom C | SHCS: The Role of Emotion in Individual Decision-Making | |
| | | 1175 | MT:Grand Ballroom B | SHCS: Self-Reinforcing Cycles | |
| | 10:30am | 1216 | CC:Room 113A | JS: Emotions & Emotional Intelligence In Context | |
| | | 1244 | SH:Liberty B - Table B1 | IP: Cognition | |
| | | 1256 | CC:Room 110A | Decision Making: The Role of Confidence | |
| | | 1257 | CC:Room 108B | SHCS: Leadership in Institutions | |
| | | 1269 | CC:Room 103B | JS: Automatic Social Cognition | |
| | | 1286 | MT:Franklin 6 | JS: Perspectives in Categorization | |
| | 2:30pm | 1347 | SH:Liberty A - Table A2 | IP: Creativity in the Organizational Context | |
| | | 1350 | SH:Liberty B - Table B1 | IP: Learning Across National Boundaries | |
| | | 1362 | CC:Room 110A | Mental Models and Collective Logics | |
| | | 1363 | CC:Room 113A | Emotions and Emotional Intelligence | |
| | 4:10pm | 1443 | SH:Liberty B - Table B3 | IP: Executive Succession and Influence | |
| | | 1453 | CC:Room 110A | Organizational Identification | |
| | | 1454 | CC:Room 113A | JS: Time, cognition, and action | |
| | 5:30pm | 1501 | CC:Room 110A | MOC Business Meeting | |
| | 6:30pm | 1509 | MT:Liberty Ballroom C | MOC Social Hour | |
| | Wed | 8:30am | 1554 | SH:Liberty B - Table B3 | IP: Power in Organizations II |
| 1556 | | | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance III | |
| 1562 | | | CC:Room 107B | Attributions in Organizations | |
| 1563 | | | CC:Room 110A | Learning in Teams | |
| 1564 | | | CC:Room 113A | Heuristics and Biases | |
| 1569 | | | CC:Room 103A | JS: Advancing Research on Emotion | |
| 10:40am | | 1626 | SH:Liberty C - Table C2 | IP: Leadership Research | |
| | | 1627 | SH:Liberty C - Table C3 | IP: Reputation and Legitimacy | |
| | | 1632 | CC:Room 107B | Social Cognition | |
| | | 1633 | CC:Room 110A | Team Cognition: Shared Mental Models | |
| | | 1634 | CC:Room 113A | Approaches to Decision Making | |
| | | 1635 | CC:Room 111B | JS: Good Mourning | |

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Operations Management

Program Chair: Diane H. Parente, Pennsylvania State U., Erie
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| Day | Start | # | Location | Session Information | |
|-------------|-------------|----------------|---|--|--------------------------------------|
| Fri | 1:00pm | 23 | MT:Room 411 & 412 | SPDW: Innovative teaching techniques | |
| | | 24 | MT:Independence III | SPDW: Hamlet's Dagger | |
| Sat | 8:00am | 94 | MT:Franklin 7 | SPDW: Sys. in Health Care Sourcing | |
| | 8:30am | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center | |
| | | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop | |
| | 9:30am | 137 | MT:Room 413 | SPDW: Alliance Portfolios | |
| | 10:10am | 151 | MT:Room 410 | SPDW: The OM/IT Interface | |
| | 12:00pm | 173 | MT:Independence I & II | Operations Management Doctoral Consortium Luncheon | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| | 1:00pm | 202 | MT:Independence I & II | Operations Management Doctoral Consortium | |
| | | 203 | MT:Room 301 | SPDW: Teaching Project Management | |
| | 2:00pm | 222 | MT:Room 413 | SPDW: The Management of Large Projec | |
| | | 223 | MT:Franklin 3 | SPDW: Latent Growth Modeling | |
| | 5:00pm | 254 | LW:Congress A | SPDW: Publishing on Both Sides of the Atlantic | |
| | 5:30pm | 263 | MT:Independence I & II | OM Doctoral Consortium Reception | |
| Sun | 8:00am | 301 | MT:Room 301 | SPDW: Sustainable Supply Chain Manag | |
| | | 302 | MT:Room 307 | SPDW: How to Study Proj. Management | |
| | | 308 | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? | |
| | 9:00am | 328 | MT:Room 306 | SPDW: Experiments for Macro Research | |
| | 9:30am | 350 | MT:Room 307 | SPDW: Operations and Ethics I | |
| | 10:00am | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| | | 372 | MT:Room 309 | SPDW: Comparative Visualization Techniques | |
| | 11:00am | 389 | MT:Room 307 | SPDW: Operations and Ethics II | |
| | 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project | |
| | 3:30pm | 448 | MT:Room 403 | OM Executive Committee Meeting | |
| | Mon | 8:30am | 533 | SH:Liberty C - Table C2 | IP: Organizational Design I |
| | | | 559 | MT:Franklin 13 | OM Division Welcome & Breakfast |
| | | 9:00am | 594 | MT:Franklin 13 | The Soft Side of OM |
| 10:40am | | | 655 | SH:Liberty A - Table A4 | IP: Learning in the Context of Teams |
| | | 693 | CC:Exhibit Hall C - OM 1 | Supply Chains International ☞ | |
| | | 694 | CC:Exhibit Hall C - OM 2 | Strategy, Corporate Culture & OM ☞ | |
| 12:20pm | | 695 | MT:Franklin 13 | JS: Meet the Journal Editors | |
| | | 801 | MT:Franklin 13 | Interdisciplinary Operations Management | |
| 2:30pm | | 802 | CC:Exhibit Hall C - OM 1 | Operations & ERP ☞ | |
| | | 890 | SH:Liberty C - Table C3 | IP: Supply Chain Design I | |
| 4:10pm | 920 | MT:Franklin 13 | Jnl Operations Mgt Best Paper | | |
| | 1021 | MT:Franklin 13 | Operations Division Business Meeting & Awards | | |
| 6:00pm | 1057 | MT:Franklin 2 | OM Division Social | | |
| Tue | 8:30am | 1165 | MT:Franklin 13 | Product & Process Development & Change | |
| | 10:30am | 1208 | MT:Franklin 2 | JS: Performance Measurement | |
| | | 1250 | SH:Liberty C - Table C3 | IP: Supply Chain Design II | |
| | | 1276 | MT:Franklin 13 | Research & Practice in Operations Management | |
| | 2:30pm | 1351 | SH:Liberty B - Table B2 | IP: Outsourcing and Offshoring | |
| | | 1354 | SH:Liberty C - Table C1 | IP: Role of Organizational Leaders in Innovation | |
| | | 1356 | SH:Liberty C - Table C3 | IP: The Strategic Planning Process II | |
| | | 1382 | MT:Franklin 13 | Project Management & Firm Success | |
| | 4:10pm | 1438 | SH:Liberty A - Table A2 | IP: Supply Chain Design III | |
| | | 1470 | MT:Franklin 13 | The Human Side of Operations Management | |
| 1471 | | MT:Room 405 | Supply Chain Strategy | | |
| Wed | 8:30am | 1575 | MT:Franklin 13 | Lean Manufacturing & Quality Processes | |
| | 10:40am | 1647 | MT:Franklin 13 | The Factory View of Operations | |

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Organization & Management Theory

Program Chair: William Ocasio, Northwestern U.

Professional Development Workshop Chair: Henrich R. Greve, BI Norwegian School of Management

| Day | Start | # | Location | Session Information | |
|------------|---------|------------|------------------------|--|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | | 14 | MT:Room 407 | SPDW: Raising the Bar:Trust Research | |
| | | 25 | MT:Independence I & II | SPDW: Agency, Structure, Institution | |
| | | 26 | MT:Liberty Ballroom B | SPDW: Introduction to Social Networks Research | |
| | 3:30pm | 36 | MT:Room 407 | SPDW: Trust Workshop | |
| | | 37 | MT:Room 411 & 412 | SPDW: Topography of Entrepreneurship | |
| | 4:00pm | 39 | MT:Room 403 | SPDW: Clarifying Comp. Advantage | |
| | | 44 | MT:Independence I & II | SPDW: Estimating HLM as SEM | |
| | 6:00pm | 63 | MT:Room 408 & 409 | OMT Junior Faculty Consortium | |
| | | 64 | MT:Room 411 & 412 | SPDW: OMT/ODC/MOC Doctoral Students Consortium | |
| Sat | 8:00am | 90 | LW:Congress A | SPDW: Org Diagnosis: A New Paradigm | |
| | | 95 | MT:Room 408 & 409 | OMT Junior Faculty Consortium | |
| | 8:30am | 106 | LW:Commonwealth A2 | SPDW: Appreciating Role of Shadow | |
| | | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop | |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures | |
| | 9:00am | 118 | MT:Room 414 & 415 | SPDW: Philosophical Foundations | |
| | | 128 | MT:Franklin 3 | SPDW: Does STS mean business? | |
| | | 129 | MT:Room 307 | SPDW: Learning from Failure | |
| | | 130 | MT:Room 305 | SPDW: Group Process & Cross Level | |
| | | 131 | MT:Room 411 & 412 | SPDW: OMT/ODC/MOC Doctoral Students Consortium | |
| | 9:30am | 137 | MT:Room 413 | SPDW: Alliance Portfolios | |
| | | 138 | MT:Room 303 | SPDW: Ethnic Networks & Innovation | |
| | 10:00am | 147 | LW:Commonwealth B | SPDW: Regulating spirituality | |
| | 12:00pm | 174 | MT:Franklin 4 | SPDW: Advanced Social Networks | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| | 12:30pm | 183 | MT:Grand Ballroom A | SPDW: Corporations and Democracy | |
| | 1:00pm | 188 | MT:Franklin 8 | SPDW: Publishing Intl Strat Research | |
| | 2:30pm | 228 | MT:Grand Ballroom B | SPDW: OMT in the MBA curriculum | |
| | 3:00pm | 236 | MT:Grand Ballroom A | SPDW: Strategic Organization SO/APBOX Roundtable | |
| | 3:30pm | 239 | MT:Room 305 | SPDW: High Growth SME's | |
| | | 242 | CC:Room 105B | SPDW: Complex Sys. Leadership Theory | |
| | | 243 | LW:Commonwealth C | SPDW: The Stakeholder Concept | |
| | 4:00pm | 248 | MT:Franklin 6 | SPDW: Simulation in Organization Theory | |
| | 5:30pm | 264 | MT:Grand Ballroom C | Meet OMT reception | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | | 8:00am | 290 | MT:Liberty Ballroom A | SPDW: Partners, Lovers, or Friends |
| | | 8:30am | 316 | CC:Room 113C | SPDW: Joint AoM Editor's Panel |
| 320 | | | MT:Room 408 & 409 | SPDW: Are We Engaged As Scholars? | |
| 9:00am | | 327 | MT:Grand Ballroom C | SPDW: Doing Strategy Research in Emerging Economies | |
| | | 328 | MT:Room 306 | SPDW: Experiments for Macro Research | |
| | | 329 | MT:Grand Ballroom I | SPDW: Researching and Publishing on Strategy-as-Practice | |
| | | 331 | MT:Room 414 & 415 | SPDW: Latin America Critical OS | |
| | | 337 | MT:Room 411 & 412 | OMT Dissertation workshop | |
| 10:00am | | 368 | MT:Grand Ballroom B | SPDW: Joint Macro Editors' Panel | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| 10:30am | | 381 | MT:Grand Ballroom K | SPDW: Industry Structure | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 3:30pm | | 449 | MT:Room 408 & 409 | OMT Executive Committee Meeting | |

| Day | Start | # | Location | Session Information | | |
|---------|---------------------------|---------|---------------------------|--|---|---|
| Mon | 8:30am | 496 | MT:Franklin 2 | JS: Philosophy of Science and Strategic Organization | | |
| | | 497 | MT:Grand Ballroom B | SHCS: Industry Architecture Dynamics | | |
| | | 528 | SH:Liberty B - Table B1 | IP: Integration Post-M&A | | |
| | | 530 | SH:Liberty B - Table B3 | IP: Inter-firm Collaboration | | |
| | | 533 | SH:Liberty C - Table C2 | IP: Organizational Design I | | |
| | | 560 | MT:Franklin 6 | Grade of Membership | | |
| | | 561 | MT:Franklin 7 | OMT Distinguished Scholar | | |
| | | 562 | MT:Room 402 | Emergence and Dynamics of Organizational Routines | | |
| | | 563 | MT:Room 403 | Entrepreneurship in Organizations | | |
| | | 564 | MT:Room 404 | Institutionalization | | |
| | | 565 | MT:Room 401 | JS: Professional Service Firms | | |
| | | 566 | MT:Franklin 5 | JS: Micro-Mechanisms | | |
| | | 9:00am | 595 | CC:Exhibit Hall C - OMT 1 | Organizational and Managerial Cognition ☞ | |
| | | | 596 | CC:Exhibit Hall C - OMT 2 | Institutional Change ☞ | |
| | | 10:40am | | 616 | MT:Franklin 1 | JS: Post-Contracting Processes |
| | | | | 654 | SH:Liberty A - Table A3 | IP: Inter-organizational Knowledge Transfer |
| 657 | SH:Liberty B - Table B2 | | | IP: Attributes of Entrepreneurs II | | |
| 685 | MT:Grand Ballroom C | | | SHCS: Identity Construction | | |
| 686 | MT:Grand Ballroom A | | | SHCS: Future Directions of Team Learning Research | | |
| 696 | MT:Franklin 6 | | | Industry Dynamics | | |
| 697 | MT:Franklin 7 | | | Bringing the M into OMT | | |
| 698 | MT:Room 401 | | | Professions | | |
| 699 | MT:Room 402 | | | Strategic Adaptation and Dynamic Capabilities | | |
| 700 | MT:Room 403 | | | In the Boardroom: New Theories, New Observations | | |
| 701 | MT:Room 404 | | | Legitimation in Organizations and Fields | | |
| 702 | CC:Exhibit Hall C - OMT 1 | | | Organizational Forms and Structure ☞ | | |
| 703 | CC:Exhibit Hall C - OMT 2 | | | Social Networks and Embeddedness ☞ | | |
| 704 | CC:Room 108B | | | SHCS: Organizational Surprise | | |
| 705 | MT:Franklin 5 | | | JS: Giddens and Structuration Theo | | |
| 710 | MT:Franklin 8 | | | JS: Qualitative research | | |
| 718 | MT:Grand Ballroom L | | | JS: Open Source Corporate Strategy | | |
| 12:20pm | | | | 734 | MT:Grand Ballroom D | JS: Entrepreneurship & Strategy |
| | | 735 | MT:Franklin 2 | JS: Scientists and Innovation | | |
| | | 743 | MT:Grand Ballroom I | JS: Goodness, Identity, and Selves | | |
| | | 753 | LW:Commonwealth A2 | JS: Identity Change | | |
| | | 764 | CC:Room 108B | SHCS: multinationality & performance | | |
| | | 765 | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms I | | |
| | | 769 | SH:Liberty B - Table B1 | IP: Inter-firm Partnerships | | |
| | | 770 | SH:Liberty B - Table B2 | IP: International Ownership and Strategic Alliances | | |
| | | 772 | SH:Liberty C - Table C1 | IP: MNC Networks | | |
| | | 803 | MT:Franklin 6 | Geography and Organizations | | |
| | | 804 | MT:Room 401 | Status | | |
| | | 805 | MT:Room 403 | Politics & Corp. Governance | | |
| | | 806 | CC:Exhibit Hall C - OMT 1 | Interorganizational Networks ☞ | | |
| | | 807 | MT:Grand Ballroom B | SHCS: Toward a Theory of Complexity for Management | | |
| | | 808 | MT:Grand Ballroom C | SHCS: Living With Typecasting | | |
| | | 809 | MT:Franklin 7 | JS: E-Mail Data in Social Network Analysis | | |
| | | 823 | MT:Grand Ballroom K | JS: The Management of Science | | |
| | | 12:40pm | | 826 | MT:Franklin 5 | Institutional Logics |
| 827 | MT:Room 404 | | | JS: QCA and Set-Theoretic Methods | | |
| 828 | LW:Washington B | | | JS: CSR in Professional Sport | | |
| 12:50pm | | 829 | MT:Room 402 | Strategic Adaptation | | |

| Day | Start | # | Location | Session Information |
|------|---------------------------|--|--|---|
| Mon | 2:30pm | 887 | SH:Liberty B - Table B4 | IP: Managerial Cognition and Decision Making |
| | | 890 | SH:Liberty C - Table C3 | IP: Supply Chain Design I |
| | | 912 | CC:Room 108B | SHCS: The Social Role of Emotion |
| | | 916 | MT:Grand Ballroom J | JS: Beyond Play |
| | | 921 | MT:Franklin 5 | Institutional Conflict and Institutional Change |
| | | 922 | MT:Franklin 6 | Organizational Forms |
| | | 923 | MT:Franklin 7 | Brokerage and Closure |
| | | 924 | MT:Room 401 | Interorganizational Alliances and Performance |
| | | 925 | MT:Room 402 | Risk and Uncertainty |
| | | 926 | MT:Room 403 | Power in Governance |
| | 927 | CC:Exhibit Hall C - OMT 1 | Institutions  | |
| | 928 | MT:Room 404 | JS: Strategic Conversations | |
| | 941 | MT:Grand Ballroom L | JS: Open Source and Open Standards | |
| | 4:10pm | 954 | MT:Grand Ballroom D | JS: Next Generation Offshoring |
| | | 987 | SH:Liberty A - Table A2 | IP: Organizational Learning |
| | | 989 | SH:Liberty A - Table A4 | IP: Top Management Influence I |
| | | 990 | SH:Liberty B - Table B1 | IP: Identifying Entrepreneurial Opportunities II |
| | | 991 | SH:Liberty B - Table B2 | IP: Resistance to change II |
| | | 993 | SH:Liberty B - Table B4 | IP: Managing Risk |
| | | 995 | SH:Liberty C - Table C2 | IP: Conflict and Negotiation II |
| 996 | | SH:Liberty C - Table C3 | IP: Entrepreneurial Process III | |
| 997 | | SH:Liberty C - Table C4 | IP: Human Resource Management I | |
| 1022 | | MT:Franklin 5 | Institutional theories | |
| 1023 | MT:Franklin 6 | New Perspectives on Population Ecology | | |
| 1024 | MT:Franklin 7 | Building client relationships | | |
| 1025 | MT:Room 401 | Multiple and Changing Organizational Identities | | |
| 1026 | MT:Room 402 | Agendas and Sensemaking | | |
| 1027 | MT:Room 403 | Governance Mechanisms | | |
| 1028 | CC:Exhibit Hall C - OMT 1 | Organizational Change  | | |
| 1029 | MT:Room 404 | JS: Competing Rationalities in Organizations | | |
| | 5:40pm | 1051 | MT:Franklin 7 | OMT Artifact and Business Meeting |
| | 6:30pm | 1063 | MT:Franklin 5 | OMT Social Hour |
| Tue | 8:30am | 1125 | SH:Liberty A - Table A1 | IP: Context of M&As |
| | | 1127 | SH:Liberty A - Table A3 | IP: Ethical Firm Behavior |
| | | 1129 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing I |
| | | 1130 | SH:Liberty B - Table B2 | IP: Inter-firm Relationships |
| | | 1133 | SH:Liberty C - Table C1 | IP: Organizational Change II |
| | | 1134 | SH:Liberty C - Table C2 | IP: Organizational Design II |
| | | 1157 | CC:Room 103C | JS: Change From Within |
| | | 1166 | MT:Room 401 | Agents of Organizational Change and Transformation |
| | | 1167 | MT:Room 402 | Intraorganizational Networks |
| | | 1168 | MT:Room 403 | Limits to Embeddedness |
| | | 1169 | MT:Room 404 | Framing & Mobilization |
| | | 1170 | CC:Exhibit Hall C - OMT 1 | Managing Individuals, Groups, and Organizations  |
| | | 1171 | CC:Exhibit Hall C - OMT 2 | Cultural and Institutional Logics and Practices  |
| | | 1172 | MT:Franklin 5 | JS: New Models of Organizational Learning |
| | | 1173 | MT:Franklin 7 | JS: Community Dynamics and Social Network Structures |
| | | 1174 | MT:Grand Ballroom D | JS: Business and Federalism |
| | | 1175 | MT:Grand Ballroom B | SHCS: Self-Reinforcing Cycles |
| | | 1176 | MT:Grand Ballroom A | SHCS: Beyond the Fortune 500 |
| | 8:40am | 1187 | MT:Franklin 6 | JS: Food and Cultural Contestation |

| Day | Start | # | Location | Session Information | | |
|--------|-------------------------|---|---------------------------|--|-------------------------|--|
| Tue | 10:30am | 1209 | MT:Grand Ballroom A | SHCS: Strategic Agility and Corporate Renewal | | |
| | | 1212 | MT:Grand Ballroom B | SHCS: Interdiscipl. Career Theory | | |
| | | 1238 | MT:Franklin 3 | JS: Korean Companies | | |
| | | 1241 | SH:Liberty A - Table A2 | IP: Organizational Learning I | | |
| | | 1245 | SH:Liberty B - Table B2 | IP: Competitive Dynamics of Firms III | | |
| | | 1246 | SH:Liberty B - Table B3 | IP: Foreign Direct Investment | | |
| | | 1248 | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance II | | |
| | | 1249 | SH:Liberty C - Table C2 | IP: Strategy Making | | |
| | | 1250 | SH:Liberty C - Table C3 | IP: Supply Chain Design II | | |
| | | 1251 | SH:Liberty C - Table C4 | IP: Context of tech transfer | | |
| | | 1257 | CC:Room 108B | SHCS: Leadership in Institutions | | |
| | | 1270 | LW:Regency Ballroom A | SHCS: Social Networks and Leadership | | |
| | | 1275 | LW:Commonwealth C | JS: Developing Leadership Cultures | | |
| | | 1277 | MT:Franklin 5 | Agency in Institutions | | |
| | | 1278 | MT:Franklin 7 | Interorganizational Ties and Firm Performance | | |
| | | 1279 | MT:Room 401 | Motivation and Productivity | | |
| | | 1280 | MT:Room 402 | Social Capital | | |
| | | 1281 | MT:Room 403 | R&D and Networks | | |
| | | 1282 | MT:Room 404 | Learning in Organizations: Mechanisms and Outcomes | | |
| | | 1283 | CC:Exhibit Hall C - OMT 1 | Learning and Information | | |
| | | 1284 | CC:Exhibit Hall C - OMT 2 | Organizational Knowledge | | |
| | | 1285 | MT:Grand Ballroom D | JS: Comparative Organizations | | |
| | | 1286 | MT:Franklin 6 | JS: Perspectives in Categorization | | |
| | | 2:30pm | | 1314 | MT:Franklin 9 | JS: Interfirm Contracting Process |
| | | | | 1315 | MT:Grand Ballroom I | JS: Competing through Business Design |
| | | | | 1316 | MT:Grand Ballroom B | SHCS: Firm/Industry Evolution |
| 1323 | MT:Room 405 | | | JS: Psychoanalytic Thinking in Org | | |
| 1342 | MT:Grand Ballroom A | | | SHCS: The Problem of Being Foreign | | |
| 1351 | SH:Liberty B - Table B2 | | | IP: Outsourcing and Offshoring | | |
| 1376 | MT:Liberty Ballroom A | | | JS: Dynamic Social Norms | | |
| 1381 | LW:Commonwealth D | | | JS: Emotion and Positive Change | | |
| 1383 | MT:Franklin 5 | | | Institutional Practices and Institutional Change | | |
| 1384 | MT:Franklin 6 | | | Categorization | | |
| 1385 | MT:Franklin 7 | | | Network Dynamics and Evolution | | |
| 1386 | MT:Grand Ballroom D | | | Complexity in Organizations | | |
| 1387 | MT:Room 401 | | | Top Management | | |
| 1388 | MT:Room 402 | | | Trust Within and Between Organizations | | |
| 1389 | MT:Room 404 | | | Knowledge Transfer and Knowledge Management | | |
| 1390 | MT:Room 403 | | | JS: Historians on Firm Evolution | | |
| 4:10pm | | | | 1412 | MT:Franklin 1 | JS: Identity and Strategy Practice |
| | | | | 1437 | SH:Liberty A - Table A1 | IP: Social capital benefits |
| | | | | 1443 | SH:Liberty B - Table B3 | IP: Executive Succession and Influence |
| | | 1444 | SH:Liberty B - Table B4 | IP: Governance Structure and Process I | | |
| | | 1446 | SH:Liberty C - Table C2 | IP: Organizational Learning II | | |
| | | 1448 | SH:Liberty C - Table C4 | IP: Recruitment and Selection | | |
| | | 1472 | MT:Franklin 5 | Institutional Entrepreneurship | | |
| | | 1473 | MT:Franklin 7 | Network Dynamics II | | |
| | | 1474 | MT:Grand Ballroom D | Explaining Corporate Growth and Diversification | | |
| | | 1475 | MT:Room 401 | Leadership Theories | | |
| | | 1476 | MT:Room 402 | Knowledge in Teams | | |
| | | 1477 | MT:Room 404 | Exploration & Exploitation | | |
| | | 1478 | MT:Franklin 6 | JS: Classifying Organizational Variation | | |
| 1479 | MT:Grand Ballroom C | JS: New Directions in Socio-Ecological Thinking | | | | |
| 1480 | MT:Room 403 | JS: Governance In Temporary Organization | | | | |

| Day | Start | # | Location | Session Information | |
|---------|-------------|-------------|-------------------------|--|----------------------------------|
| Wed | 8:30am | 1548 | SH:Liberty A - Table A1 | IP: Innovation Diffusion | |
| | | 1553 | SH:Liberty B - Table B2 | IP: Institutions and Firms | |
| | | 1557 | SH:Liberty C - Table C2 | IP: Social Networks in a Competitive Environment | |
| | | 1576 | MT:Franklin 5 | Does the Dynamics of Fast Chan | |
| | | 1577 | MT:Franklin 7 | Organizations and the State | |
| | | 1578 | MT:Room 402 | Social Construction | |
| | | 1579 | MT:Room 403 | Imitation | |
| | | 1580 | MT:Franklin 6 | JS: Managerial Jobs and Managerial | |
| | | 8:50am | 1589 | MT:Room 404 | JS: Optimal Satisficing |
| | | | 1590 | LW:Regency Ballroom A | JS: Leadership After the Scandal |
| 9:00am | 1592 | MT:Room 401 | Governance & Networks | | |
| 10:40am | | 1620 | SH:Liberty A - Table A4 | IP: Founders' Influence I | |
| | | 1621 | SH:Liberty B - Table B1 | IP: Research on Leadership | |
| | | 1622 | SH:Liberty B - Table B2 | IP: Resources, Knowledge, and Firm Performance I | |
| | | 1624 | SH:Liberty B - Table B4 | IP: Research on Institutions | |
| | | 1627 | SH:Liberty C - Table C3 | IP: Reputation and Legitimacy | |
| | | 1628 | SH:Liberty C - Table C4 | IP: Research on Industries and Firm Clusters | |
| | | 1635 | CC:Room 111B | JS: Good Mourning | |
| | | 1648 | MT:Franklin 5 | Structure & Design | |
| | | 1649 | MT:Franklin 6 | Organizational/Team Demography | |
| | | 1650 | MT:Franklin 7 | Structure and Institutions in Transition Economies | |
| | | 1651 | MT:Room 401 | Organizational Reputations | |
| | | 1652 | MT:Room 402 | Critical Perspectives in Organization Theory | |
| | | 1653 | MT:Room 403 | Trends in OMT | |
| | | 1654 | MT:Room 404 | Social Responsibility | |

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 Brian Nagy, U. of Alabama, UNITED STATES
 Davi Noboru Nakano, U. of Sao Paulo, BRAZIL
 Bruce Nanzer, Aquinas College, UNITED STATES
 Chad Navis, Emory U., UNITED STATES
 James F Nebus, U. of North Carolina, Charlotte, UNITED STATES
 Giacomo Negro, Bocconi U. / SDA Bocconi, ITALY
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 Anne-Katrin Neyer, U. of Erlangen, Nuremberg, GERMANY
 Chittipa Ngamkroekjoti, assumption U., THAILAND
 Thang V. Nguyen, National Economics U., VIETNAM
 Adam Nguyen, Siena College, UNITED STATES
 Jack A Nickerson, Washington U., UNITED STATES
 Amit Nigam, U. Toronto, CANADA
 Venkatarman Nilakant, U. of Canterbury, NEW ZEALAND
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 Andrew von Nordenflicht, Simon Fraser U., CANADA
 Karen Norum, Gonzaga U., UNITED STATES
 Martin Nyberg, Virginia Tech, UNITED STATES
 Alice Marie Obenchain-Leeson, Averett U., UNITED STATES
 Ellen O'Connor, U. of Paris Dauphine, UNITED STATES
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 John Opinski, Capella U., UNITED STATES
 Richard Andrew Opland, Michigan State U., UNITED STATES
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 Carlos Rodeiro, Electricidad de Caracas, UNITED STATES
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 Nicolas Rolland, CERAM, FRANCE
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 Elke Sybille Schuessler, Freie Universitaet Berlin, GERMANY
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 Antti Kullervo Sillanpää, Helsinki U. of Technology, FINLAND
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 Sunil Kumar Singh, Indian Institute of Management, Bangalore, INDIA
 Harminder Singh, Michigan State U., UNITED STATES
 Laura Singleton, Boston College, UNITED STATES
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 Paul Skilton, Arizona State U. Polytechnic, UNITED STATES
 Anssi Juhani Smedlund, Helsinki U. of Technology, FINLAND
 Ryan Smerek, U. of Michigan, UNITED STATES
 Michael Smets, Said Business School, UNITED KINGDOM
 Dedrick Allen Smith, Capella U., UNITED STATES
 Wendy K. Smith, U. of Delaware, UNITED STATES
 Charles C. Snow, Penn State U., UNITED STATES
 Sara B. Soderstrom, Northwestern U., UNITED STATES
 Holger Sommerfeldt, Oxford U., UNITED KINGDOM
 Scott Sonenshein, U. of Michigan, Ann Arbor, UNITED STATES
 Marco Sonnino, Bologna U., ITALY
 Karan Sonpar, U. Manitoba, CANADA
 Ralph Stabilein, Massey U., NEW ZEALAND
 Timothy Guy Staley, Keller Graduate School of Management, UNITED STATES
 Angela Agnes Stanton, Claremont Graduate U., UNITED STATES
 Jacqueline M. Stavros, Lawrence Technological U., UNITED STATES
 Edmund C. Stazyk, U. of Kansas, UNITED STATES
 James H. Stephenson, Capella U., UNITED STATES
 Ithai Stern, Northwestern U., UNITED STATES
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 Christoph Stöckmann, U. of Duisburg-Essen, GERMANY
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 Christoph Klaus Streb, U. Bremen, GERMANY
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Alva Taylor, Dartmouth College, UNITED STATES
João Carlos Teixeira, UFBA, BRAZIL
Ram Tenkasi, Benedictine U., UNITED STATES
Janice Lynn Thomas, Athabasca U., CANADA
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Tracy A Thompson, U. of Washington, Tacoma, UNITED STATES
Kelly Thomson, York U., CANADA
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Gianluca Vagnani, U. of Rome, ITALY
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Klaus Weber, Northwestern U., UNITED STATES
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Jerry Lee Wellman, Honeywell, UNITED STATES
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James Westphal, U. of Michigan, UNITED STATES
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Organization Development & Change

Program Chair: Frank J. Barrett, Naval Postgraduate School
 Professional Development Workshop Chair: Ann E. Feyerherm, Pepperdine U.

| Day | Start | # | Location | Session Information | |
|---------|---------|--------|------------------------|--|------------------------------------|
| Fri | 1:00pm | 13 | MT:Room 403 | SPDW: Strategy as Design | |
| | | 26 | MT:Liberty Ballroom B | SPDW: Introduction to Social Networks Research | |
| | 3:00pm | 32 | LW:Washington C | Toxic personalities at work | |
| | | 33 | LW:Washington B | SPDW: Art & Skill of Ai Questions | |
| | | 34 | LW:Congress A | SPDW: Reflection on Lived Experience | |
| | | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 4:30pm | 46 | LW:Washington A | SPDW: Multiple Perspectives on Change | |
| | 6:00pm | 64 | MT:Room 411 & 412 | SPDW: OMT/ODC/MOC Doctoral Students Consortium | |
| | | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| | Sat | 8:00am | 84 | CC:Room 104B | SPDW: A Philadelphia Experience |
| 87 | | | CC:Room 108A | SPDW: HR/OB/ODC/ENT Rsrch Incubator | |
| 90 | | | LW:Congress A | SPDW: Org Diagnosis: A New Paradigm | |
| 8:30am | | 105 | LW:Regency Ballroom A | SPDW: TransOrg Development | |
| | | 106 | LW:Commonwealth A2 | SPDW: Appreciating Role of Shadow | |
| | | 107 | LW:Commonwealth B | SPDW: Change Through Action Research | |
| | | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center | |
| | | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop | |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures | |
| 9:00am | | 120 | LW:Congress A | SPDW: Using Somatic Awareness in Consulting and Learning | |
| | | 125 | CC:Room 105B | SPDW: Teaching Leadership | |
| | | 131 | MT:Room 411 & 412 | SPDW: OMT/ODC/MOC Doctoral Students Consortium | |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| 9:30am | | 140 | CC:Room 103A | SPDW: Transformative Learning | |
| 10:00am | | 148 | LW:Commonwealth D | SPDW: Strategic Org. Development | |
| 10:30am | | 154 | LW:Congress A | SPDW: Doing OD in Alien Worlds: Dealing With Dilemmas | |
| 12:00pm | | 168 | CC:Room 112A | SPDW: Women and Leadership | |
| | | 172 | LW:Howe | SPDW: Dissertation Success | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| 12:45pm | | 187 | LW:Congress A | SPDW: Good Consulting on the Inside | |
| 1:00pm | | 201 | LW:Lescaze | SPDW: Strategies and Tactics for Coaching Teams | |
| 2:00pm | | 219 | LW:Congress B | SPDW: Strategy Storytelling Complexi | |
| 3:00pm | | 237 | LW:Commonwealth A1 | SPDW: Agentic Institutional Work | |
| 3:30pm | | 243 | LW:Commonwealth C | SPDW: The Stakeholder Concept | |
| 4:00pm | | 246 | LW:Congress A | SPDW: Creating Business Models | |
| 6:00pm | | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| 6:30pm | | 276 | LW:Lescaze | ODC Doctoral Student Reception | |
| Sun | | 8:00am | 297 | LW:Regency Ballroom C1 | SPDW: The Global Brain |
| | | | 299 | CC:Room 109A | AOM insights via Nominal Group |
| | | | 300 | LW:Howe | SPDW: High Impact Change Exercises |
| | 304 | | LW:Congress B | SPDW: SPARC Research & Publication | |
| | 8:30am | 316 | CC:Room 113C | SPDW: Joint AoM Editor's Panel | |
| | | 318 | LW:Commonwealth B | SPDW: The Leadership Wheel | |
| | | 319 | LW:Lescaze | ODC as an Academic Discipline | |
| | | 320 | MT:Room 408 & 409 | SPDW: Are We Engaged As Scholars? | |
| | 9:00am | 341 | LW:Washington C | SPDW: Alleviating Poverty through Business Strategy | |
| | 10:00am | 368 | MT:Grand Ballroom B | SPDW: Joint Macro Editors' Panel | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| | 1:00pm | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| | 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project | |
| | 3:30pm | 447 | LW:Congress B | ODC Executive Committee Meeting | |
| | 6:00pm | 469 | LW:Regency Ballroom C1 | Remarks and Reception Honoring Barry Oshry | |
| | Mon | 8:00am | 482 | LW:Regency Ballroom A | ODC Welcome & Breakfast |

Organization Development & Change

| Day | Start | # | Location | Session Information |
|--------|-----------------------|-----------------------|---|--|
| Mon | 8:30am | 527 | SH:Liberty A - Table A4 | IP: Human Resource Management II |
| | | 535 | SH:Liberty C - Table C4 | IP: Citizenship Behaviors |
| | | 557 | LW:Commonwealth D | Organizational Learning |
| | | 558 | LW:Regency Ballroom A | ODC Theme Session |
| | | 566 | MT:Franklin 5 | JS: Micro-Mechanisms |
| | 10:40am | 654 | SH:Liberty A - Table A3 | IP: Inter-organizational Knowledge Transfer |
| | | 655 | SH:Liberty A - Table A4 | IP: Learning in the Context of Teams |
| | | 659 | SH:Liberty B - Table B4 | IP: Identities in Organizations |
| | | 670 | CC:Room 113A | JS: Shifting & Contested Identity |
| | | 689 | LW:Commonwealth C | Socialization and Forgetting |
| | | 690 | LW:Congress C | Leadership, Time, and Depth of Change |
| | | 691 | CC:Exhibit Hall C - ODC 1 | Organizational Culture and Performance |
| | | 692 | LW:Commonwealth D | JS: Appreciative Inquiry 20 Years |
| | 12:20pm | 705 | MT:Franklin 5 | JS: Giddens and Structuration Theo |
| | | 798 | LW:Commonwealth C | Cynicism and Resistance |
| | | 799 | LW:Commonwealth D | Human Capital, Human Resources and Job Design |
| | | 800 | LW:Congress C | Dynamics of Creativity and Innovation |
| | 2:30pm | 807 | MT:Grand Ballroom B | SHCS: Toward a Theory of Complexity for Management |
| | | 866 | LW:Commonwealth A2 | JS: Leadership for evidence-based |
| | | 886 | SH:Liberty B - Table B3 | IP: Job Performance |
| | | 913 | LW:Regency Ballroom A | SHCS: Resistance and Adaptation Across Cultures |
| | | 917 | LW:Commonwealth C | New Approaches to Leadership and Change |
| | 4:10pm | 918 | LW:Commonwealth D | Changing individuals |
| | | 919 | LW:Congress C | JS: Government Enterprise Change |
| | | 984 | MT:Grand Ballroom C | JS: Organ'l decline & recovery |
| | | 986 | SH:Liberty A - Table A1 | IP: Organizational Change I |
| | | 988 | SH:Liberty A - Table A3 | IP: The Strategic Planning Process I |
| Tue | 8:30am | 1019 | LW:Commonwealth C | International and Global Contexts |
| | | 1020 | LW:Commonwealth D | Knowledge, Cognition, and Change |
| | | 1133 | SH:Liberty C - Table C1 | IP: Organizational Change II |
| | | 1141 | LW:Congress A | JS: Legacy of Douglas McGregor |
| | | 1155 | CC:Room 103B | JS: Virtual Team Leadership in Organizations |
| | | 1157 | CC:Room 103C | JS: Change From Within |
| | | 1160 | LW:Commonwealth D | New Models for Thinking About Change |
| | | 1161 | LW:Congress C | Engaged Research |
| | 10:30am | 1162 | CC:Exhibit Hall C - ODC 1 | Employee Perspectives During Change |
| | | 1163 | CC:Exhibit Hall C - ODC 2 | Strategic Change Case Studies |
| | | 1164 | LW:Commonwealth C | JS: Collaborative Mgt Research |
| | | 1241 | SH:Liberty A - Table A2 | IP: Organizational Learning I |
| | | 1244 | SH:Liberty B - Table B1 | IP: Cognition |
| | | 1273 | LW:Commonwealth D | Narrative, Metaphor, and Discourse |
| | | 1274 | LW:Congress C | Change Impact and Outcomes |
| | 2:30pm | 1275 | LW:Commonwealth C | JS: Developing Leadership Cultures |
| | | 1347 | SH:Liberty A - Table A2 | IP: Creativity in the Organizational Context |
| | | 1354 | SH:Liberty C - Table C1 | IP: Role of Organizational Leaders in Innovation |
| | | 1355 | SH:Liberty C - Table C2 | IP: Team Processes |
| | | 1358 | LW:Regency Ballroom C1 | JS: Consultants Creating Knowledge |
| | | 1375 | MT:Liberty Ballroom B | JS: Reactions to Organizational Change |
| | | 1379 | LW:Commonwealth C | Discourse and Change |
| | | 1380 | LW:Congress C | Stages of Change |
| | | 1381 | LW:Commonwealth D | JS: Emotion and Positive Change |
| | | 4:10pm | 1433 | CC:Room 113B |
| | 1439 | | SH:Liberty A - Table A3 | IP: Team Leadership |
| | 1446 | | SH:Liberty C - Table C2 | IP: Organizational Learning II |
| 1468 | LW:Commonwealth D | | Change Management Skills | |
| 1469 | LW:Regency Ballroom A | | ODC Distinguished Speaker | |
| 1479 | MT:Grand Ballroom C | | JS: New Directions in Socio-Ecological Thinking | |
| 5:30pm | 1504 | LW:Commonwealth C | ODC Awards & Business Meeting | |
| 6:30pm | 1511 | LW:Regency Ballroom A | ODC Social | |

| Day | Start | # | Location | Session Information |
|-----|---------|------|-------------------------|---|
| Wed | 8:30am | 1552 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing III |
| | | 1572 | LW:Commonwealth C | employee involvement in change |
| | | 1573 | LW:Congress C | JS: Assessing Workplace Civility |
| | | 1574 | LW:Commonwealth D | JS: Doing Global OD Work |
| | 10:40am | 1635 | CC:Room 111B | JS: Good Mourning |
| | | 1644 | LW:Commonwealth C | Justice and Organizational Change |
| | | 1645 | LW:Commonwealth D | Culture, socialization, and enactment |
| | | 1646 | LW:Congress C | capabilities and competencies |

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Organizational Behavior

Program Chair: Blake E. Ashforth, Arizona State U.
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| Day | Start | # | Location | Session Information | |
|---------|---------|------------|-----------------------|---|--|
| Fri | 5:00pm | 49 | CC:Room 113B | Organizational Behavior Faculty Fellow Reception | |
| | 6:00pm | 60 | CC:Room 113A | OB Doctoral Student Consortium Reception | |
| | | 61 | CC:Room 113B | OB Jr. Faculty Reception | |
| Sat | 8:00am | 87 | CC:Room 108A | SPDW: HR/OB/ODC/ENT Rsrch Incubator | |
| | | 90 | LW:Congress A | SPDW: Org Diagnosis: A New Paradigm | |
| | | 92 | CC:Room 113A | OB PhD Consortium | |
| | | 93 | CC:Room 113B | Organizational Behavior Junior Faculty Consortium | |
| | 8:30am | 106 | LW:Commonwealth A2 | SPDW: Appreciating Role of Shadow | |
| | | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop | |
| | 9:00am | 125 | CC:Room 105B | SPDW: Teaching Leadership | |
| | | 130 | MT:Room 305 | SPDW: Group Process & Cross Level | |
| | | 136 | MT:Room 309 | SPDW: Teaching Well With Technology | |
| | 9:30am | 141 | CC:Room 113C | Defining&Measuring Leadership | |
| | 11:30am | 161 | CC:Room 105B | SPDW: International Perspectives | |
| | | 162 | CC:Room 113C | SPDW: Leadership and Decision Making | |
| | 12:00pm | 174 | MT:Franklin 4 | SPDW: Advanced Social Networks | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| | 1:00pm | 200 | CC:Room 109A | OB Mid-Career Workshop | |
| | 1:30pm | 210 | CC:Room 113C | SPDW: Developing Global Leaders | |
| | | 211 | CC:Room 105B | SPDW: Identity and Leadership | |
| | 2:10pm | 225 | CC:Room 108A | SPDW: How Do We Put Trust Research Into Practice? | |
| | 5:30pm | 262 | CC:Room 113 Foyer | SPDW: OB/HR PhD & Jr & Sr Fac Recep | |
| | 6:30pm | 275 | CC:Room 113 Foyer | SPDW: Joint HR/OB Member Welcome Reception | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | | 8:00am | 294 | CC:Room 111B | SPDW: Teaching Courses on "Diversity in Organizations" |
| | | | 298 | CC:Room 103B | The Lorax as a Teaching Tool |
| 8:30am | | 314 | CC:Room 110 A&B | SPDW: Leadership in Academia | |
| | | 316 | CC:Room 113C | SPDW: Joint AoM Editor's Panel | |
| 9:30am | | 348 | CC:Room 104A | Public Leadership | |
| | | 349 | CC:Room 107B | Organizational Creativity | |
| 10:00am | | 365 | CC:Room 110 A&B | Eminent Senior Scholars | |
| | | 366 | CC:Room 107A | SPDW: The 15th Annual Craft of Reviewing Workshop | |
| | | 367 | CC:Room 113C | SPDW: OB/HR Editorial Panel | |
| | | 368 | MT:Grand Ballroom B | SPDW: Joint Macro Editors' Panel | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| 3:30pm | | 446 | CC:Room 104A | OB Executive Committee Meeting | |
| 6:00pm | | 468 | CC:Room 113 Foyer | Leadership Reception/Cocktail | |

| Day | Start | # | Location | Session Information |
|-----|-----------------------|---|-------------------------|--|
| Mon | 8:30am | 495 | MT:Franklin 1 | JS: What Makes CEOs Tick? |
| | | 519 | CC:Room 112B | JS: 360-Degree Feedback Insights |
| | | 524 | SH:Liberty A - Table A1 | IP: Affect in Organizations |
| | | 531 | SH:Liberty B - Table B4 | IP: Inter-team Relations |
| | | 532 | SH:Liberty C - Table C1 | IP: Investment in Technology |
| | | 535 | SH:Liberty C - Table C4 | IP: Citizenship Behaviors |
| | | 543 | MT:Independence I | Feeling Your Way: Emotional Labor in Organizations |
| | | 544 | MT:Independence II | Transformational Leadership: New Applications |
| | | 545 | MT:Independence III | Trust in Whom? Trust Across Multiple Foci |
| | | 546 | MT:Room 301 | Getting Into It: Job Engagement and Involvement |
| | | 547 | MT:Room 309 | Exchange Relationships |
| | | 548 | MT:Room 310 | Justice Perceptions and Their Impact |
| | | 549 | CC:Room 103C | Organizational Constraints |
| | | 550 | CC:Room 110B | Abusive Supervision |
| | 10:40am | 551 | MT:Grand Ballroom C | SHCS: Does It Pay to be Sensitive? |
| | | 552 | CC:Room 103A | JS: The Role of Dyads in Small Group Research |
| | | 553 | CC:Room 103B | JS: Group Learning |
| | | 554 | MT:Liberty Ballroom B | JS: New Frontiers in Creativity |
| | | 637 | CC:Room 107B | JS: Whites' Reactions to Diversity |
| | | 638 | LW:Regency Ballroom A | SHCS: Why So Few Women Leaders? |
| | | 644 | CC:Room 113B | JS: Implementing Flexibility |
| | | 655 | SH:Liberty A - Table A4 | IP: Learning in the Context of Teams |
| | | 660 | SH:Liberty C - Table C1 | IP: Issues in Research I |
| | | 662 | SH:Liberty C - Table C3 | IP: Work-related Attitudes |
| | | 663 | SH:Liberty C - Table C4 | IP: Workplace Deviance |
| | | 670 | CC:Room 113A | JS: Shifting & Contested Identity |
| | | 672 | MT:Independence I | Team Processes and Evolution |
| | | 673 | MT:Independence II | Putting New Ideas in Play: Implementing Creativity |
| 674 | MT:Independence III | New Directions in Transformational Leadership | | |
| 675 | MT:Room 301 | Identity and Identification | | |
| 676 | MT:Room 309 | Leader-Member Exchange (LMX) Theory | | |
| 677 | MT:Room 310 | Regulatory Focus and Self-Determination Theory | | |
| 678 | CC:Room 103C | Under Pressure: Inducements to Unethical Behavior | | |
| 679 | CC:Room 110B | Emotion in Organizations | | |
| 680 | CC:Room 103A | JS: R-E-S-P-E-C-T, Find Out What it Means to OB | | |
| 681 | CC:Room 105B | SHCS: Individualism and Collectivism | | |
| 682 | MT:Liberty Ballroom B | JS: Advances in OCB research | | |
| 683 | CC:Room 103B | JS: Attachment Theory at Work | | |
| 684 | MT:Liberty Ballroom A | JS: Power, Certainty, and Ambivalence | | |
| 685 | MT:Grand Ballroom C | SHCS: Identity Construction | | |
| 686 | MT:Grand Ballroom A | SHCS: Future Directions of Team Learning Research | | |
| 704 | CC:Room 108B | SHCS: Organizational Surprise | | |
| 713 | MT:Grand Ballroom B | SHCS: Ethics Construct Developments | | |
| | 12:20pm | 751 | LW:Regency Ballroom A | SHCS: The Embeddedness of Diversity |
| | | 774 | SH:Liberty C - Table C3 | IP: Employee-employer relationship |
| | | 783 | MT:Independence I | Strategic Implications of Justice |
| | | 784 | MT:Independence II | Emotional Intelligence |
| | | 785 | MT:Independence III | OCBs |
| | | 786 | MT:Room 301 | Leadership Processes |
| | | 787 | MT:Room 309 | Climates for Safety and Support |
| | | 788 | MT:Room 310 | Escalation of Commitment: New Directions |
| | | 789 | CC:Room 110B | Creativity, Newcomers, and Time Pressure |
| | | 790 | CC:Room 103A | JS: Deconstructing Anger |
| | | 791 | CC:Room 103B | JS: Follower-Centered Perspectives |
| | | 792 | MT:Grand Ballroom A | SHCS: The Subtle Influence of Time |
| | | 793 | CC:Room 103C | JS: Identity and Deviance |
| | | 796 | MT:Room 405 | JS: Coordination Complexity |
| | 12:50pm | 831 | LW:Washington A | JS: Ethical Perceptions |

| Day | Start | # | Location | Session Information |
|-------------|---------------------|---|-------------------------|---|
| Mon | 2:30pm | 879 | MT:Franklin 4 | JS: New Directions in IM Research |
| | | 880 | SH:Liberty A - Table A1 | IP: Challenges in Managing a Diverse Workforce III |
| | | 881 | SH:Liberty A - Table A2 | IP: Conflict and Negotiation I |
| | | 882 | SH:Liberty A - Table A3 | IP: Feeling Good: Employee Health and Well-being |
| | | 886 | SH:Liberty B - Table B3 | IP: Job Performance |
| | | 898 | CC:Room 113A | JS: Decision-Making Under Risk |
| | | 899 | MT:Grand Ballroom B | SHCS: Positive Identities |
| | | 901 | MT:Independence I | Coping with Stress |
| | | 902 | MT:Independence II | Team Effectiveness |
| | | 903 | MT:Independence III | In the Eyes of the Beholder: Perceiving Leadership |
| | | 904 | MT:Room 309 | Psychological Contracts: Breach Versus Fulfillment |
| | | 905 | MT:Room 310 | Non-Traditional Work Arrangements |
| | | 906 | CC:Room 103B | Justice and CSR |
| | | 907 | CC:Room 110B | Negative and Mixed Emotions at Work |
| | | 908 | MT:Liberty Ballroom B | JS: Voluntary Work Behavior |
| | | 909 | CC:Room 103C | JS: Great Expectations! |
| | | 910 | CC:Room 103A | JS: Turnover Context and Process |
| | | 911 | MT:Liberty Ballroom A | JS: Leadership: Learning, Development, and Adaptation |
| | | 912 | CC:Room 108B | SHCS: The Social Role of Emotion |
| | | 913 | LW:Regency Ballroom A | SHCS: Resistance and Adaptation Across Cultures |
| | 4:00pm | 943 | MT:Independence III | Making Connections Coffee Break |
| | 4:10pm | 987 | SH:Liberty A - Table A2 | IP: Organizational Learning |
| | | 997 | SH:Liberty C - Table C4 | IP: Human Resource Management I |
| | | 1007 | MT:Independence I | Leadership and Social Networks |
| | | 1008 | MT:Independence II | "Mirror, Mirror...": Predicting Deviance |
| | | 1009 | MT:Liberty Ballroom A | Job Insecurity Research Trends |
| | | 1010 | MT:Liberty Ballroom B | Leadership and OCBs |
| | | 1011 | MT:Room 301 | Five-Factor Model |
| | | 1012 | MT:Room 309 | Customer Service |
| | | 1013 | MT:Room 310 | Job Demands and Resources/Control |
| | | 1014 | CC:Room 103A | Team Effectiveness |
| | | 1015 | CC:Room 103B | Cross-Cultural Comparisons |
| | | 1016 | CC:Room 103C | Team Identity and Cohesion |
| | | 1017 | CC:Room 110B | Motivation, Work Orientation, and the Work Ethic |
| | | 1031 | LW:Lescaze | JS: Public Service Motivation |
| | 6:30pm | 1061 | MT:Grand Ballroom H | OB Division Awards and Celebration / Social Hour |
| Tue | 8:30am | 1100 | CC:Room 105B | JS: Negotiator Reputation |
| | | 1127 | SH:Liberty A - Table A3 | IP: Ethical Firm Behavior |
| | | 1129 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing I |
| | | 1132 | SH:Liberty B - Table B4 | IP: Organizational Justice |
| | | 1135 | SH:Liberty C - Table C3 | IP: Stress, Well-being, and Work-family Conflict |
| | | 1143 | CC:Room 113A | JS: Bridging the Tech-Fuzzy Divide |
| | | 1144 | CC:Room 107B | JS: Meaning of Work |
| | | 1146 | MT:Independence II | Work-Family Dynamics: Bridging the Divide |
| | | 1147 | MT:Independence III | Justice and the Role of Managers |
| | | 1148 | MT:Room 301 | Self-Defeating Behaviors at Work |
| | | 1149 | MT:Room 309 | Decision Making: A Potpourri of Research |
| | | 1150 | MT:Room 310 | Anxiety, Attachment, Change |
| | | 1151 | CC:Room 110B | Creativity |
| | | 1152 | CC:Room 108B | SHCS: Firing Back from Adversity |
| | | 1153 | LW:Regency Ballroom A | SHCS: Faultlines and Group Process |
| | | 1154 | CC:Room 103A | JS: New Perspectives in Motivation |
| | | 1155 | CC:Room 103B | JS: Virtual Team Leadership in Organizations |
| 1156 | MT:Grand Ballroom C | SHCS: The Role of Emotion in Individual Decision-Making | | |
| 1157 | CC:Room 103C | JS: Change From Within | | |
| 1175 | MT:Grand Ballroom B | SHCS: Self-Reinforcing Cycles | | |
| | 9:00am | 1194 | MT:Independence I | OB Lifetime Achievement Award Invited Address |

| Day | Start | # | Location | Session Information | |
|--------|--------------|----------------------------------|--------------------------------------|---|--|
| Tue | 10:30am | 1243 | SH:Liberty A - Table A4 | IP: Psychological Contracts | |
| | | 1244 | SH:Liberty B - Table B1 | IP: Cognition | |
| | | 1259 | MT:Independence I | Leadership: Extending the Frontiers | |
| | | 1260 | MT:Independence II | Expertise and Learning in Teams | |
| | | 1261 | MT:Independence III | Knowledge in Collectives | |
| | | 1262 | MT:Room 301 | Power, Politics, and the Self | |
| | | 1263 | MT:Room 309 | Leaders and Followers | |
| | | 1264 | MT:Room 310 | Whistle While You Work: Positivity and Optimism | |
| | | 1265 | CC:Room 103C | Feedback Seeking Behavior in Organizations | |
| | | 1266 | CC:Room 110B | Psychological Contract Development | |
| | | 1267 | MT:Liberty Ballroom B | JS: Justice and Trust: Disentangling Their Connection | |
| | | 1268 | CC:Room 103A | JS: Direct Care Workers | |
| | | 1269 | CC:Room 103B | JS: Automatic Social Cognition | |
| | 1270 | LW:Regency Ballroom A | SHCS: Social Networks and Leadership | | |
| | 2:30pm | 2:30pm | 1322 | CC:Room 105B | JS: Restoring Justice |
| | | | 1347 | SH:Liberty A - Table A2 | IP: Creativity in the Organizational Context |
| | | | 1352 | SH:Liberty B - Table B3 | IP: Power in Organizations |
| | | | 1353 | SH:Liberty B - Table B4 | IP: Psychological Ownership and Commitment |
| | | | 1365 | MT:Independence I | Interpersonal & Team Dynamics |
| | | | 1366 | MT:Independence II | Leadership: Links Across Levels |
| 1367 | | | MT:Independence III | Contextual Performance and Performance Measurement | |
| 1368 | | | MT:Room 301 | Knowledge Sharing: New Perspectives | |
| 1369 | | | MT:Room 309 | Political Will and Skill | |
| 1370 | | | CC:Room 103B | Challenge/Hindrance Stressors | |
| 1371 | | | CC:Room 110B | Empowered to Create | |
| 1372 | | | CC:Room 108B | SHCS: Moral Transgressions | |
| 1373 | | | CC:Room 103C | JS: Employment Relationships | |
| 1374 | | | CC:Room 103A | JS: Goal Orientation Research | |
| 1375 | | | MT:Liberty Ballroom B | JS: Reactions to Organizational Change | |
| 1376 | | | MT:Liberty Ballroom A | JS: Dynamic Social Norms | |
| 1381 | | | LW:Commonwealth D | JS: Emotion and Positive Change | |
| 3:30pm | 3:30pm | 1404 | MT:Room 310 | A Thank-You Coffee | |
| 4:10pm | 4:10pm | 1439 | SH:Liberty A - Table A3 | IP: Team Leadership | |
| | | 1441 | SH:Liberty B - Table B1 | IP: Challenges in a Diverse Workforce I | |
| | | 1444 | SH:Liberty B - Table B4 | IP: Governance Structure and Process I | |
| | | 1445 | SH:Liberty C - Table C1 | IP: Career Paths | |
| | | 1448 | SH:Liberty C - Table C4 | IP: Recruitment and Selection | |
| | | 1455 | MT:Independence I | What Makes Teams Work Well | |
| | | 1456 | MT:Independence II | Executives and Leadership | |
| | | 1457 | MT:Independence III | Duty, Humility, and Docility | |
| | | 1458 | MT:Liberty Ballroom A | Venus and Mars: Gender Dynamics in Organizations | |
| | | 1459 | MT:Liberty Ballroom B | Just Desserts: Outcomes of Justice | |
| | | 1460 | MT:Liberty Ballroom C | Person-Organization Fit: New Directions | |
| | | 1461 | MT:Room 301 | Social Networks: New Research Directions | |
| | | 1462 | MT:Room 309 | OCBs | |
| | | 1463 | CC:Room 103A | Values in Management | |
| | | 1464 | CC:Room 103B | Leadership: Nature Versus Nurture | |
| 1465 | CC:Room 110B | Stress and Well-Being | | | |
| 1484 | CC:Room 103C | JS: Exploring Org. Effectiveness | | | |
| Wed | 8:30am | 1543 | CC:Room 105B | JS: Employment in China | |
| | | 1554 | SH:Liberty B - Table B3 | IP: Power in Organizations II | |
| | | 1555 | SH:Liberty B - Table B4 | IP: Socially responsible values | |
| | | 1565 | MT:Room 309 | Transformational Leadership | |
| | | 1566 | CC:Room 110B | Teams Within Teams | |
| | | 1567 | CC:Room 103B | JS: Workplace Diversity Context | |
| | | 1568 | CC:Room 103C | JS: Positive Work-Family Interface | |
| | | 1569 | CC:Room 103A | JS: Advancing Research on Emotion | |
| | | 1590 | LW:Regency Ballroom A | JS: Leadership After the Scandal | |

| Day | Start | # | Location | Session Information |
|------------|--------------|-------------|-------------------------|--|
| Wed | 10:40am | 1617 | SH:Liberty A - Table A1 | IP: Competitive Dynamics of Firms II |
| | | 1621 | SH:Liberty B - Table B1 | IP: Research on Leadership |
| | | 1626 | SH:Liberty C - Table C2 | IP: Leadership Research |
| | | 1636 | MT:Room 309 | Work-Family Conflict: Problems and Opportunities |
| | | 1637 | MT:Room 310 | Team Performance |
| | | 1638 | CC:Room 103B | Transactional Leadership |
| | | 1639 | CC:Room 110B | Trust: New Perspectives and Extensions |
| | | 1640 | CC:Room 103C | JS: Political Influences on HRM |
| | | 1641 | CC:Room 103A | JS: Factors Affecting Service Work |

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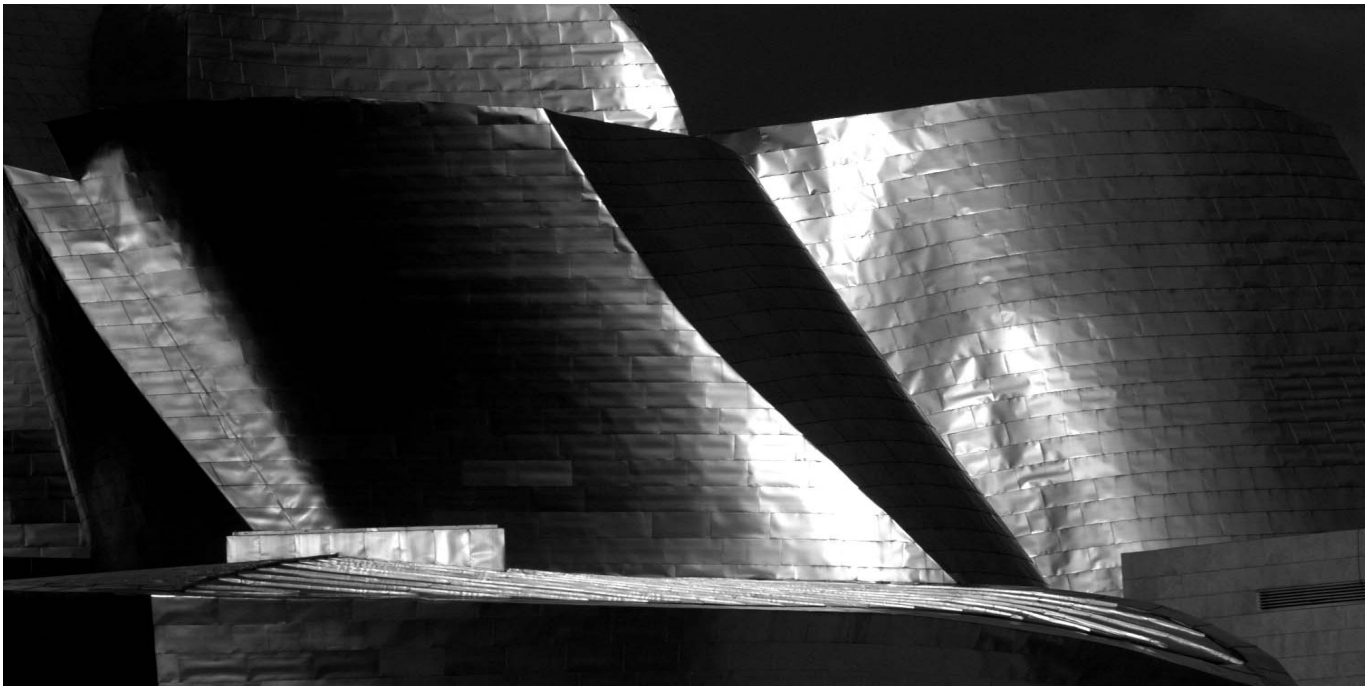
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Organizational Behavior

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Organizational Communication & Information Systems

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| Day | Start | # | Location | Session Information |
|-------------|-------------|---------------------|---|---|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III |
| | 6:00pm | 62 | MT:Room 407 | OCIS Doctoral Consortium |
| Sat | 9:00am | 126 | MT:Room 403 | Junior Faculty Consortium |
| | | 127 | MT:Room 407 | Doctoral Consortium |
| | | 136 | MT:Room 309 | SPDW: Teaching Well With Technology |
| | 6:00pm | 270 | MT:Grand Ballroom B | OCIS Welcome Reception |
| Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | 9:00am | 328 | MT:Room 306 | SPDW: Experiments for Macro Research |
| | | 336 | MT:Room 407 | International Paper Workshop |
| | 10:00am | 353 | CC:Room 108B | SPDW: Making the Most of Your Sabbatical |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution |
| | 11:00am | 388 | MT:Room 407 | International Research Panel |
| | 1:00pm | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals |
| 5:00pm | 462 | MT:Room 407 | OCIS Executive Committee Meeting | |
| Mon | 8:00am | 481 | MT:Grand Ballroom J | OCIS Gathering and Welcome |
| | 8:30am | 555 | MT:Grand Ballroom J | Software Development I |
| | | 556 | MT:Room 307 | Agility, Resilience, and IT Strategy |
| | | 687 | MT:Grand Ballroom J | Collaboration and Interdependence |
| | 12:20pm | 688 | MT:Room 307 | Software Development II |
| | | 775 | SH:Liberty C - Table C4 | IP: New Product Development |
| | 794 | MT:Grand Ballroom J | E-Workspaces -- Leadership Issues | |
| | | 795 | CC:Exhibit Hall C - OCIS | OCIS Visual Paper Session |
| | 796 | MT:Room 405 | JS: Coordination Complexity | |
| | | 797 | MT:Room 307 | JS: Transforming Healthcare |
| | 809 | MT:Franklin 7 | JS: E-Mail Data in Social Network Analysis | |
| | | 2:30pm | 881 | SH:Liberty A - Table A2 |
| | 883 | | SH:Liberty A - Table A4 | IP: Impact of Technology in Organizations |
| | 884 | | SH:Liberty B - Table B1 | IP: Implementation of and Resistance to Change I |
| | 891 | | SH:Liberty C - Table C4 | IP: Use of Internet and Online Communities |
| | 911 | | MT:Liberty Ballroom A | JS: Leadership: Learning, Development, and Adaptation |
| | 914 | | MT:Room 307 | E-Workspaces -- Attention Issues |
| | 915 | | MT:Room 405 | Virtual Work and Information Sharing |
| | 4:10pm | 916 | MT:Grand Ballroom J | JS: Beyond Play |
| | | 991 | SH:Liberty B - Table B2 | IP: Resistance to change II |
| | | 992 | SH:Liberty B - Table B3 | IP: Learning from Alliances |
| | | 994 | SH:Liberty C - Table C1 | IP: Career Management and Gender Differences |
| | | 1018 | MT:Grand Ballroom J | OCIS Keynote |
| 5:30pm | 1046 | MT:Grand Ballroom J | OCIS Business Meeting | |
| 6:30pm | 1062 | MT:Grand Ballroom F | OCIS Social Hour | |
| Tue | 8:30am | 1129 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing I |
| | | 1134 | SH:Liberty C - Table C2 | IP: Organizational Design II |
| | | 1158 | MT:Grand Ballroom J | ERP Diffusion and Implementation |
| | | 1159 | MT:Room 307 | Knowledge Management -- Definitions and Challenges |
| | 10:30am | 1240 | SH:Liberty A - Table A1 | IP: Innovation II |
| | | 1271 | MT:Grand Ballroom J | Innovation Diffusion |
| | | 1272 | MT:Room 307 | Networks of Practice |
| | | 1299 | MT:Grand Ballroom K | JS: Offshoring Intangibles |
| | 2:30pm | 1353 | SH:Liberty B - Table B4 | IP: Psychological Ownership and Commitment |
| | | 1360 | CC:Room 109B | JS: Strategic Online Learning |
| 1377 | | MT:Grand Ballroom J | Innovation Implementation | |
| 1378 | | MT:Room 307 | Knowledge Management -- Seeking and Sharing | |

| Day | Start | # | Location | Session Information |
|-----|---------|------|-------------------------|--|
| Tue | 4:10pm | 1438 | SH:Liberty A - Table A2 | IP: Supply Chain Design III |
| | | 1466 | MT:Grand Ballroom J | Sharing under Risk |
| | | 1467 | MT:Room 307 | E-Commerce and E-Government |
| | 5:30pm | 1503 | MT:Grand Ballroom J | OCIS Informal Social Event -- Noddinghead Brewery |
| Wed | 8:30am | 1551 | SH:Liberty A - Table A4 | IP: Governance in Inter-firm Contexts |
| | | 1553 | SH:Liberty B - Table B2 | IP: Institutions and Firms |
| | | 1556 | SH:Liberty C - Table C1 | IP: Resources, Knowledge, and Firm Performance III |
| | | 1570 | MT:Room 307 | Online Discourse I |
| | | 1571 | MT:Grand Ballroom J | JS: Achieving Coordination in Distributed Work |
| | 10:40am | 1642 | MT:Grand Ballroom J | Project Management and Privacy Issues |
| | | 1643 | MT:Room 307 | Online Discourse -- Behavior, Rhetoric, and Blogs |

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Organizations & the Natural Environment

Program Chair: Irene Henriques, York U.

Professional Development Workshop Chair: Lynne Andersson, Temple U.

| Day | Start | # | Location | Session Information | |
|-------------|-------------|---------------------------|---|--|--------------------------------------|
| Fri | 9:00am | 6 | OS:Rutgers EcoComplex | Day Trip to the Rutgers University EcoComplex | |
| | 10:00am | 8 | OS:Rutgers EcoComplex 2 | Teaching Sustainability through 'Blocked Seminars' | |
| | | 9 | OS:Rutgers EcoComplex 1 | The Amazon and Sustainability | |
| | | 10 | OS:Rutgers EcoComplex 3 | SPDW: Biomimicry & Sustainability | |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| Sat | 8:00am | 97 | LW:Washington C | SPDW: SIM Doctoral Consortium - Saturday | |
| | 8:30am | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures | |
| | 9:00am | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| | 11:30am | 163 | LW:Congress C | SPDW: Urban Social Entrepreneurship | |
| | 12:00pm | 175 | LW:Commonwealth D | SPDW: Social & Environmental Cases | |
| | 1:30pm | 212 | LW:Commonwealth D | ONE Emerging Scholars Consortium | |
| | 2:10pm | 224 | MT:Room 309 | SPDW: Performing Academic Research in Microfinance | |
| | | 235 | CC:Room 107A | SPDW: Teaching 21st Century Management | |
| | 3:00pm | 237 | LW:Commonwealth A1 | SPDW: Agentic Institutional Work | |
| | | 249 | LW:Commonwealth D | SPDW: Sustainability Via Food | |
| | 6:00pm | 271 | OS:ONE Off-Site Reception - TBA | ONE Welcome Reception | |
| | | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| | Sun | 8:00am | 301 | MT:Room 301 | SPDW: Sustainable Supply Chain Manag |
| | | | 303 | LW:Regency Ballroom C2 | SPDW: Markets for Sustainability |
| 304 | | | LW:Congress B | SPDW: SPARC Research & Publication | |
| 8:30am | | 321 | LW:Commonwealth C | Research Approaches in ONE | |
| 10:00am | | 369 | LW:Regency Ballroom C2 | Base of the Pyramid Research | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| 10:30am | | 385 | LW:Congress C | SPDW: Beyond Bounded Rationality | |
| 11:00am | | 389 | MT:Room 307 | SPDW: Operations and Ethics II | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 2:00pm | | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project | |
| 3:30pm | | 450 | LW:Regency Ballroom A | ONE Executive Committee Meeting | |
| Mon | | 8:30am | 526 | SH:Liberty A - Table A3 | IP: Doing Well for Doing Good |
| | | | 567 | LW:Regency Ballroom C2 | Environmental Management Systems |
| | 8:50am | 579 | LW:Washington B | JS: Sustainability in Management Education | |
| | 10:40am | 706 | LW:Regency Ballroom C2 | JS: Global Business and Climate Change Policies | |
| | | 771 | SH:Liberty B - Table B3 | IP: Corporate responsibility I | |
| | 12:20pm | 773 | SH:Liberty C - Table C2 | IP: Motivations for Corporations to Do Good | |
| | | 810 | LW:Regency Ballroom C2 | Environmental Innovation | |
| | 811 | CC:Exhibit Hall C - ONE 1 | Longitudinal Analyses of Environmental Issues ☺ | | |
| | | 812 | CC:Exhibit Hall C - ONE 2 | Managing Environmental Problems ☺ | |
| | 2:30pm | 929 | LW:Regency Ballroom C2 | Stakeholder Dynamics and Reputation Building | |
| | 4:10pm | 955 | MT:Franklin 1 | JS: Shaping the Energy Sector | |
| | 5:30pm | 1047 | LW:Congress C | ONE Business Meeting | |
| 7:00pm | 1072 | LW:Regency Ballroom B | JS: SIM/PNP/ONE Joint Social | | |
| Tue | 8:30am | 1131 | SH:Liberty B - Table B3 | IP: Social responsibility II | |
| | | 1177 | LW:Regency Ballroom C2 | Sustainability and Organizational Change | |
| | | 1181 | LW:Washington B | JS: Measuring CSR | |
| | 10:30am | 1287 | LW:Regency Ballroom C2 | International Environmental Perspectives | |
| | 2:30pm | 1391 | LW:Regency Ballroom C2 | Environmental Performance and Investment | |
| | 4:10pm | 1440 | SH:Liberty A - Table A4 | IP: The Context of Ethical Behavior | |
| 1481 | | LW:Regency Ballroom C2 | Environmental Entrepreneurship | | |
| Wed | 8:30am | 1549 | SH:Liberty A - Table A2 | IP: Corporate social responsibility | |
| | | 1555 | SH:Liberty B - Table B4 | IP: Socially responsible values | |
| | | 1581 | LW:Regency Ballroom C2 | Environmental Regulation and Uncertainty | |
| | 10:40am | 1655 | LW:Regency Ballroom C2 | Understanding Sustainability | |

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Public & Nonprofit

Program Chair: Gordon Kingsley, Georgia Institute of Technology
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| Day | Start | # | Location | Session Information | |
|---------|------------|-------------|-------------------------|--|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | |
| Sat | 7:30am | 72 | CC:Room 107A | SPDW: Service-Learning and Live Case | |
| | 8:30am | 105 | LW:Regency Ballroom A | SPDW: TransOrg Development | |
| | | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center | |
| | 9:00am | 117 | MT:Room 306 | SPDW: Research on Universities: Data and Methodologies | |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| | | 134 | LW:Washington A | SPDW: Pushing the Boundaries of Nonmarket Strategies | |
| | 10:00am | 149 | LW:Congress C | Incubating Non-Profits | |
| | 11:30am | 163 | LW:Congress C | SPDW: Urban Social Entrepreneurship | |
| | 12:00pm | 167 | MT:Room 303 | SPDW: Social Entrepreneurship | |
| | | 176 | LW:Regency Ballroom A | SPDW: Bringing Practice Back into our Scholarship | |
| | 12:30pm | 184 | LW:Washington A | PNP Junior Faculty Professional Development | |
| | | 185 | LW:Washington B | PNP Division PhD Consortium | |
| | 1:30pm | 213 | LW:Commonwealth B | SPDW: Career Mentoring of Faculty in the Non-USA setting | |
| | 2:00pm | 222 | MT:Room 413 | SPDW: The Management of Large Projec | |
| | 3:30pm | 243 | LW:Commonwealth C | SPDW: The Stakeholder Concept | |
| | 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| | Sun | 7:00am | 281 | CC:Room 108A | SPDW: New Dimensions of Management E-Media |
| | | 8:00am | 304 | LW:Congress B | SPDW: SPARC Research & Publication |
| | | | 305 | LW:Commonwealth D | SPDW: Int'l Master Programs |
| | | | 308 | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? |
| 9:00am | | 331 | MT:Room 414 & 415 | SPDW: Latin America Critical OS | |
| | | 338 | LW:Regency Ballroom A | PNP Division PhD Consortium | |
| | | 339 | LW:Washington B | PNP Junior Faculty Professional Development | |
| 10:00am | | 359 | LW:Commonwealth C | SPDW: Workshop on Methods in Quantitative Research | |
| | | 370 | LW:Regency Ballroom B | SPDW: Meet the Editors | |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution | |
| | | 374 | LW:Congress B | SPDW: MNEs & Positive Social Change | |
| 10:30am | | 382 | MT:Room 401 & 402 | SPDW: Dev. & Transitional Countries | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 2:00pm | | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project | |
| 3:30pm | | 451 | LW:Washington B | PNP Executive Committee Meeting | |
| Mon | | 8:30am | 533 | SH:Liberty C - Table C2 | IP: Organizational Design I |
| | | | 568 | LW:Howe | Networks and Partnerships |
| | 569 | | LW:Lescaze | Service Learning | |
| | 10:40am | 658 | SH:Liberty B - Table B3 | IP: Expatriate Effectiveness | |
| | | 707 | LW:Howe | Social Movement Organization | |
| | | 708 | LW:Lescaze | Future PNP Research | |
| | | 709 | CC:Exhibit Hall C - PNP | Public-Private Sector Interactions ☺ | |
| | 12:20pm | 769 | SH:Liberty B - Table B1 | IP: Inter-firm Partnerships | |
| | | 813 | LW:Howe | Nonprofits and Boards | |
| | | 814 | LW:Lescaze | Public Management and Work | |
| | | 815 | CC:Exhibit Hall C - PNP | Issues in Public Management ☺ | |
| | 2:30pm | 866 | LW:Commonwealth A2 | JS: Leadership for evidence-based | |
| | | 930 | LW:Lescaze | Causes and Consequences of Strategic Collaboration | |
| | | 931 | LW:Howe | JS: Social Entrepreneurship | |
| | 4:10pm | 985 | MT:Room 413 | JS: International humanitarian org | |
| | | 989 | SH:Liberty A - Table A4 | IP: Top Management Influence I | |
| | | 1030 | CC:Exhibit Hall C - PNP | Issues in Nonprofit Management ☺ | |
| | | 1031 | LW:Lescaze | JS: Public Service Motivation | |

| Day | Start | # | Location | Session Information |
|-------------|--------------|--------------|----------------------------------|--|
| Mon | 5:45pm | 1053 | LW:Lescaze | Public and Nonprofit Division Business Meeting |
| | 7:00pm | 1072 | LW:Regency Ballroom B | JS: SIM/PNP/ONE Joint Social |
| Tue | 8:30am | 1130 | SH:Liberty B - Table B2 | IP: Inter-firm Relationships |
| | | 1176 | MT:Grand Ballroom A | SHCS: Beyond the Fortune 500 |
| | | 1178 | LW:Howe | Corruption and Management |
| | | 1179 | LW:Lescaze | Community Organizations |
| | 10:30am | 1288 | LW:Howe | Leadership and Motivation |
| | 2:30pm | 1354 | SH:Liberty C - Table C1 | IP: Role of Organizational Leaders in Innovation |
| | | 1392 | LW:Howe | Culture and Arts Management |
| | | 1393 | LW:Lescaze | Fundraising and Nonprofits |
| | 4:10pm | 1447 | SH:Liberty C - Table C3 | IP: Public Policy Influence on Firms |
| | | 1482 | LW:Commonwealth A2 | Qualitative Leadership Studies |
| 1483 | | LW:Howe | Governance and Nonprofits | |
| 1484 | | CC:Room 103C | JS: Exploring Org. Effectiveness | |
| Wed | 8:30am | 1582 | LW:Commonwealth A2 | Innovation and Reform |
| | | 1583 | LW:Howe | Privatization and Partnership |
| | | 1588 | MT:Grand Ballroom K | JS: Network-Centric Innovation |
| | 10:40am | 1619 | SH:Liberty A - Table A3 | IP: Executive Compensation |
| | | 1621 | SH:Liberty B - Table B1 | IP: Research on Leadership |
| | | 1622 | SH:Liberty B - Table B2 | IP: Resources, Knowledge, and Firm Performance I |
| | | 1656 | LW:Commonwealth A2 | Voice, Social Justice and Welfare in the Workplace |
| | | 1657 | LW:Howe | Technology and Innovation |

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Research Methods

Program Chair: Charles A. Pierce, U. of Memphis
 Professional Development Workshop Chair: Timothy Hinkin, Cornell U.

| Day | Start | # | Location | Session Information | |
|---------|---------|------------------------|--|--|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | | 14 | MT:Room 407 | SPDW: Raising the Bar:Trust Research | |
| | | 24 | MT:Independence III | SPDW: Hamlet's Dagger | |
| | | 26 | MT:Liberty Ballroom B | SPDW: Introduction to Social Networks Research | |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session | |
| | 4:00pm | 39 | MT:Room 403 | SPDW: Clarifying Comp. Advantage | |
| 44 | | MT:Independence I & II | SPDW: Estimating HLM as SEM | | |
| 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception | | |
| Sat | 8:00am | 96 | MT:Grand Ballroom B | Significance Testing | |
| | 8:30am | 107 | LW:Commonwealth B | SPDW: Change Through Action Research | |
| | | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center | |
| | | 109 | MT:Grand Ballroom A | Physiological Measures | |
| | | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop | |
| | 9:00am | 118 | MT:Room 414 & 415 | SPDW: Philosophical Foundations | |
| | | 130 | MT:Room 305 | SPDW: Group Process & Cross Level | |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res | |
| | 12:00pm | 174 | MT:Franklin 4 | SPDW: Advanced Social Networks | |
| | | 177 | MT:Room 307 | Working with Video Data | |
| | 1:00pm | 204 | MT:Room 302 | SPDW: Modeling Congruence | |
| | 2:00pm | 216 | MT:Room 307 | SPDW: Research Methods in Diversity | |
| | | 223 | MT:Franklin 3 | SPDW: Latent Growth Modeling | |
| | 2:30pm | 226 | MT:Room 414 & 415 | SPDW: Doing Good by Doing Critical Research | |
| | | 229 | MT:Room 304 | Qualitative Comparative Analysis | |
| | 3:00pm | 238 | MT:Franklin 7 | SPDW: Methods for Integrating Moderation and Mediation | |
| | 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary | |
| | Sun | 8:00am | 302 | MT:Room 307 | SPDW: How to Study Proj. Management |
| | | | 304 | LW:Congress B | SPDW: SPARC Research & Publication |
| 306 | | | MT:Grand Ballroom A | SPDW: Scale Development | |
| 8:30am | | 322 | MT:Grand Ballroom E | SPDW: Ask the Experts: Quantitative Methods | |
| 9:00am | | 328 | MT:Room 306 | SPDW: Experiments for Macro Research | |
| | | 340 | MT:Grand Ballroom L | Hierarchical Linear Modeling | |
| 10:00am | | 372 | MT:Room 309 | SPDW: Comparative Visualization Techniques | |
| 10:30am | | 386 | MT:Grand Ballroom E | SPDW: Ask the Experts: Qualitative Methods | |
| 1:00pm | | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals | |
| 2:00pm | | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project | |
| 3:30pm | | 452 | MT:Room 309 | RM Executive Committee Meeting | |
| Mon | | 8:30am | 494 | MT:Franklin 12 | JS: Business Data Access |
| | | | 496 | MT:Franklin 2 | JS: Philosophy of Science and Strategic Organization |
| | 570 | | MT:Franklin 8 | Qualitative & Quantitative Methods | |
| | 10:40am | 660 | SH:Liberty C - Table C1 | IP: Issues in Research I | |
| | | 710 | MT:Franklin 8 | JS: Qualitative research | |
| | 12:20pm | 767 | SH:Liberty A - Table A3 | IP: Faculty Performance | |
| | | 816 | MT:Franklin 8 | Nonresponse in Diary and Longitudinal Studies | |
| | | 817 | MT:Room 306 | Case Studies & Discourse Analysis | |
| | 12:40pm | 827 | MT:Room 404 | JS: QCA and Set-Theoretic Methods | |
| | 2:30pm | 888 | SH:Liberty C - Table C1 | IP: Issues in Research II | |
| | | 932 | MT:Franklin 8 | Research Methods Division International Networking | |
| | 4:10pm | 988 | SH:Liberty A - Table A3 | IP: The Strategic Planning Process I | |
| | 5:30pm | 1048 | MT:Room 306 | Research Methods Division Business Meeting | |
| | 6:30pm | 1064 | MT:Franklin 8 | Research Methods Division Social | |

| Day | Start | # | Location | Session Information |
|-----|---------|------|-------------------------|--|
| Tue | 8:30am | 1136 | SH:Liberty C - Table C4 | IP: Studying Culture |
| | | 1164 | LW:Commonwealth C | JS: Collaborative Mgt Research |
| | | 1176 | MT:Grand Ballroom A | SHCS: Beyond the Fortune 500 |
| | | 1180 | MT:Franklin 8 | Scale Development, Reliability, & Validity |
| | | 1269 | CC:Room 103B | JS: Automatic Social Cognition |
| | 10:30am | 1270 | LW:Regency Ballroom A | SHCS: Social Networks and Leadership |
| | | 1289 | MT:Franklin 8 | Research Methods in Strategic Management |
| | | 1394 | MT:Franklin 8 | Regression, SEM, LCGA, & Factor Analysis |
| | 2:30pm | 1485 | MT:Franklin 8 | Measurement Issues |
| Wed | 8:30am | 1584 | MT:Franklin 8 | Philosophy of Science |
| | | 1658 | MT:Franklin 8 | Research Design, Measurement, & Context |
| | | | 10:40am | |


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Social Issues in Management

Program Chair: Linda K. Trevino, Pennsylvania State U.
Professional Development Workshop Chair: Ann K. Buchholtz, U. of Georgia

| Day | Start | # | Location | Session Information |
|--------|---------|-----------------|---|--|
| Fri | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III |
| | | 23 | MT:Room 411 & 412 | SPDW: Innovative teaching techniques |
| | 3:00pm | 35 | LW:Congress B | SPDW: SPARC Educ & Learning Session |
| | 5:00pm | 50 | LW:Washington C | SIM Doctoral Consortium - Friday |
| | 6:00pm | 65 | LW:Howe | SPDW: Sustainable Practice Action Research Reception |
| Sat | 8:00am | 79 | MT:Room 404 | SPDW: Implementing CSR Strategy Glob |
| | | 84 | CC:Room 104B | SPDW: A Philadelphia Experience |
| | | 97 | LW:Washington C | SPDW: SIM Doctoral Consortium - Saturday |
| | 8:30am | 108 | OS:Constitution Center | SPDW: Experience Management at the Constitution Center |
| | | 111 | LW:Washington B | SPDW: Pro-poor For-profit Ventures |
| | 9:00am | 124 | LW:Commonwealth A1 | SPDW: Helping Companies Do Good |
| | | 132 | LW:Regency Ballroom B | SPDW: Sustainable Prac Action Res |
| | | 134 | LW:Washington A | SPDW: Pushing the Boundaries of Nonmarket Strategies |
| | 10:00am | 145 | MT:Room 302 | SPDW: Psychic, Cult. & Instit. Dist. |
| | | 147 | LW:Commonwealth B | SPDW: Regulating spirituality |
| | 11:30am | 163 | LW:Congress C | SPDW: Urban Social Entrepreneurship |
| | 12:00pm | 167 | MT:Room 303 | SPDW: Social Entrepreneurship |
| | | 175 | LW:Commonwealth D | SPDW: Social & Environmental Cases |
| | | 178 | MT:Room 309 | SPDW: Teaching Ethics |
| | 12:30pm | 183 | MT:Grand Ballroom A | SPDW: Corporations and Democracy |
| | 1:30pm | 209 | CC:Room 112A | SPDW: Ethical Codes and Practices in Higher Education |
| | 2:10pm | 224 | MT:Room 309 | SPDW: Performing Academic Research in Microfinance |
| | 4:00pm | 249 | LW:Commonwealth D | SPDW: Sustainability Via Food |
| | 6:00pm | 272 | LW:Regency Ballroom B | SPDW: SPARC 10th Anniversary |
| | | 273 | OS:Westin Philadelphia | SBE/SIM Speaker & Reception |
| Sun | 8:00am | 304 | LW:Congress B | SPDW: SPARC Research & Publication |
| | | 307 | LW:Washington A | Manuscript Development Workshop |
| | | 308 | LW:Commonwealth A1 | SPDW: Ethics: Doing What We Should? |
| | 8:20am | 310 | CC:Room 107B | SPDW: HBS Moral Leader - DIY |
| | 9:00am | 327 | MT:Grand Ballroom C | SPDW: Doing Strategy Research in Emerging Economies |
| | | 331 | MT:Room 414 & 415 | SPDW: Latin America Critical OS |
| | | 341 | LW:Washington C | SPDW: Alleviating Poverty through Business Strategy |
| | 9:30am | 350 | MT:Room 307 | SPDW: Operations and Ethics I |
| | | 351 | LW:Regency Ballroom C1 | SPDW: Teaching Microfinance |
| | 10:00am | 357 | CC:Room 103B | SPDW: Religion and Work Research |
| | | 363 | MT:Room 305 | SPDW: The World as the Classroom |
| | | 371 | LW:Commonwealth B | SPDW: Management & the Constitution |
| | | 373 | LW:Washington A | Ask the Experts: Publishing |
| | | 374 | LW:Congress B | SPDW: MNEs & Positive Social Change |
| | 11:00am | 389 | MT:Room 307 | SPDW: Operations and Ethics II |
| | | 390 | LW:Washington A | SIM Research Roundtables |
| | 1:00pm | 412 | LW:Regency Ballroom C2 | SPDW: Tour Philadelphia's Beautiful Outdoor Murals |
| 2:00pm | 424 | OS:Fisher Park | SPDW: Park Maintenance Volunteering Project | |
| 3:30pm | 453 | LW:Washington A | SIM Executive Committee Meeting | |
| Mon | 8:30am | 525 | SH:Liberty A - Table A2 | IP: Attributes of Entrepreneurs I |
| | | 571 | LW:Washington A | SIM Welcoming Session |
| | 8:50am | 579 | LW:Washington B | JS: Sustainability in Management Education |
| | 9:00am | 597 | LW:Washington A | Perspectvs on Bus & Society |
| | | 598 | LW:Washington C | Corrupt Individual and Corporate Behavior |
| | 10:40am | 706 | LW:Regency Ballroom C2 | JS: Global Business and Climate Change Policies |
| | | 711 | LW:Washington A | Leadership, Ethics, & CSR |
| | | 712 | LW:Washington B | Social Reporting and Disclosure |
| | | 713 | MT:Grand Ballroom B | SHCS: Ethics Construct Developments |

| Day | Start | # | Location | Session Information |
|--------|---------|-----------------------|--------------------------------|---|
| Mon | 12:20pm | 743 | MT:Grand Ballroom I | JS: Goodness, Identity, and Selves |
| | | 771 | SH:Liberty B - Table B3 | IP: Corporate responsibility I |
| | | 773 | SH:Liberty C - Table C2 | IP: Motivations for Corporations to Do Good |
| | | 793 | CC:Room 103C | JS: Identity and Deviance |
| | | 824 | MT:Grand Ballroom L | JS: Ethics and BioScience Firms |
| | 12:40pm | 828 | LW:Washington B | JS: CSR in Professional Sport |
| | 12:50pm | 830 | LW:Washington C | Balancing 'Being' and 'Doing' |
| | | 831 | LW:Washington A | JS: Ethical Perceptions |
| | 2:30pm | 933 | LW:Washington A | Perceived Corporate Citizenship |
| | | 934 | LW:Washington B | CSP & CFP |
| | | 935 | LW:Washington C | Org Characteristics & CSR |
| | | 936 | CC:Exhibit Hall C - SIM | SIM Visual Papers  |
| | 4:10pm | 985 | MT:Room 413 | JS: International humanitarian org |
| | | 1006 | LW:Congress B | JS: Leadership & Sustainability |
| | | 1032 | LW:Washington A | Theory, Methods, & CSR |
| | | 1033 | LW:Washington B | Corporate Political Activity |
| | | 1034 | LW:Washington C | Enterprise, People and Place |
| 5:30pm | 1049 | LW:Commonwealth C | SIM Division Business Meeting. | |
| 7:00pm | 1072 | LW:Regency Ballroom B | JS: SIM/PNP/ONE Joint Social | |
| Tue | 8:30am | 1127 | SH:Liberty A - Table A3 | IP: Ethical Firm Behavior |
| | | 1174 | MT:Grand Ballroom D | JS: Business and Federalism |
| | | 1181 | LW:Washington B | JS: Measuring CSR |
| | 8:50am | 1188 | LW:Washington A | Case for Ethics & CSR |
| | | 1189 | LW:Washington C | Person/Situation & Ethics |
| | 10:30am | 1218 | MT:Grand Ballroom I | JS: First Nation Matters |
| | | 1219 | MT:Grand Ballroom C | SHCS: The Poor Are Still With Us |
| | | 1290 | LW:Washington B | Institutional Prspectvs & CSR |
| | | 1291 | LW:Washington C | Ethics, CSR, & Strategy |
| | | 1292 | LW:Washington A | JS: Ethical Leadership |
| | 2:30pm | 1343 | MT:Room 413 | JS: Inclusive Governance Theory |
| | | 1344 | LW:Regency Ballroom A | SHCS: New Political Risks and Perspectives |
| | | 1372 | CC:Room 108B | SHCS: Moral Transgressions |
| | | 1395 | LW:Washington A | Business and Economic Development |
| | | 1396 | LW:Washington B | Stakeholders & Org Effectvnss |
| | | 1397 | LW:Washington C | CSR: Cross Cultural Experience |
| | 4:10pm | 1428 | CC:Room 104A | JS: Are Organizations Doing Well by Disabled Workers? |
| | | 1440 | SH:Liberty A - Table A4 | IP: The Context of Ethical Behavior |
| | | 1479 | MT:Grand Ballroom C | JS: New Directions in Socio-Ecological Thinking |
| | | 1486 | LW:Washington A | Emotions and Ethical Behavior |
| 1487 | | LW:Washington B | CSR in Multinational Context | |
| 1488 | | LW:Washington C | Stakeholder-Based Perspectives | |
| Wed | 8:30am | 1549 | SH:Liberty A - Table A2 | IP: Corporate social responsibilit |
| | | 1561 | CC:Room 109B | JS: Doing Well in the Curriculum |
| | | 1585 | LW:Washington C | Predicting Corporate Social Performance |
| | 8:50am | 1589 | MT:Room 404 | JS: Optimal Satisficing |
| | | 1590 | LW:Regency Ballroom A | JS: Leadership After the Scandal |
| | 9:00am | 1593 | LW:Washington A | Organizations and Communities |
| | | 1594 | LW:Washington B | Coworkers, Cimates, and Unethical Behavior |
| | 10:40am | 1659 | LW:Washington A | Networks and Partnerships |
| | | 1660 | LW:Washington B | CSR. Stakeholders, & Performnc |
| | | 1661 | LW:Washington C | Corporate and Personal Values |

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Technology & Innovation Management

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| Day | Start | # | Location | Session Information | |
|---------|------------|---------------------|------------------------------------|--|------------------------------------|
| Fri | 10:00am | 10 | OS:Rutgers EcoComplex 3 | SPDW: Biomimicry & Sustainability | |
| | 1:00pm | 12 | MT:Liberty Ballroom C | SPDW: The Power of Richness III | |
| | 2:00pm | 27 | MT:Room 410 | Planning Software as a Tool for Teaching Planning | |
| | 4:00pm | 45 | MT:Room 401 & 402 | TIM Division Doctoral Student Consortium | |
| Sat | 8:00am | 98 | MT:Room 401 & 402 | TIM Division Doctoral Student Consortium II | |
| | 8:30am | 110 | MT:Grand Ballroom C | SPDW: Process Research Methods Workshop | |
| | | 112 | MT:Room 310 | Introduction | |
| | 9:00am | 135 | MT:Room 310 | Meet the Editors | |
| | 10:10am | 151 | MT:Room 410 | SPDW: The OM/IT Interface | |
| | 11:00am | 159 | MT:Room 310 | TIM Division Faculty Consortium - Coffee Break | |
| | 11:15am | 160 | MT:Room 310 | Strategies for Research | |
| | 12:30pm | 186 | MT:Room 401 & 402 | AACSB and faculty shortage | |
| | 1:00pm | 188 | MT:Franklin 8 | SPDW: Publishing Intl Strat Research | |
| | 1:30pm | 214 | MT:Room 310 | TIM Division Junior Faculty Consortium - Box Lunch | |
| | 2:00pm | 222 | MT:Room 413 | SPDW: The Management of Large Projec | |
| | 2:30pm | 230 | MT:Room 310 | Life Balance | |
| | 2:40pm | 231 | MT:Room 301 | SPDW: Using Patent Data for Research | |
| | Sun | 8:00am | 290 | MT:Liberty Ballroom A | SPDW: Partners, Lovers, or Friends |
| | | | 303 | LW:Regency Ballroom C2 | SPDW: Markets for Sustainability |
| 9:00am | | 329 | MT:Grand Ballroom I | SPDW: Researching and Publishing on Strategy-as-Practice | |
| | | 342 | MT:Room 404 | Technology | |
| | | 343 | MT:Room 405 | SPDW: Techno-entrepreneurship | |
| | | 344 | MT:Room 410 | SPDW: High-Tech Innovation Gaps | |
| 11:00am | | 391 | MT:Room 301 | Innovation Diffusion | |
| 3:30pm | | 454 | MT:Room 405 | TIM Executive Committee Meeting | |
| Mon | 8:30am | 497 | MT:Grand Ballroom B | SHCS: Industry Architecture Dynamics | |
| | | 526 | SH:Liberty A - Table A3 | IP: Doing Well for Doing Good | |
| | | 529 | SH:Liberty B - Table B2 | IP: Intellectual Property | |
| | | 532 | SH:Liberty C - Table C1 | IP: Investment in Technology | |
| | | 554 | MT:Liberty Ballroom B | JS: New Frontiers in Creativity | |
| | | 572 | MT:Grand Ballroom L | Knowledge and New Product Development | |
| | | 573 | MT:Room 303 | Multinationals, R&D, and Innovation | |
| | | 574 | MT:Room 304 | Intellectual Property and Innovation | |
| | | 575 | MT:Room 305 | Social Networks, Mobility and Knowledge Flows | |
| | | 576 | MT:Room 306 | Organizational Relationships | |
| | | 577 | MT:Grand Ballroom K | JS: Knowledge and User Innovation | |
| | 8:40am | 578 | LW:Commonwealth C | SHCS: University-Industry Ties | |
| | 9:00am | 599 | CC:Exhibit Hall C - TIM 1 | Strategy, Technology, and Innovation ☺ | |
| | 10:40am | 617 | MT:Grand Ballroom D | JS: The Region Identity | |
| | | 652 | SH:Liberty A - Table A1 | IP: Innovation in a Multinational Environment | |
| | | 654 | SH:Liberty A - Table A3 | IP: Inter-organizational Knowledge Transfer | |
| | | 656 | SH:Liberty B - Table B1 | IP: Brand, Customers and Business Performance | |
| | | 661 | SH:Liberty C - Table C2 | IP: Performance of M&As | |
| | | 695 | MT:Franklin 13 | JS: Meet the Journal Editors | |
| | | 714 | MT:Grand Ballroom K | Federal Research Funding | |
| | 715 | MT:Room 303 | Technological Search | | |
| | 716 | MT:Room 304 | Special Topics on Innovation | | |
| | 717 | MT:Room 305 | New Product Development | | |
| | 718 | MT:Grand Ballroom L | JS: Open Source Corporate Strategy | | |

| Day | Start | # | Location | Session Information |
|-------------|-------------|---------------------|--|--|
| Mon | 12:20pm | 766 | SH:Liberty A - Table A2 | IP: Diversification |
| | | 775 | SH:Liberty C - Table C4 | IP: New Product Development |
| | | 797 | MT:Room 307 | JS: Transforming Healthcare |
| | | 818 | MT:Room 303 | Knowledge Search and Learning |
| | | 819 | MT:Room 304 | Managing Knowledge for Innovative Performance |
| | | 820 | MT:Room 305 | Alliances and Innovation |
| | | 821 | CC:Exhibit Hall C - TIM 1 | Insights into New Product Development ☞ |
| | | 822 | CC:Exhibit Hall C - TIM 2 | Human Capital & Innovation ☞ |
| | | 823 | MT:Grand Ballroom K | JS: The Management of Science |
| | 824 | MT:Grand Ballroom L | JS: Ethics and BioScience Firms | |
| | 2:30pm | 883 | SH:Liberty A - Table A4 | IP: Impact of Technology in Organizations |
| | | 884 | SH:Liberty B - Table B1 | IP: Implementation of and Resistance to Change I |
| | | 885 | SH:Liberty B - Table B2 | IP: Innovation I |
| | | 919 | LW:Congress C | JS: Government Enterprise Change |
| | | 937 | MT:Grand Ballroom K | TIM Best Dissertation Presentations |
| | | 938 | MT:Room 303 | The Role of Customers in Innovation |
| | | 939 | MT:Room 304 | Team Characteristics |
| | | 940 | MT:Room 305 | R&D Investments - When and How they Matter |
| | | 941 | MT:Grand Ballroom L | JS: Open Source and Open Standards |
| | 4:10pm | 955 | MT:Franklin 1 | JS: Shaping the Energy Sector |
| | | 991 | SH:Liberty B - Table B2 | IP: Resistance to change II |
| | | 996 | SH:Liberty C - Table C3 | IP: Entrepreneurial Process III |
| | | 1035 | MT:Grand Ballroom K | TIM Theme Session - Distinguished Speaker |
| | | 1036 | MT:Grand Ballroom L | Timing and Rate of Innovation |
| 1037 | | MT:Room 303 | Technological Evolution and Change | |
| 1038 | | MT:Room 304 | Technology and Innovation | |
| 1039 | | MT:Room 305 | Radical Innovation - Organizational Implications | |
| 1050 | | MT:Grand Ballroom K | TIM Business Meeting | |
| 6:30pm | 1065 | MT:Grand Ballroom L | TIM Social Hour | |
| Tue | 8:30am | 1115 | LW:Commonwealth B | JS: Translation of NGHTs |
| | | 1131 | SH:Liberty B - Table B3 | IP: Social responsibility II |
| | | 1182 | MT:Room 303 | Innovation Diffusion, Adoption, and Absorption |
| | | 1183 | MT:Room 305 | Patents and Intellectual Property |
| | | 1184 | CC:Exhibit Hall C - TIM 1 | Technology and Organizational Relationships ☞ |
| | | 1185 | MT:Grand Ballroom L | JS: MNE R&D & Knowledge Transfer |
| | 1186 | MT:Grand Ballroom K | JS: Integrating National and Global Innovation Systems | |
| | 8:50am | 1190 | MT:Room 304 | Interorganizational Networks |
| | 10:30am | 1240 | SH:Liberty A - Table A1 | IP: Innovation II |
| | | 1241 | SH:Liberty A - Table A2 | IP: Organizational Learning I |
| | | 1242 | SH:Liberty A - Table A3 | IP: Individual Learning and Knowledge Sharing II |
| | | 1250 | SH:Liberty C - Table C3 | IP: Supply Chain Design II |
| | | 1251 | SH:Liberty C - Table C4 | IP: Context of tech transfer |
| | | 1293 | MT:Grand Ballroom L | Firms, universities, knowledge |
| | | 1294 | MT:Room 303 | Organizational Adaptation and Change |
| | | 1295 | MT:Room 304 | Network Effects: Diffusion and Adoption |
| | | 1296 | MT:Room 305 | Strategy & Knowledge |
| | | 1297 | CC:Exhibit Hall C - TIM 1 | Adaptation and Change ☞ |
| | | 1298 | CC:Exhibit Hall C - TIM 2 | Management of Technology ☞ |
| | | 1299 | MT:Grand Ballroom K | JS: Offshoring Intangibles |
| | 2:30pm | 1316 | MT:Grand Ballroom B | SHCS: Firm/Industry Evolution |
| | | 1328 | MT:Franklin 12 | JS: The good, bad, and ugly |
| | | 1354 | SH:Liberty C - Table C1 | IP: Role of Organizational Leaders in Innovation |
| | | 1356 | SH:Liberty C - Table C3 | IP: The Strategic Planning Process II |
| 1360 | | CC:Room 109B | JS: Strategic Online Learning | |
| 1398 | | MT:Grand Ballroom K | Patents & IP | |
| 1399 | | MT:Grand Ballroom L | Organizational Design and Knowledge | |
| 1400 | | MT:Room 303 | Technology, Innovation, and New Venturing | |
| 1401 | | MT:Room 304 | Knowledge Communities | |
| 1402 | | MT:Room 305 | Knowledge Seeking: Exploitation and Exploration | |

| Day | Start | # | Location | Session Information |
|------|---------|-------------------------|--|--|
| Tue | 4:10pm | 1437 | SH:Liberty A - Table A1 | IP: Social capital benefits |
| | | 1438 | SH:Liberty A - Table A2 | IP: Supply Chain Design III |
| | | 1446 | SH:Liberty C - Table C2 | IP: Organizational Learning II |
| | | 1478 | MT:Franklin 6 | JS: Classifying Organizational Variation |
| | | 1480 | MT:Room 403 | JS: Governance In Temporary Organization |
| | | 1489 | MT:Grand Ballroom K | The Role of the Individual in Innovation |
| | | 1490 | MT:Grand Ballroom L | Industry Emergence |
| | | 1491 | MT:Room 303 | Knowledge, Capabilities, & Learning |
| | | 1492 | MT:Room 304 | Technology and Innovation |
| | | 1493 | MT:Room 305 | Adoption of Innovations |
| Wed | 8:30am | 1527 | MT:Franklin 1 | JS: Path Creation and Industry Architecture Innovation |
| | | 1528 | MT:Franklin 9 | JS: Innovation in Life Sciences |
| | | 1548 | SH:Liberty A - Table A1 | IP: Innovation Diffusion |
| | | 1552 | SH:Liberty B - Table B1 | IP: Individual Learning and Knowledge Sharing III |
| | | 1586 | MT:Grand Ballroom L | University-Industry Knowledge Transfer |
| | | 1587 | MT:Room 303 | Firm Characteristics and Innovation |
| | | 1588 | MT:Grand Ballroom K | JS: Network-Centric Innovation |
| | 9:00am | 1595 | MT:Room 304 | Collaboration, Networks, and Innovation |
| | | 1596 | MT:Room 305 | Management of Technology and Innovation |
| | 10:40am | 1603 | MT:Grand Ballroom K | JS: Markets for technology |
| 1623 | | SH:Liberty B - Table B3 | IP: Resources, Slack, and Innovation | |
| 1625 | | SH:Liberty C - Table C1 | IP: Innovation and Organizational Design | |
| 1662 | | MT:Room 303 | Adaptation and Change | |
| 1663 | | MT:Room 304 | Drivers of R&D and Innovation | |
| | 1664 | MT:Room 305 | Theoretical Perspectives on Innovation | |

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Chrys S. Gunasekara, Queensland U. of Technology,
AUSTRALIA
Anuja Gupta, U. of Pennsylvania, UNITED STATES
Robin Gustafsson, Helsinki U. of Technology, FINLAND
Yildiz Y Guzey, KHAs U.; Department of Business Administration,
TURKEY
Gustavo Guzman, Griffith U., AUSTRALIA
Jorge Haddock, U. of Richmond, UNITED STATES
Stefan Häefliger, ETH Zurich, SWITZERLAND
Leila A Halawi, Bethune Cookman College, UNITED STATES
Seppo Hänninen, Helsinki U. of Technology, FINLAND
Rainer Harms, U. of Klagenfurt, AUSTRIA
Steven R. Harper, U. of Illinois, Urbana-Champaign, UNITED
STATES
Nathan Heinze, Florida Atlantic U., UNITED STATES
- Joachim Henkel, Technical U. of Munich, GERMANY
Andrew Hess, Georgia Institute of Technology, UNITED STATES
Bersant Hobdari, Copenhagen Business School, DENMARK
Martin Hoegl, WHU - Otto Beisheim School of Management,
GERMANY
Jan Hohberger, ESADE- Ramon Llull U., SPAIN
Anne Holmes, Australian National U., AUSTRALIA
Wei-Hsin Hsiang, National Chengchi U., Taiwan, TAIWAN
Ruey-Lin Hsiang, National U. of Singapore, SINGAPORE
Mu-Yen Hsu, National Chengchi U., Taiwan, TAIWAN
Stella Hua, Western Washington U., UNITED STATES
Xueli Huang, Edith Cowan U., AUSTRALIA
Kenneth Guang-LIH HUANG, Singapore Management U., School
of Business, SINGAPORE
Markku Ilvesmaki, Nokia Corporation, FINLAND
Danail Ivanov Ivanov, Case Western Reserve U., UNITED
STATES
Pamela J. Jackson, Fayetteville State U., UNITED STATES
Nadia Jamali, ETH Zurich, SWITZERLAND
Sharon D. James, Ohio State U., UNITED STATES
Ferdinand Jaspers, Erasmus U., NETHERLANDS
Jun Jin, College of Public Administration, CHINA
Komson Jirapattarasilp, King Mongkut's U. of Technology
Thonburi, THAILAND
Tor A Johannessen, Norwegian School of Econ. and Bus. Admin.,
NORWAY
Irma S. Jones, U. of Texas at Brownsville, UNITED STATES
Simcha Jong, U. College London, UNITED KINGDOM
Thomas Joseph, IIM Bangalore, INDIA
Anne JULIEN, REIMS Management School, FRANCE
Saji K.B., Indian Institute of Management Lucknow, INDIA
Kalu N Kalu, Auburn U., Montgomery, UNITED STATES
Michael Kamel, Deloitte & Touche, CANADA
Egide Karuranga, Laval U., UNITED STATES
Riitta Katila, Stanford U., UNITED STATES
Maria Kaya, Queenstand U. of Technology, AUSTRALIA
Thomas Keil, York U. & Helsinki U. of Technology, FINLAND
Marcus M Keupp, U. of St. Gallen, SWITZERLAND
Surendra Khambete, Case Western Reserve U., UNITED
STATES
Ahmad A. Khan, DM Leadership Foundation/U. of Phoenix,
UNITED STATES
ANSHUMAN KHARE, Athabasca U., CANADA
Jangwook Kim, Western Washington U., UNITED STATES
Jeff Kimmel, Lynn U., UNITED STATES
Herbert Kimura, U. Presbiteriana Mackenzie, BRAZIL
William A. Kleintop, Moravian College, UNITED STATES
Beate Klingenberg, Marist College, UNITED STATES
Joris Knoen, Tilburg U., NETHERLANDS
Anne H. Koch, U. of California, Berkeley, UNITED STATES
Christian Koch, Technical U. of Denmark, DENMARK
Vivekanand P. Kochikar, Infosys Technologies, INDIA
N Rao Kowtha, National U. of Singapore, SINGAPORE
Tobias Kretschmer, U. of Munich, GERMANY
Poornima Krishnan, U. of Illinois at Chicago, UNITED STATES
Gregory Kruse, U. of Pennsylvania, UNITED STATES
George Kuk, U. of Nottingham, UNITED KINGDOM
Michael D Kull, George Washington U., UNITED STATES
TING-KUEI KUO, U. of Cambridge, TAIWAN
Linda E. Kyker, Colorado Technical U., UNITED STATES
Tomi MM Laamanen, Helsinki U. of Technology, FINLAND
Nandini Lahiri, U. of North Carolina, Chapel Hill, UNITED
STATES
Karim R. Lakhani, Harvard Business School, UNITED STATES
John T. Lambert, U. of Southern Mississippi, UNITED STATES
Irene Lammers, Vrije U., NETHERLANDS
Peter J Lane, U. of New Hampshire, UNITED STATES
Ian Larkin, U. of California, Berkeley, UNITED STATES
Prof. Dr. Christoph Lattemann, Potsdam U., GERMANY
Eric K. W. Lau, City U. of Hong Kong, HONG KONG
Michael W. Lawless, INSEAD, SINGAPORE
Pascal Le Masson, Ecole des Mines de Paris, FRANCE
Ting Lin LEE, National U. of Kaohsiung, TAIWAN
Jai Joon Lee, U. of Pittsburgh, UNITED STATES
Jaegul Lee, Carnegie Mellon U., UNITED STATES
Aija Elina Leiponen, Cornell U., UNITED STATES
Michael Lenox, Duke U., UNITED STATES
Kaveepong Lertwachara, Thammasart U., THAILAND
Edward Levitas, U. of Wisconsin, Milwaukee, UNITED STATES
Mark Oliver Lewis, Georgia State U., UNITED STATES
Huiping Li, Ramapo College of New Jersey, UNITED STATES
Ulrich Lichtenhaler, WHU - Otto Beisheim School of
Management, GERMANY
Kwanghui Lim, U. of Melbourne, AUSTRALIA
Chieh-Yu Lin, Chang Jung Christian U., TAIWAN
Chien Chiang Lin, Shih Hsin U., TAIWAN
runhui lin, Nankai U., Tianjin, China, CHINA
Frederick A. Lins, U. of Hawaii at Manoa, UNITED STATES

- Fang Liu, Northwestern U., UNITED STATES
 Bangcheng Liu, Shanghai JiaoTong U., CHINA
 Christopher C. Liu, Harvard Business School, UNITED STATES
 Reut Livne-Tarandach, Boston College, UNITED STATES
 Corrado Io Storto, DIEG/ U. of Naples Federico II, ITALY
 Daniel E Lockhart, U. of Kentucky, UNITED STATES
 Marko Madunic, U. of Illinois at Urbana Champaign, UNITED STATES
 Saku Makinen, Tampere U. of Technology, FINLAND
 Omar R Malik, Philadelphia U., UNITED STATES
 Tariq H. Malik, Birkbeck College, U. of London, UNITED KINGDOM
 Vincent Mangematin, INRA/UPMF, FRANCE
 Michael J. Mannor, Michigan State U., UNITED STATES
 Irene Martin-Rubio, Universidad Politécnica de Madrid, SPAIN
 Judy Matthews, Queensland U. of Technology, AUSTRALIA
 Ralph Maurer, Stanford U., UNITED STATES
 Dr. James R. Maxwell, Indiana State U., UNITED STATES
 Mahour Mellat-Parast, U. of South Dakota, UNITED STATES
 John P. Meyer, Iona College, UNITED STATES
 Klaus K. Meyer, U. of Pantheon Assas Paris II, GREECE
 Douglas J. Miller, U. of Illinois at Urbana-Champaign, UNITED STATES
 Marcel Charles Minutolo, U. of Pittsburgh, UNITED STATES
 Anant Mishra, U. of Minnesota, UNITED STATES
 Sandra Moffett, U. of Ulster, UNITED KINGDOM
 Felipe Monteiro, London Business School, UNITED KINGDOM
 Piera Morlacchi, SPRU - U. of Sussex, UNITED KINGDOM
 Aditi Mukherjee, Purdue U., UNITED STATES
 Indrajit Mukherjee, Indian Institute of Management Calcutta, INDIA
 Kamal Munir, U. of Cambridge, UNITED KINGDOM
 William C Murray, Saint Mary's U., CANADA
 Makoto Nakayama, DePaul U., UNITED STATES
 Anne Nelson, Ecole Supérieure de Commerce de Pau, FRANCE
 Kay M Nelson, Southern Illinois U., UNITED STATES
 Louise Anne Nemanich, Arizona State U., UNITED STATES
 Atul Nerkar, U. of North Carolina, Chapel Hill, UNITED STATES
 Jack A Nickerson, Washington U., UNITED STATES
 Tomi Samuli Nokelainen, Tampere U. of Technology, FINLAND
 Elena Novelli, Bocconi U., ITALY
 Alan O'Sullivan, U. of Ottawa, CANADA
 Muhammad A Obeidat, Southern Polytechnic State U., UNITED STATES
 Leon A. G. Oerlemans, Tilburg U., NETHERLANDS
 Alexander Oettl, U. of Toronto, CANADA
 dt ogilvie, Rutgers U., Newark, UNITED STATES
 Lih-Bin Oh, National U. of Singapore, SINGAPORE
 Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey, UNITED STATES
 Paul M Oik, U. of Denver, UNITED STATES
 Joyce Ore, ACM, UNITED STATES
 Antonio Padilla-Melendez, U. of Málaga, SPAIN
 Daria Panina, Texas A&M U., UNITED STATES
 Sangmoon Park, Kangwon National U., SOUTH KOREA
 Anne Parmigiani, U. of Oregon, UNITED STATES
 Srikanth Paruchuri, U. of Florida, UNITED STATES
 Ravi Patnayakuni, U. of Alabama in Huntsville, UNITED STATES
 Jason Michael Pattit, Syracuse U., UNITED STATES
 Johannes M Pennings, U. of Pennsylvania, UNITED STATES
 Markus Perkmann, Loughborough U., UNITED KINGDOM
 Theodoro Agostinho Peters, FEI - ESAN, BRAZIL
 alex polacco, School of Global Management and Leadership, UNITED STATES
 david john pollard, U. of Abertay Dundee, UNITED KINGDOM
 Benjamin C. Powell, U. of Alabama, UNITED STATES
 Andrea Prencipe, U. G. d'Annunzio, ITALY
 Xiaoyu Pu, Zhejiang U., CHINA
 Anne Quaadgras, Boston U., UNITED STATES
 Cristina Quintana-Garcia, Malaga U. (Spain), SPAIN
 Krishnan Ramaya, Pacific U., UNITED STATES
 Bing Ran, U. of Waterloo, CANADA
 Ebrahim Randeree, Florida State U., UNITED STATES
 Bharat Rao, Polytechnic U., New York, UNITED STATES
 Yuqing Ren, Carnegie Mellon U., UNITED STATES
 IRIS REYCHAV, Bar-Ilan U., ISRAEL
 Julio Francisco Dantas de Rezende, Universidade do Estado do Rio Grande do Norte (UERJ), BRAZIL
 Aurea Helena Puga Ribeiro, Fundação Dom Cabral/PUC Minas, BRAZIL
 Polly S. Rizova, Boston U., UNITED STATES
 Young Kyun Ro, U. of Michigan - Dearborn, UNITED STATES
 Michael Roach, Duke U., UNITED STATES
 Hanno Roberts, Norwegian School of Management, SWEDEN
 Nicholas Roberts, Clemson U., UNITED STATES
 David F Robinson, Indiana State U., UNITED STATES
 Aradhana Roy, U. of Michigan, UNITED STATES
 Raja Roy, Tulane U., UNITED STATES
 Chris Russell, U. Wales Inst. Cardiff, UNITED KINGDOM
 Wladimir M. Sachs, ESC Rennes School of Business, FRANCE
 Rognvaldur J Saemundsson, Reykjavik U., ICELAND
 Laura Salciuviene, U. of Manchester, UNITED KINGDOM
 Rakesh B. Sambharya, Rutgers U. - Camden, UNITED STATES
 Otavio Sanchez, UNESP - Universidade Metodista de Sao Paulo, BRAZIL
 Jonathan David Sapsed, Imperial College London, UNITED KINGDOM
 Henry Sauermann, Duke U., UNITED STATES
 Gregory D. Saxton, State U. of New York, Brockport, UNITED STATES
 Wilfred Schoenmakers, Hasselt U., BELGIUM
 Victor Seidel, U. of Oxford, UNITED KINGDOM
 Marko Seppänen, Tampere U. of Technology, FINLAND
 Sviatoslav Steve Seteroff, U. of Phoenix Online - SAS, UNITED STATES
 Uday Shanker, M. M. M. Engineering College Gorakhpur, India, INDIA
 Barton M Sharp, Purdue U., West Lafayette, UNITED STATES
 Willow Sheremata, York U., CANADA
 Arijit Sikdar, U. of Wollongong in Dubai, UNITED ARAB EMIRATES
 Claire A. Simmers, St. Joseph's U., UNITED STATES
 Harminder Singh, Michigan State U., UNITED STATES
 Jasjit Singh, INSEAD, SINGAPORE
 Narveshwar Sinha, Pennine Acute NHS Hospital Trust, Manchester UK & Atos Origin Medical Services, UNITED KINGDOM
 Sanjay R. Sisodiya, Washington State U., UNITED STATES
 Nagaraj Sivasubramaniam, Duquesne U., UNITED STATES
 Alison Smart, Manchester Business School, UNITED KINGDOM
 Roger Smith, US Army, UNITED STATES
 Rodney R. Yates Smith, Walsh U., UNITED STATES
 Dedrick Allen Smith, Capella U., UNITED STATES
 Klas E. Soderquist, Athens U. of Economics and Business, GREECE
 maura soekijad, Vrije U. Amsterdam, The Netherlands, NETHERLANDS
 Marco Sonnino, Bologna U., ITALY
 M. Lourdes Sosa, London Business School, UNITED KINGDOM
 Sebastian Spaeth, ETH Zurich, SWITZERLAND
 Aron S. Spencer, New Jersey Institute of Technology, UNITED STATES
 Jennifer Spencer, George Washington U., UNITED STATES
 Joseph Lovett Spencer, Anderson U., UNITED STATES
 Christiane Spitzmueller, U. of Houston, UNITED STATES
 Heather Stebbings, Cranfield School of Management, UNITED KINGDOM
 Harm-Jan Steenhuis, Eastern Washington U., UNITED STATES
 James H. Stephenson, Capella U., UNITED STATES
 David W Stewart, U. of Southern California, UNITED STATES
 Gregory N. Stock, Northern Illinois U., UNITED STATES
 Matthias Emmanuel Stürmer, ETH Zurich, SWITZERLAND
 Ramanath Subramanyam, U. of Illinois, Urbana-Champaign, UNITED STATES
 Julian C. Sulej, U. of Dundee, UNITED KINGDOM
 Allan Sumiyama, Harvard Business School, UNITED STATES
 Gita Surie, Adelphi U., UNITED STATES
 Norma G. Sutcliffe, DePaul U., UNITED STATES
 Mark Szigely, Harvard Business School, UNITED STATES
 Rosanna Tarsiero, Gionnetics, ITALY
 Alva Taylor, Dartmouth College, UNITED STATES
 Ram Tenkasi, Benedictine U., UNITED STATES
 Pooja Thakur, Rutgers Business School—Newark and New Brunswick, UNITED STATES
 Francois Therin, Grenoble Ecole de Management, FRANCE
 Janice Lynn Thomas, Athabasca U., CANADA
 Ramayah Thurasamy, Universiti Sains Malaysia, MALAYSIA
 CL Tien, National Taiwan U., TAIWAN
 Vinay Tiwari, RSM Erasmus U., NETHERLANDS
 March L. To, The Hong Kong Polytechnic U., HONG KONG
 Erno Tapio Tomikoski, EM Lyon, FRANCE
 Sebastien Tran, Groupe Sup de Co La Rochelle, FRANCE
 Christos Tsinopoulos, Durham U., UNITED KINGDOM
 Philipp Tuertscher, U. of St. Gallen, SWITZERLAND
 David L. Turnipseed, Indiana U./Purdue U., UNITED STATES
 Daniel Tzabbar, U. of Central Florida, UNITED STATES
 Ikenna S Uzuegbunam, Rensselaer Polytechnic Institute, UNITED STATES
 Giovanni Valentini, Bocconi U., ITALY
 Joan Ernst Van Aken, Eindhoven U. of Technology, NETHERLANDS
 Bart Van Looy, K.U. Leuven, BELGIUM
 Allard C.R. Van Riel, U. of Liège, BELGIUM
 Sara Varlander, Stockholm U., SWEDEN
 Charles A. Von Uff PhD, U. of Phoenix, UNITED STATES
 George S. Vozikis, California State U., Fresno, UNITED STATES
 Marcus Wagner, Bureau d' Economie Théorique et Appliquée, FRANCE
 Dana C. Walker, IBM Corporation, UNITED STATES
 Tom Wamala, Spoon River College, UNITED STATES
 Ming-Chao Wang, National Cheng Kung U., TAIWAN
 Tamara Y Washington, Deloitte & Touche, UNITED STATES
 Molly Wasko, Florida State U., UNITED STATES
 Charles K. Waterson, U. of Nebraska, Lincoln, UNITED STATES
 Andrew Watson, Northeastern U., UNITED STATES
 Jerry Lee Wellman, Honeywell, UNITED STATES
 Erik Wetter, Stockholm School of Economics, SWEDEN
 Valerie M. White, Louisiana Technical College, UNITED STATES
 Hong Seng Woo, Middlesex U. Business School, UNITED KINGDOM
 Evan D. Wood, Taylor U., UNITED STATES
 Jason Woodard, Singapore Management U., SINGAPORE
 Yen-Chun Jim Wu, National Kaohsiung First U. of Science & Technology, TAIWAN
 Ming-Chang Wu, National Chengchi U., TAIWAN
 Emiel F.M. Wubben, Wageningen U., NETHERLANDS
 Yutaka Yamauchi, Xerox Palo Alto Research Center, UNITED STATES
 Mo Yamin, U. of Manchester, UNITED KINGDOM
 Emery Yao, U. of Kentucky, UNITED STATES
 Dave Yates, U. of Southern California, UNITED STATES
 Sai Krishna Yayavaram, National U. of Singapore, SINGAPORE
 Chen Ye, U. of Illinois at Chicago, UNITED STATES
 Eric Yocam, U. of Phoenix, UNITED STATES
 Maliha Zaman, Drexel U., UNITED STATES
 Xiaomeng Zhang, U. of Maryland, UNITED STATES
 Zheng Jane Zhao, U. of Kansas, UNITED STATES
 Xinyuan Zhao, South China U. of Technology, CHINA
 Wei Zheng, Northern Illinois U., UNITED STATES
 Feng Zhu, Harvard U., UNITED STATES
 Silvia Novaes Zilber, UNINOVE, BRAZIL

In Conjunction With Activities

Program Chair: Angelo DeNisi, Tulane U.
 Professional Development Workshop Chair: James P. Walsh, U. of Michigan, Ann Arbor
 Program Coordinator: Jimmy Le, Academy of Management

| Day | Start | # | Location | Session Information |
|--------|-------------|---------------------|--------------------------------------|---|
| Fri | 6:00pm | 55 | MT:Room 404 | Nova Southeastern University DBA Student Meetings |
| | 6:30pm | 66 | MT:Room 410 | Management Faculty of Color Meeting |
| | 7:00pm | 67 | LW:Lescaze | Idaho State U. Reception |
| Sat | 10:00am | 144 | MT:Franklin 2 | USASBE Board Meeting |
| | 1:30pm | 208 | CC:Room 104A | Journal of Management Editorial Board Meeting |
| | 4:00pm | 245 | CC:Room 103A | MOR Editorial Board Meeting |
| | 5:00pm | 256 | CC:Room 103A | IACMR Business Meeting |
| | 5:30pm | 260 | MT:Room 404 | Nova Southeastern University DBA Student Meetings |
| | 7:00pm | 277 | CC:12th Street Foyer | IACMR/Blackwell Reception |
| Sun | 12:00pm | 398 | MT:Room 405 | The JAME Ed. Board Meeting |
| | | 399 | MT:Room 408 & 409 | Oxford University Press Luncheon |
| | 12:30pm | 402 | MT:Room 410 | Organization Management Journal Board Meeting |
| | | 403 | CC:Room 104A | PSEDII Luncheon |
| | | 404 | CC:Room 113C | Faculty of Color Lunch & Meeti |
| | 1:00pm | 410 | MT:Room 403 | MLI Ed. Board Meeting |
| | | 411 | LW:Commonwealth A1 | JMSR Ed. Board Meeting |
| | 2:00pm | 418 | MT:Grand Ballroom A | Gathering of POS Scholars |
| | | 419 | MT:Grand Ballroom B | Administrative Science Quarterly Ed. Board Mtg. |
| | | 420 | MT:Room 301 | Organization Science Sr. Editor Meeting |
| | | 421 | MT:Room 309 | ORGANIZATION Journal Ed. Board Meeting |
| | 3:00pm | 429 | MT:Grand Ballroom C | Administrative Science Quarterly Reception |
| | 3:30pm | 440 | CC:Room 110 A&B | Leadership Quarterly Editorial Board Meeting |
| | 4:00pm | 455 | MT:Grand Ballroom E | Organization Science Editorial Review Board Rec. |
| | 5:00pm | 459 | MT:Grand Ballroom B | Warwick Business School Reception |
| | | 460 | LW:Commonwealth A2 | LOS Journal Ed. Board Meeting |
| | | 461 | CC:Room 110 A&B | Network of Leadership Scholars Business Meeting |
| | 5:30pm | 463 | LW:Washington A | Editorial Board of Business and Society |
| | 6:00pm | 466 | MT:Grand Ballroom A | Ifera Reception |
| | | 467 | LW:Lescaze | Tepper School Alumni Reception |
| 7:30pm | 471 | MT:Grand Ballroom C | HKUST Reception | |
| 9:00pm | 473 | MT:Grand Ballroom E | UQ Business School Dessert Reception | |
| Mon | 12:00pm | 719 | MT:Grand Ballroom G | Journal of Organizational Behavior Luncheon |
| | 12:30pm | 825 | LW:Commonwealth A1 | ETP Ed. Board Meeting |
| | 6:00pm | 1055 | MT:Liberty Ballroom C | Sloan Industry Studies Reception |
| | | 1056 | CC:13th Street Foyer | Management Faculty of Color Reception |
| | 6:30pm | 1059 | MT:Grand Ballroom D | Northeastern U./Moscow State U. Reception |
| | 7:00pm | 1070 | MT:Grand Ballroom C | British Academy of Management Reception |
| | | 1071 | MT:Independence Ballroom | Jrl. of Hispanic Research Rec. |
| 8:00pm | 1074 | LW:Commonwealth D | ORBH Alumni Reception | |
| Tue | 5:30pm | 1497 | MT:Room 404 | Nova Southeastern University DBA Student Meetings |
| | | 1498 | MT:Room 405 | ASAC/CJAS Meeting |

Friday 8:00AM**1 : (AAA) AOM Committee Meetings**

8:00am - 12:00pm Philadelphia Marriott: Room 403

2 : (AAA) Board of Governors' Meeting

8:00am - 5:00pm Philadelphia Marriott: Room 405

Organizer: **Ken G. Smith**, U. of Maryland**3 : (AAA) AOM Committee Meetings**

8:00am - 12:00pm Philadelphia Marriott: Room 406

4 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A

Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

christoph.drechsler@ucd.ie.

Organizer: **Christoph Drechsler**, UCD DublinFacilitator: **Mark Cordano**, Ithaca CollegePresenter: **Rolf Wuestenhagen**, U. of St. Gallen**9 : (ONE) Amazon: Challenges and Opportunities for the New Millennium**

10:00am - 12:00pm Off Site: Rutgers EcoComplex 1

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more information on this workshop, contact **Leonardo Basso** at leonardobasso@mackenzie.com.brOrganizer: **Leonardo Fernando Basso**, U. Mackenzie**10 : (ONE, TIM) Bringing the Outside Inside: Biomimicry and Innovation in Sustainable Business**

10:00am - 12:00pm Off Site: Rutgers EcoComplex 3

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.Organizer: **Deborah M. Steketee**, Aquinas College**Friday 8:30AM****5 : (IM) International Management Division: Water Adventure**

8:30am - 9:30am Philadelphia Marriott: Room 413

Limited to IMD members and their families. Pre-registration and a fee to cover transportation, lunch and activity costs are required. Approximate price, including round-trip transportation will be \$65/person. Places are limited so sign up early. Organized by the IMD Social Events Committee. Email **Saba Colakoglu** at sabacol@eden.rutgers.edu to reserve a place and for additional information.Coordinators: **Schon Beechler**, Duke Corporate Education; **Saba Colakoglu**, Rutgers U.**Friday 11:00AM****11 : (AAA) Conference Registration**

11:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.

Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

Friday 1:00PM**12 : (BPS, CM, ENT, GDO, HR, IM, MH, MOC, OCIS, OMT, PNP, RM, SIM, TIM) The Power of Richness, Part III: Crafting Qualitative Research Papers**

1:00pm - 5:00pm Philadelphia Marriott: Liberty Ballroom C

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>Organizers: **Peter Murmann**, Australian Graduate School of Management; **Diana L. Day**, Rutgers U.Participants: **Stephen Barley**, Stanford U.; **John Van Maanen**, Massachusetts Institute of Technology; **Andrew B. Hargadon**, U. of California, Davis; **Deborah J Dougherty**, Rutgers U.; **Klaus Weber**, Northwestern U.; **Bill McKelvey**, U. of California, Los Angeles; **Karen D Locke**, College of William and Mary; **Mark J Zbaracki**, New York U.; **Mauro F Guillen**, U. of Pennsylvania; **Nicolaj Siggelkow**, U. of Pennsylvania; **Kimberly D Elsbach**, U. of California, Davis; **Chet Miller**, Wake Forest U.; **Candace Jones**, Boston College; **Sara L Rynes**, U. of Iowa; **Linda Argote**, Carnegie Mellon U.; **Edward Zajac**, Northwestern U.; **John A Wagner**, Michigan State U.; **C. Marlena Fiol**, U. of Colorado, Denver; **Mariann Jelinek**, College of William and Mary; **Mitchell P Koza**, Rutgers U.; **Michael Pratt**, U. of Illinois, Urbana-Champaign**13 : (BPS, MOC, ODC, MC, PTC) Strategy as Design**

1:00pm - 3:00pm Philadelphia Marriott: Room 403

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>Organizer: **dt ogilvie**, Rutgers U.Presenters: **Jeanne Liedtka**, U. of Virginia - Darden; **Frances H Fabian**, U. of North Carolina, Charlotte**Friday 9:00AM****6 : (ONE) Day Trip to the Rutgers University EcoComplex**

9:00am - 4:00pm Off Site: Rutgers EcoComplex

Registration is required. The deadline is July 13, 2007. To register please visit <http://apps.aomonline.org/PDWReg>. For more information on this workshop, contact **Tom Bryant** at bryant@rowan.edu. Registered attendees please meet in front of the Loews Hotel at 8:30 AM.Organizer: **Tom Bryant**, Rowan U.**Friday 9:45AM****7 : (HR) Company Visit: COMCAST HR**

9:45am - 12:00pm Off Site: HR Off-site Tour - Comcast

Visit <http://apps.aomonline.org/PDWReg> to register by July 13. Late registrants may e-mail **Frank Linnehan** at linnehf@drexel.edu.Organizers: **Frank Linnehan**, Drexel U.; **Judith W. Tansky**, Ohio State U.Presenter: **Mark Gasta**, COMCAST**Friday 10:00AM****8 : (ONE) Teaching Sustainability through 'Blocked Seminars'**

10:00am - 12:00pm Off Site: Rutgers EcoComplex 2

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more

14 📖 SPDW: (BPS, OMT, HR, IM, RM) **Raising the Bar on Trust Research: Comments, Critiques, and Counsel on Empirical Work**

1:00pm - 3:30pm Philadelphia Marriott: Room 407

*Due to evolving research standards, we aim to bring some clarity to the issue of criteria against which trust research will be and should be evaluated***Organizers:** Laura Poppo, University of Kansas; Bill McEvily, U. Toronto**Presenters:** Africa Arino, IESE Business School; Steven C Currall, U. College London/London Business School**15** 📖 📖 SPDW: (CAR, HR) **Career Case Study Workshop**

1:00pm - 4:00pm Pennsylvania Convention Center: Room 106 A&B

*Pre-registration is required***Organizers:** Kerr Inkson, U. of Waikato; Jelena Zikic, York U.**Facilitators:** Susan M. Adams, Bentley College; Michael B. Arthur, Suffolk U.; Douglas T. Hall, Boston U.**16** 📖: (ENT) **Introduction to the Second Panel Study of Entrepreneurship Data (PSED)**

1:00pm - 3:00pm Philadelphia Marriott: Room 414 & 415

Organizer: Paul D Reynolds, Florida International U.**Presenter:** Richard Curtin, U. of Michigan, Ann Arbor**17** 📖 SPDW: (GDO, BPS, MEN) **Coalition For Faculty Diversity Publishing Workshop**

1:00pm - 5:00pm Pennsylvania Convention Center: Room 104A

*Registration required. Interested Junior Faculty must submit a manuscript to Raymond Trau**(raymond.trau@buseco.monash.edu.au) by June 1 for review.***Organizer:** Raymond N. C. Trau, Monash U.**Chairs:** Robin Ely, Harvard U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee**Discussants:** Jean M. Bartunek, Boston College; Arthur P. Brief, U. of Utah; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Judith A. Clair, Boston College; Robert L Dipboye, U. of Central Florida; Marta M. Elvira, Lexington College; Michelle R. Hebl, Rice U.; Charmine E. J. Hartel, Monash U., Clayton; Susan E. Jackson, Rutgers U.; Katherine Klein, U. of Pennsylvania; Alison Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Phyllis Tharenou, U. of South Australia; Pushkala Prasad, Skidmore College; Maureen A. Scully, U. of Massachusetts; Elaine Yakura, Michigan State U.**18** 📖 SPDW: (IM, BPS, AAM) **Interactive Teaching Methods in International Management**

1:00pm - 4:00pm Philadelphia Marriott: Room 404

*Simulations, Games, Role Plays and more in International Management teaching.***Organizers:** Malika Richards, Pennsylvania State U.; Gerhard Apfelthaler, FH Joanneum**Presenters:** Jeanne M McNett, Assumption College; Allan Bird, U. of Missouri, St. Louis; Guenter Stahl, INSEAD; Joyce Osland, San Jose State U.; Mason A Carpenter, U. of Wisconsin, Madison; Martin Neubauer, FH Joanneum; Thomas Schmalzer, FH Joanneum; Richard C Hoffman, Salisbury U.; Julia Gluesing, Wayne State U.; Andrea Licari, St. Johns U.; James H. Biteman, Tulane U.; Svjatana Madzar, University of Minnesota; Paul Kalfadellis, Monash U.**19** 📖: (MED) **Success in the Classroom, Grading Strategies, and Group Work for New Instructors**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 112A

Presenters: Norm R Althouse, U. of Calgary; Vicki L. Taylor, Shippensburg U.; Carol D. Stewart, U. of Calgary**20** 📖 🗣️ 📖: (MED) **Doing Well in Peer Evaluation of Team-Member Contributions**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 112B

Organizer: Misty L Loughry, Georgia Southern U.**Presenters:** Peter Bamberger, Technion Israel Institute of Technology; Neal P. Mero, Association to Advance Collegiate Schools of Business; Matthew W. Ohland, Purdue U.; Greg L Stewart, U. of Iowa**21** 📖 → 🗣️: (MH) **Tour of "BOXLY", former home of Frederick W. Taylor**

1:00pm - 5:00pm Off Site: MH Boxly Tour

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Registered attendees to meet in the lobby of the Marriott hotel at 12:00 PM.***Organizer:** Charles D. Wrege, Cornell U.**22** 📖: (MOC) **Learning and Decision Making in the Great Bear Wilderness Disaster**

1:00pm - 2:30pm Pennsylvania Convention Center: Room 104B

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>***Organizer:** Wendy S. Becker, U. at Albany**Facilitator:** Michael J. Burke, Tulane U.**23** 📖 🗣️ SPDW: (OM, ENT, MED, SIM) **New Wine in Old Bottles: Innovative Teaching for Emerging Management Topics**

1:00pm - 3:30pm Philadelphia Marriott: Room 411 & 412

Organizers: Sandra Moffett, U. of Ulster; Tom Mierzwa, U. of Maryland**Distinguished Speakers:** Karen Anderson-Gillespie, Development Department, Belfast City Council; Charles K. Tolleson, DynMcDermott Petroleum Operations Co., Inc**Chair:** Robert S. D'Intino, Rowan U.**Speakers:** Rodney McAdam, U. of Ulster; Ashley Braganza, Cranfield U.**Presenters:** Bryan A Booth, U. of Maryland U. College; Minet Schindehutte, Syracuse U.; Stanley W Mandel, Wake Forest U.; Oliver Schlake, U. of Maryland, College Park**Participant:** Shirley Ann Hazlett, Queens U. Belfast**24** 🗣️ 📖 SPDW: (OM, RM) **Hamlet's Dagger: Managing Attention, Information and Uncertainty**

1:00pm - 2:30pm Philadelphia Marriott: Independence III

*The presenter is a nationally known operations research analyst who is also a patented high-tech inventor, a successful entrepreneur and executive, an***Organizer:** Doug Samuelson, InfoLogix, Inc**25** 📖 SPDW: (OMT, BPS, CMS) **Rethinking the Agency/Structure Interface in Institutional Theory**

1:00pm - 3:50pm Philadelphia Marriott: Independence I & II

*This workshop will focus on discussing the ways in which agency and structure are currently being articulated by institutional theorists.***Organizers:** Kelly Thomson, York U.; Tammar B. Zilber, Hebrew U. of Jerusalem

Facilitators: Douglas Creed, U. of Rhode Island; Andrew J. Hoffman, U. of Michigan; Bernard Leca, Nottingham U. Business School; Kamal Munir, U. of Cambridge; Anand Narasimhan, Imperial College London; Pamela S. Tolbert, Cornell U.; Tina Dacin, Queen's U. Canada

26 📄SPDW: (RM, CMS, OMT, ODC) Introduction to Social Networks Research

1:00pm - 5:00pm Philadelphia Marriott: Liberty Ballroom B

Pre-registration advised. Registered participants get priority seating and receive material prior to the conference. Contact presenter directly.

Presenters: Nicholas Athanassiou, Northeastern U.; David Krackhardt, Carnegie Mellon U.; Daniel J. Brass, U. of Kentucky; Stephen P Borgatti, Boston College

Friday 2:00PM

27 📄 (TIM) Planning Software as a Tool for Teaching Planning

2:00pm - 5:00pm Philadelphia Marriott: Room 410

Pre-registration is strongly suggested as space is limited. Please send full mailing address and telephone to Kristen Lochen at kristen@paloalto.com

Organizer: Tim Berry, Palo Alto Software

Presenter: Tim Berry, Palo Alto Software

Friday 2:30PM

28 📄 (HCM) Portfolio Based Assessment of Health Management Competencies

2:30pm - 3:45pm Loews Philadelphia: Howe

Organizer: Leonard H. Friedman, Oregon State U.

Presenter: Diana W Hilberman, U. of California, Los Angeles

29 📄🗣️ (MED) Practicing What We Preach: Effectively Teaching “Doing Well by Doing Good” by Role Modeling It

2:30pm - 4:00pm Pennsylvania Convention Center: Room 112B

Organizer: Sandi L Dinger, Eastern U.

Chair: Sandi L Dinger, Eastern U.

Presenters: Mary Grace Neville, Southwestern U.; Melisande McCrae, Eastern U.; Jennifer Leigh, Gettysburg College; Craig Johnson, George Fox U.

Friday 3:00PM

30 : (ENT) Can University Intellectual Property Be an Engine for Rural Economic Development?

3:00pm - 5:00pm Philadelphia Marriott: Room 414 & 415

Can the transfer of technologies from universities address the problem of inadequate economic development in rural regions?

Organizer: Timothy M Stearns, California State U. Fresno

Presenters: Kathleen R Allen, U. of Southern California; Delore Zimmerman, Not Specified; Mel Ustad, State of South Dakota; Kent Glascock, Kansas State U.

31 🗣️ (MC) Creating and Developing your Consulting Practice

3:00pm - 4:30pm Loews Philadelphia: Washington A

Friday 1 to 5 pm

Presenters: Terry R Armstrong, Georgetown U.; David Jamieson, Pepperdine U.

32 🗣️📄 (ODC) A National Study of Toxic Personalities at Work: Leadership Actions to Mitigate Their Effects

3:00pm - 5:00pm Loews Philadelphia: Washington C

Organizer: Mitchell Kusy, Antioch U.

Facilitator: Elizabeth Holloway, Antioch U.

33 📄🗣️SPDW: (ODC, MC, MED, MOC) The Art of the Ai Question: Why the Best Answer is Sometimes a Great Question

3:00pm - 5:30pm Loews Philadelphia: Washington B

Organizer: Nancy C. Wallis, Pepperdine U.

Presenter: Linda Denton, Denton Consulting and Coaching

34 📄🗣️SPDW: (ODC, MED) Facilitating Professional Development Using Guided Reflection on Lived Experience

3:00pm - 6:30pm Loews Philadelphia: Congress A

Organizer: Gary Wagenheim, Simon Fraser U.

Presenter: John L. Bennett, Queens U. of Charlotte

35 📄🗣️🗣️🗣️SPDW: (PNP, PTC, BPS, ONE, ENT, HCM, HR, SIM, IM, CMS, ODC, RM, MC) Sustainable Practice Action Research Community (SPARC) - Education & Learning Session

3:00pm - 6:00pm Loews Philadelphia: Congress B

Presenters: Neil M. Boyd, Lycoming College; Joel I Harmon, Fairleigh Dickinson U.; Margaret T. Orr, Bank Street College of Education; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; David Coghlan, Trinity College Dublin; Gerard F Farias, Fairleigh Dickinson U.; Derek O'Byrne, Waterford Institute of Technology

Friday 3:30PM

36 📄SPDW: (BPS, OMT, IM, HR) Trust Workshop: A Feedback Opportunity for Empirical Work-in-Progress

3:30pm - 5:30pm Philadelphia Marriott: Room 407

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWReg>. WORKSHOP REQUIREMENTS:1. Submit working papers between 10 and 25 pages by May 31, 2007 to Laura Poppo at lpoppo@vt.edu.

Submitted papers should be empirical work targeted to research journals. 3. Provide permission to distribute and/or post submitted paper to the workshop web page.4. Provide at least three key words that describe the submitted paper.

Organizers: Laura Poppo, University of Kansas; Bill McEvily, U. Toronto

Participants: Africa Arino, IESE Business School; Steven C Currall, U. College London/London Business School

37 📄SPDW: (ENT, BPS, OMT) Charting Topography for Entrepreneurship Research: Re-examining Assumptions, Approaches & Practices

3:30pm - 6:00pm Philadelphia Marriott: Room 411 & 412

Presentations by panelists & roundtable discussions explore the domain of entrepreneurship

Organizers: Louis Marino, U. of Alabama; Benjamin C. Powell, U. of Alabama; Paul L. Drnevich, U. of Alabama; Daniel Gregory Bachrach, U. of Alabama

Keynote Speakers: **Lowell W. Busenitz**, U. of Oklahoma; **Melissa S. Cardon**, Pace U.; **Jeff Covin**, Indiana U.; **Per Davidsson**, Queensland U. of Technology; **Thomas J Dean**, U. of Colorado, Boulder; **James Fiet**, U. of Louisville; **Gerard George**, London Business School

38 🗣️: (GDO) **Integral Communication: Mindful Skills for Relational Leadership**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 111B

Registration is strongly encouraged. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizer: **Placida Velasquez Gallegos**, Fielding Graduate U.
Presenter: **Ilene Wasserman**, ICW Consulting Group

Friday 4:00PM

39 🗣️📄: (BPS, ENT, OMT, IM, RM, AAM) **Examining, Clarifying, and Refining Theories of Competitive Advantage**

4:00pm - 6:30pm Philadelphia Marriott: Room 403

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizers: **Craig E. Armstrong**, Dickinson College; **Paul L. Drnevich**, U. of Alabama; **Rajiv Nag**, U. of Arkansas

Discussants: **Russell Coff**, Emory U.; **Thomas Brush**, Purdue U., West Lafayette; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Michael J Leiblein**, Ohio State U.; **Edward Levitas**, U. of Wisconsin, Milwaukee; **Jeff Macher**, Georgetown U.; **Douglas J. Miller**, U. of Illinois at Urbana-Champaign; **Laura Poppo**, University of Kansas

40 🗣️: (CAR) **Strategic Academic Career Renewal at Midlife**

4:00pm - 5:00pm Pennsylvania Convention Center: Room 106 A&B

Open, no restriction on participation: Simply come!

Organizers: **Sally J. Power**, U. of St. Thomas; **Sherry E. Sullivan**, Bowling Green State U.

41 🗣️📄: (HCM) **Theoretical and Practical Applications of Healthcare Research - the Science of Doing Good**

4:00pm - 5:30pm Loews Philadelphia: Lescaze

Research in healthcare is done to identify methodologies that will assist in improve healthcare efficiencies and improve patient care. The question is

Organizer: **Teresa Gehman**, U. of Phoenix Online - SAS

Presenters: **Louise Fitzgerald**, De Montfort U.; **James Tiessen**, McMaster U.

42 📄🗣️➔: (MED, TTC, PTC) **A Pledge of Allegiance: Academicians and Practitioners Working Together to Ensure Classroom Success**

4:00pm - 5:30pm Pennsylvania Convention Center: Room 112A

Organizers: **Kristena Payne Gaylor**, Belhaven College; **Vikki Natasha Wilkins**, Mississippi State U. Meridian

Presenters: **Jacqueline Chestnut**, General Motors Corp.; **Aleta Crawford**, U. of Mississippi at Tupelo; **Mary White**, Jackson State U.; **Jack E Tucci**, Mississippi State U. Meridian; **Melvin L. Smith**, Case Western Reserve U.

43 ➔🗣️: (PTC) **Performance Measurement: Developing Non-financial and Leading Indicators**

4:00pm - 5:00pm Loews Philadelphia: Congress C

Presenters: **Graham K Kenny**, Strategic Factors; **Margaret M Kenny**, Strategic Factors

44 📄: (RM, OMT) **Estimating Hierarchical Linear Models as Structural Equation Models**

4:00pm - 5:50pm Philadelphia Marriott: Independence I & II

Presenter: **Michael J. Zyphur**, National U. of Singapore

45 : (TIM) **TIM Division Doctoral Student Consortium**

4:00pm - 8:00pm Philadelphia Marriott: Room 401 & 402

Organizer: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

Presenters: **Robert Salomon**, New York U.; **Ajay K. Agrawal**, J.L. Rotman School of Management, U. of Toronto; **Rachelle Sampson**, U. of Maryland; **Gary Dushnitsky**, U. of Pennsylvania; **Andrew King**, Dartmouth College; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

Friday 4:30PM

46 🗣️: (MC, ODC) **Multiple Perspectives on Change**

4:30pm - 6:00pm Loews Philadelphia: Washington A

Presenters: **Leon De Caluwe**, Free U., Twynstra; **Hans Vermaak**, Twynstra Management Consultants

Friday 5:00PM

47 📄🗣️: (CAR) **Careers "in the Rough": Research Development Workshop**

5:00pm - 6:30pm Pennsylvania Convention Center: Room 104B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Facilitators: **Michael B. Arthur**, Suffolk U.; **Hugh P. Gunz**, U. of Toronto; **Yehuda Baruch**, U. of East Anglia; **Peter A. Heslin**, Southern Methodist U.; **Jeffrey H. Greenhaus**, Drexel U.; **Maury Peiperl**, IMD; **Kimberly Eddleston**, Northeastern U.; **Sherry E. Sullivan**, Bowling Green State U.; **Amy Wrzesniewski**, Yale U.; **Peter Cappelli**, U. of Pennsylvania; **Berrin Erdogan**, Portland State U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Douglas T. Hall**, Boston U.; **Stacy Blake-Beard**, Simmons College; **Lillian Eby**, U. of Georgia

Presenter: **Holly S. Slay**, Seattle U.

48 📄🗣️: (MED) **Building Intuition into an MBA Program: Reflections on "Why" and "How"**

5:00pm - 6:00pm Pennsylvania Convention Center: Room 107A

Presenter: **Eugene Sadler-Smith**, U. of Surrey

49 🗣️: (OB) **Organizational Behavior Faculty Fellow Reception**

5:00pm - 5:50pm Pennsylvania Convention Center: Room 113B

by invitation only please locate this nearby (or in the same room) as in submission #

Organizers: **Batia Wiesenfeld**, New York U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

50 📄🗣️: (SIM) **SIM Doctoral Consortium - Friday**

5:00pm - 9:00pm Loews Philadelphia: Washington C

To apply, students need to obtain a faculty sponsor and submit a nomination form. Interested students can find a link to the nomination forms and more information at <http://sim.aomonline.org/docconpage.htm>. Applicants should also ensure that sponsoring faculty e-mail the consortium chairs with a

an abstract describing their dissertation (no more than 2 pages single-spaced) and an application form. These materials are also available at the website listed above. All submissions should be sent to Michael Johnson-Cramer at mjohncra@bucknell.edu. While we will give priority to those students who are finishing their study and who have not previously attended a SIM doctoral consortium, we realize that students may also benefit by attending a consortium earlier in their course of study and by attending more than once. Space is limited, so it is essential to submit an application no later than the deadline of May 7, 2007. We hope to see you in Philadelphia!

Chairs: Judith A. Clair, Boston College; Michael E Johnson-Cramer, Bucknell U.

Presenters: Dawn R Elm, U. of St. Thomas; Kathleen Rehbein, Marquette U.; Sandra Waddock, Boston College; Jeffrey Lenn, George Washington U.; James Weber, Duquesne U.; Ann K. Buchholtz, U. of Georgia; Duane Windsor, Rice U.

Friday 5:30PM

51 : (AAA) New Member Orientation: Session 1

5:30pm - 7:00pm Philadelphia Marriott: Liberty Ballroom A&B

Organizers: James Calvin, Johns Hopkins U.; Kerry Ignatz, Academy of Management

52 : (MSR) MSR Doctoral Student and Junior Faculty Consortium

5:30pm - 9:00pm Loews Philadelphia: Washington B

Friday 6:00PM

53 (BPS) Business Policy & Strategy Division Doctoral Consortium

6:00pm - 9:00pm Philadelphia Marriott: Liberty Ballroom C

Invitation Only. See www.bpsdiv.org for further details.

Chairs: Tammy L. Madsen, Santa Clara U.; Kyle J Mayer, U. of Southern California

Presenters: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Jay B Barney, Ohio State U./Peking U.; Gino Cattani, New York U.; Irene M Duhaime, Georgia State U.; Michael A. Hitt, Texas A&M U.; Tarun Khanna, Harvard U.; Richard Makadok, Emory U.; Catherine A Maritan, Syracuse U.; William G Mitchell, Duke U.; Peter W Roberts, Emory U.; Harbir Singh, U. of Pennsylvania

54 : (GDO) GDO Doctoral Consortium Reception with GDO Officers and Executive Committee

6:00pm - 8:00pm Pennsylvania Convention Center: Room 111B

55 : (ICW) Nova Southeastern University DBA Student Meetings

6:00pm - 7:00pm Philadelphia Marriott: Room 404

Organizer: Jane Whitney Gibson, Nova Southeastern U.

56 : (IM) International Management Division PDW Welcome

6:00pm - 7:00pm Philadelphia Marriott: Independence I & II

Please join us for an overview of the International Management Division sessions. It is also an opportunity to meet other IMD officers and members.

Division Chair: Ravi Ramamurti, Northeastern U.

Division Chair-Elect.: Timothy Michael Devlinney, Australian Graduate School of Management

Program Chair: Tatiana Kostova, U. of South Carolina
Professional Development Workshop Chair: Andrew Delios, National U. of Singapore
Past Chair: Eleanor Westney, Massachusetts Institute of Technology

57 SPDW: (MC, PTC) Exploiting Technology in Your Consulting Services

6:00pm - 7:00pm Loews Philadelphia: Washington A

Presenter: Rosanna Tarsiero, Gionnethics

58 (MED) MED Writers Workshop

6:00pm - 7:30pm Pennsylvania Convention Center: Room 110A

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit

<http://apps.aonline.org/PDWRReg>.

Organizer: James C Spee, U. of Redlands

Facilitators: Thomas F Hawk, Frostburg State U.; Martin J Hornyak, U. of West Florida; Jane Schmidt-Wilk, Maharishi U.; Joann Krauss Williams, Jacksonville State U.; Sibel Yamak, Galatasaray U.; Maria Bonnafous-Boucher, Advancia; Carolyn Wiley, Roosevelt U.; Alvin Hwang, Pace U.; Sezai Demiral, Edinbora U. of PA; Joe Houde, Not Specified; V Seshan, Pepperdine U.

Presenters: Roberto Lima Ruas, U. Federal do Rio Grande do Sul; Lisa M. Russell, U. of North Texas; John Paul Stephens, U. of Michigan, Ann Arbor; Steven Tello, U. of Massachusetts Lowell; Natalia Weisz, IAE Business School - U. Austral; Judy Matthews, Queensland U. of Technology; Deborah Anne O'Neil, Bowling Green State U.; Scott W Lester, U. of Wisconsin, Eau Claire; Nell Tabor Hartley, Robert Morris U.; M. Tom Basuray, Towson U.; David J Lemak, Washington State U., Tri-Cities; Kenneth R Bartlett, U. of Minnesota; Helene Bertrand, Pontifical Catholic U. of Rio de Janeiro; Sarbari Bordia, U. of South Australia; Sarbari Bordia, U. of South Australia; Thomas A. Bryant, Rowan U.; Mona Chung, Deakin U.; Graziella Comini, FEA-USP; Fabien De Geuser, HEC, U. of Lausanne; Kristine F. Hoover, Bowling Green State U.; Loi Teck Hui, Malaya U.; Guy K. Hutt, Case Western Reserve U.; Sunil Maheshwari, Indian Institute of Management Ahmedabad; Sankaran Manikutty, Indian Institute of Management, Ahmedabad; Victor Martin Perez, U. de Valladolid; Carmen Leonor Martinez-Lopez, City U. of New York/BMCC; Jennifer Mencl, U. of Minnesota, Duluth; Millicent F. Nelson, Middle Tennessee State U.; Peter Odrakiewicz, Poznan U. College of Business and Foreign Languages; Jonathan David Sapsed, Imperial College London; Luciana Silvestri, IAE Business School - U. Austral; Luciana Silvestri, IAE Business School - U. Austral; Claire A. Simmers, St. Joseph's U.; Martin Horacio Kunc, U. Adolfo Ibanez; Brian D'Netto, U. of South Australia; Rex D Foster, U. of Minnesota; Jenifer King Greene, Maryville College; Roland J. Kushner, Muhlenberg College; Dennis R Laker, Widener U.; Holger Luedeke, Touro Berlin; Nhung T. Nguyen, Towson U.; Michael J. Provitera, Barry U.; Maureen Casile, Bowling Green State U.

59 : (NDSC) New Doctoral Student Happy Hour

6:00pm - 8:00pm Off Site: Independence Brew Pub

This will be an off-site event. Attendees can meet directly at the Independence Brew Pub. Please consult the AoM NDSC website for the most current information.

Organizers: Rich DeJordy, Boston College; Moira Praxedes, U. of Houston; Christine Silva, Queen's U.; Betsy Carroll, State U. of

New York, Binghamton; **Lindred Greer**, Leiden U.; **Yves Damoiseau**, Louisiana State U.; **Daniel Rottig**, Florida Atlantic U.; **Clifton Mayfield**, U. at Albany, SUNY

60   : (OB) OB Doctoral Student Consortium Reception

6:00pm - 8:00pm Pennsylvania Convention Center: Room 113A
Registration required

61   : (OB) Organizational Behavior Junior Faculty Consortium Reception and Dinner

6:00pm - 9:00pm Pennsylvania Convention Center: Room 113B
registration required

Organizers: **Batia Wiesenfeld**, New York U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science
Presenters: **Joel Brockner**, Columbia U.; **Sigal Barsade**, U. of Pennsylvania; **Max H. Bazerman**, Harvard U.; **Katherine Klein**, U. of Pennsylvania; **Karen A. Jehn**, Leiden U.; **Sally Blount**, New York U.; **Barry M Staw**, U. of California, Berkeley; **Susan J. Ashford**, U. of Michigan; **Kwok Leung**, City U. of Hong Kong

62  : (OCIS) OCIS Doctoral Consortium

6:00pm - 8:00pm Philadelphia Marriott: Room 407

Attendance is by application only

Organizer: **Katherine J. Stewart**, U. of Maryland, College Park
Presenters: **Manju K Ahuja**, U. of Louisville; **Ruey-Lin Hsiao**, National U. of Singapore; **Craig Scott**, Rutgers U.; **Viswanath Venkatesh**, U. of Arkansas; **Jane Webster**, Queens U. Canada

63 : (OMT) OMT Junior Faculty Consortium

6:00pm - 9:00pm Philadelphia Marriott: Room 408 & 409

Registration is required. The deadline is May 19, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>


Organizers: **Marc-David L Seidel**, U. of British Columbia; **Marvin Washington**, U. Alberta

64 SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Students Consortium

6:00pm - 9:00pm Philadelphia Marriott: Room 411 & 412

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizers: **J. Stuart Bunderson**, Washington U.; **Michael R Manning**, New Mexico State U; **Pablo Martin de Holan**, IE and INCAE; **Sandy Kristin Piderit**, Case Western Reserve U.; **Tim Pollock**, Pennsylvania State U.
Facilitators: **Wesley Sine**, Cornell U.; **Deborah J Dougherty**, Rutgers U.; **Karen Jansen**, U of Virginia; **Davide Ravasi**, Bocconi U.; **Nelson Phillips**, Imperial College London; **Jenny W. Rudolph**, Boston U.; **Kelly Thomson**, York U.
Participants: **Michael Beer**, Harvard U.; **C.R. Bob Hinings**, U. of Alberta; **Sharon F. Matusik**, U. of Colorado, Boulder; **Henry Mintzberg**, McGill U.; **Susan A. Mohrman**, U. of Southern California; **Hayagreeva Rao**, Stanford U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **William H. Starbuck**, U. of Oregon

65  SPDW: (PNP, BPS, CMS, ENT, HCM, HR, IM, ITC, MC, MED, MSR, ODC, ONE, PTC, RM, SIM) Sustainable Practice Action Research Reception

6:00pm - 8:00pm Loews Philadelphia: Howe

Hosts: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC

Friday 6:30PM

66 : (ICW) Management Faculty of Color Meeting

6:30pm - 7:30pm Philadelphia Marriott: Room 410

Organizer: **Donna Maria Blancero**, National Society of Hispanic MBAs

Friday 7:00PM

67 : (ICW) Idaho State U. Reception


7:00pm - 9:00pm Loews Philadelphia: Lescaze

Organizer: **Kathy Lund Dean**, Idaho State U.

68 : (IM) Dinner on the Town with IMD Executive Committee Members

7:00pm - 9:00pm Off Site: IMD Dinner on the Town

Join the IMD Executive Committee members for dinner. Each IMD officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.

69  SPDW: (MC, IM, ENT, HR, ITC, PTC, TTC) Mastering the Management of Complexity in Sustainable Large-Scale Transformational Change

7:00pm - 8:00pm Loews Philadelphia: Washington A

Saturday 1pm to 4 pm

Presenters: **Marilyn E. Harris**, Capella U.; **Toni Buchsbaum Greif**, Capella U.; **Anne Saber**, Capella U.; **Gerard F. Becker**, Capella U.; **Matias C Santana**, Capella U.

Saturday 7:00AM

70 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
 Organizer: **Gerald Biberman**, U. of Scranton





Saturday 7:30AM

71   : (HR) HR Division Doctoral Student Consortium

7:30am - 5:30pm Pennsylvania Convention Center: Room 107B
 Registration required. The doctoral student's faculty advisor should e-mail David Allen at dallen@memphis.edu by June 1, 2007 to nominate the student.

Organizers: **David G. Allen**, U. of Memphis; **Jason D. Shaw**, U. of Minnesota; **Frederick P. Morgeson**, Michigan State U.
 Keynote Speaker: **Patrick Wright**, Cornell U.

Presenters: **Frank Linnehan**, Drexel U.; **David A. Harrison**, Pennsylvania State U.; **James C. Hayton**, Bocconi U.; **Brooks C. Holtom**, Georgetown U.; **Joyce Bono**, U. of Minnesota; **Gilad Chen**, U. of Maryland; **Sean Alexander Way**, Cornell University; **Caren Goldberg**, American U.; **Kenneth G. Brown**, U. of Iowa; **Talya N. Bauer**, Portland State U.; **Timothy M. Gardner**, Brigham Young U.; **Adrienne Colella**, Tulane U.; **Michael J. Burke**, Tulane U.; **Amy L. Kristof-Brown**, U. of Iowa; **Audrey Korsgaard**, U. of South Carolina; **Randall S. Peterson**, London Business School; **Sara L. Rynes**, U. of Iowa; **John Schaubroeck**, Drexel U.; **Theresa Welbourne**, U. of Michigan; **Paul Boselie**, Tilburg U.; **David P. Lepak**, Rutgers U.; **Theresa M. Glomb**, U. of Minnesota; **Murray R. Barrick**, Texas A&M U.; **Gary Johns**, Concordia U.; **Charles A. Pierce**, U. of Memphis; **Rodger Griffeth**, U. of New Orleans; **Lynn Shore**, San Diego State U.; **Stanley M. Gully**, Not Specified; **John Hollenbeck**, Michigan State U.; **Charlie O. Trevor**, U. of Wisconsin-Madison; **Scott Jeffrey**, U. of Waterloo; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign

72     SPDW: (MED, TTC, PNP) Creating "Live Cases" - Interactive & Technology-Friendly Real-World Learning via Service-Learning

7:30am - 10:30am Pennsylvania Convention Center: Room 107A
 Organizers: **Amy L Kenworthy-U'Ren**, Bond U.; **Marilyn L Taylor**, U. of Missouri
 Presenters: **Laurie N DiPadova-Stocks**, Park U.; **Steven Papamarcos**, St. John's U.; **Dell McStay**, Bond U.; **Theresa Coates**, Clarkson U.; **Tracey Honeycutt Sigler**, Northern Kentucky U.; **David Desplaces**, College of Charleston; **Gregory R. Berry**, Utah Valley State College
 Author: **Baden U'Ren**, Bond U.

Saturday 8:00AM

73 : (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am Philadelphia Marriott: Independence I & II
 Organizer: **James Calvin**, Johns Hopkins U.

74 : (AAA) Conference Registration

8:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
 Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

75 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

76 : (AAA) The Ins and Outs of Faculty Recruiting





8:00am - 9:30am Sheraton Philadelphia City Center: Independence Ballroom
 Organizer: **Janice A. Black**, New Mexico State U

77  : (BPS) Business Policy and Strategy Division Dissertation Consortium




8:00am - 5:00pm Philadelphia Marriott: Independence III
 Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Anne Marie Knott**, Washington U.; **Nicholas Argyres**, Boston U.
 Facilitators: **Keld Laursen**, Copenhagen Business School; **Peggy M. Lee**, Arizona State U.; **Jack A Nickerson**, Washington U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Kevin Steensma**, U. of Washington; **Giovanni Valentini**, Bocconi U.

78   : (BPS) Business Policy & Strategy Division Doctoral Consortium

8:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom C
 Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Tammy L. Madsen**, Santa Clara U.; **Kyle J Mayer**, U. of Southern California
 Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Jay B Barney**, Ohio State U./Peking U.; **Gino Cattani**, New York U.; **Irene M Duhaime**, Georgia State U.; **Michael A. Hitt**, Texas A&M U.; **Tarun Khanna**, Harvard U.; **Richard Makadok**, Emory U.; **Catherine A Maritan**, Syracuse U.; **William G Mitchell**, Duke U.; **Peter W Roberts**, Emory U.; **Harbir Singh**, U. of Pennsylvania

79     SPDW: (BPS, SIM, PTC, IM, AAM, ITC) Implementing CSR Strategy Globally : A Research and Practice Dialogue

8:00am - 10:00am Philadelphia Marriott: Room 404
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.
 Organizer: **Ellen Van Velsor**, Center for Creative Leadership
 Presenters: **Laura Quinn**, Center for Creative Leadership; **Svein Sorlie**, Wilh. Wilhelmsen ASA; **Andrew Wilson**, Ashridge Centre for Business and Society; **Virginia Winter**, Equinox Consulting; **Mary Barber**, US Army; **Cynthia A. McEwen**, Avastone Consulting; **John Ireland**, EADA; **Micki McMillan**, Wisdom Works Group

80   : (CAR) Towards an International Community of Careers Scholars: Notes from the Field

8:00am - 10:00am Pennsylvania Convention Center: Room 104A
 Open, no restriction on participation
 Organizers: **Julia Richardson**, York U.; **Joy Schneer**, Rider U.; **Darlene Alexander-Houle**, U. of Phoenix
 Presenters: **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Yehuda Baruch**, U. of East Anglia; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Jean-Luc Cerdin**, ESSEC Business School

81 : (CM) Junior Faculty Research Incubator: Putting Negotiators in their Place

8:00am - 5:00pm Pennsylvania Convention Center: Room 106 A&B
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Professional Development Workshop Chair: **Kathleen O'Connor**, Cornell U.

Participants: **Richard Larrick**, Duke U.; **Elizabeth A. Mannix**, Cornell U.; **Gerardo Okhuysen**, U. of Utah; **Randall S. Peterson**, London Business School; **Catherine Tinsley**, Georgetown U.; **Pri Pradhan Shah**, U. of Minnesota

82 📖: (CMS) **CMS Doctoral Consortium**

8:00am - 12:00pm Philadelphia Marriott: Room 304
GDO .75Open, Contact the consortium organizer at terrance.weatherbee@acadiau.ca
Organizer: **Terrance G. Weatherbee**, Acadia U.

83 📖: (ENT) **Nontraditional Academics and Entrepreneurship Education**

8:00am - 9:20am Philadelphia Marriott: Room 413
The goals of this workshop are to collaboratively define the role of nontraditional academics in the field of entrepreneurship and in the Academy.
Organizer: **Brian B. McKenzie**, Cal State U East Bay
Hosts: **Helder Sebastiao**, U. of San Diego; **Mukesh Sud**, Augustana College; **Richard J. Ash**, College of William and Mary; **Justin B Craig**, Bond U. Australia; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **William D Schulte**, Shenandoah U.
Facilitator: **Joel West**, San Jose State U.

84 📖📖📖SPDW: (GDO, CM, MED, MOC, ODC, SIM)

Principles of Mindful, Inclusive Leadership: A Philadelphia Experience
8:00am - 8:50am Pennsylvania Convention Center: Room 104B
A 4-hour workshop. Registration required (<http://apps.aomonline.org/PDWReg>). For more information, contact Organizer at: iwasserma@icwconsulting.com.
Organizer: **Ilene Wasserman**, ICW Consulting Group
Presenters: **Placida Velasquez Gallegos**, Fielding Graduate U.; **Bernardo M. Ferdman**, Alliant International U.

85 📖📖SPDW: (GDO, CMS) **Gender and Diversity in Organizations Doctoral Student Consortium**

8:00am - 5:00pm Pennsylvania Convention Center: Room 111B
We thank Emerald Publishing for their support. To register or for information, please contact Stacy Blake-Beard (stacy.blakebeard@simmons.edu).
Organizers: **Jeanie M. Forray**, Western New England College; **Stacy Blake-Beard**, Simmons College

86 : (HCM) **HCM Welcome Breakfast**

8:00am - 8:30am Loews Philadelphia: Regency Ballroom C2
Organizer: **Christian Gericke**, U. of Adelaide

87 📖SPDW: (HR, ENT, OB, ODC) **Integrating HR/OB/ODC and Entrepreneurship: A Research Incubator**

8:00am - 12:20pm Pennsylvania Convention Center: Room 108A
Registration required at <http://apps.aomonline.org/PDWReg> by July 13, 2007. Late registrants may e-mail [Melissa Cardon](mailto:mcardon@pace.edu) at mcardon@pace.edu.
Organizers: **Melissa S. Cardon**, Pace U.; **James C. Hayton**, Bocconi U.; **Erik Monsen**, Max Planck Institute of Economics
Facilitators: **David B. Balkin**, U. of Colorado, Boulder; **Robert Baron**, Rensselaer Polytechnic Institute; **Karen Bishop**, Suffolk U.; **M. Diane Burton**, Massachusetts Institute of Technology; **Benjamin A. Campbell**, U. of Pennsylvania; **Igor Filatotchev**, King's College

London; **Laurie L Levesque**, Suffolk U.; **Harry J Sapienza**, U. of Minnesota; **Theresa Welbourne**, U. of Michigan
Presenters: **Jeffrey S Hornsby**, Ball State U.; **Zhong-Ming Wang**, Zhejiang U.; **Shaker A. Zahra**, U. of Minnesota

88 📖📖📖SPDW: (IAM, AAM, IM, ITC, CMS, BPS) **Strategies and Internationalization of Latin American Companies: Challenges of Globalization**

8:00am - 10:00am Philadelphia Marriott: Room 410
Organizer: **Aurea Helena Puga-Ribeiro**, Fundação Dom Cabral
Presenters: **Sherban Leonardo Cretoiu**, Fundação Dom Cabral; **Aurea Helena Puga-Ribeiro**, Fundação Dom Cabral; **Jorge Forteza**, U. San Andres; **Carlos A. Arruda**, Fundação Dom Cabral

89 📖: (IM) **International Management Division Doctoral Consortium I**

8:00am - 12:00pm Philadelphia Marriott: Franklin 5
The IMD Doctoral Consortium is supported by The College of Business Administration, Northeastern University.
Organizer: **Jonathan P Doh**, Villanova U.
Presenters: **Lorraine Eden**, Texas A&M U.; **Hildy Teegen**, George Washington U.; **Peter L. Rodriguez**, U. of Virginia; **Klaus Uhlenbruck**, U. of Montana; **Andrew Delios**, National U. of Singapore; **John Mezias**, U. of Miami; **Ram Mudambi**, Temple U.; **Schon Beechler**, Duke Corporate Education; **Jane Lu**, Singapore Management U.; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Gurneeta Vasudeva**, Indian School of Business; **Sushil Vachani**, Boston University

90 📖📖SPDW: (MC, ODC, OB, OMT) **Organizational Diagnosis: Extending Traditional Concepts Through Psychology's DSM and Positive Psychology**

8:00am - 9:00am Loews Philadelphia: Congress A
Presenters: **Judith Gebhardt**, U. of Southern California; **Thomas H. Olson**, U. of Southern California

91 📖: (MSR) **Thomas Merton, Dorothy Day, Leo Buscaglia, Norma Marcere, and You : Freedom to be the First**

8:00am - 8:50am Loews Philadelphia: Commonwealth A1
Presenter: **Georgia Lee Eshelman**, Malone College

92 📖📖📖📖: (OB) **Organizational Behavior Doctoral Student Consortium**

8:00am - 5:30pm Pennsylvania Convention Center: Room 113A
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.
Organizers: **Joan Brett**, Arizona State U.; **Jason Colquitt**, U. of Florida
Presenters: **Caryn J Block**, Columbia U.; **David E Bowen**, Thunderbird, American Graduate School of International Mgmt.; **Arthur P. Brief**, U. of Utah; **Jason Colquitt**, U. of Florida; **Randall B Dunham**, U. of Wisconsin, Madison; **Mel Fugate**, Southern Methodist U.; **William H Glick**, Rice U.; **Susan E. Jackson**, Rutgers U.; **Audrey Korsgaard**, U. of South Carolina; **Suzanne S. Masterson**, U. of Cincinnati; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Cheri Ostroff**, U. of Maryland; **Fred O. Walumbwa**, Arizona State U.; **Dov Eden**, Tel Aviv U.; **Donald L. Ferrin**, Singapore Management U.


93 📖📖📖📖: (OB) **Organizational Behavior Junior Faculty Consortium**

8:00am - 5:30pm Pennsylvania Convention Center: Room 113B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>.

Organizer: **Batia Wiesenfeld**, New York U.

Presenters: **Joel Brockner**, Columbia U.; **Sigal Barsade**, U. of Pennsylvania; **Max H. Bazerman**, Harvard U.; **Karen A. Jehn**, Leiden U.; **Katherine Klein**, U. of Pennsylvania; **Sally Blount**, New York U.; **Barry M Staw**, U. of California, Berkeley; **Susan J. Ashford**, U. of Michigan; **Kwok Leung**, City U. of Hong Kong; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

94  **SPDW: (OM, HCM, BPS) Strategic Sourcing in Health Care using a Systems Science Approach**

8:00am - 9:30am Philadelphia Marriott: Franklin 7

Organizer: **Peggy D. Lee**, Pennsylvania State U., Great Valley
Presenters: **Jim Perkins**, Custom Medical Specialties - President; **Ray Seigfried**, Christiana Hospital - VP of Supply Management
Participant: **Andrea Hornett**, Pennsylvania State U.

95 : (OMT) **OMT Junior Faculty Consortium**

8:00am - 5:00pm Philadelphia Marriott: Room 408 & 409


Organizers: **Marc-David L Seidel**, U. of British Columbia; **Marvin Washington**, U. Alberta
Facilitators: **Christina L Ahmadian**, Hitotsubashi U.; **Diane Burton**, MIT; **Tina Dacin**, Queen's U. Canada; **Deborah J Dougherty**, Rutgers U.; **Janet M. Dukerich**, U. of Texas, Austin; **Marta M. Elvira**, Lexington College; **John Freeman**, U. of California, Berkeley; **Royston Greenwood**, U. of Alberta; **Giuseppe Labianca**, U. of Kentucky; **Jacqueline Meszaros**, National Science Foundation; **Charles A O'Reilly**, Stanford U.; **Damon J Phillips**, U. of Chicago; **Elaine Romanelli**, Georgetown U.; **Olav Sorenson**, U. of Toronto; **Anne S. Tsui**, Arizona State U.; **Marc Ventresca**, U. of Oxford; **James Westphal**, U. of Michigan; **Ray Zammuto**, U. of Melbourne

96  : (RM) **The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans**

8:00am - 9:50am Philadelphia Marriott: Grand Ballroom B

We hope to draw participants from all divisions because the problems related to the application of NHST are relevant across all research

Presenters: **Andreas Schwab**, Louisiana State U.; **William H. Starbuck**, U. of Oregon; **Ingo Holzinger**, York U.; **Jose M. Cortina**, George Mason U.; **Eric Abrahamson**, Columbia U.

97  **SPDW: (SIM, ONE) SIM Doctoral Consortium - Saturday**

8:00am - 5:00pm Loews Philadelphia: Washington C

Pre-registration required

Chairs: **Judith A. Clair**, Boston College; **Michael E Johnson-Cramer**, Bucknell U.
Presenters: **Lawrence J Lad**, Butler U.; **Linda K. Trevino**, Pennsylvania State U.; **David A. Whetten**, Brigham Young U.; **Jeffrey Lenn**, George Washington U.; **James Weber**, Duquesne U.; **Gary R. Weaver**, U. of Delaware; **Duane Windsor**, Rice U.; **Lynne Andersson**, Temple U.; **Ronald L. Dufresne**, St. Joseph's U.; **Jeanne M Logsdon**, U. of New Mexico; **Lori Verstegen Ryan**, San Diego State U.; **Kathleen Rehbein**, Marquette U.; **James R Bailey**, George Washington U.; **Andrew J. Hoffman**, U. of Michigan; **Douglas A Schuler**, Rice U.; **Kathleen Getz**, American U.; **Jennifer J Griffin**, George Washington U.; **Harry J Van Buren**,

U. of New Mexico; **Dirk Matten**, York U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Monika Winn**, U. of Victoria; **Tammy MacLean**, Suffolk U.; **Craig S Fleisher**, U. of Windsor; **David M. Wasieleski**, Duquesne U.; **R. Duane Ireland**, Texas A&M U.; **Joshua D Margolis**, Harvard U.

98 : (TIM) **TIM Division Doctoral Student Consortium II**

8:00am - 12:00pm Philadelphia Marriott: Room 401 & 402

Organizer: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor
Presenters: **Robert Salomon**, New York U.; **Ajay K. Agrawal**, J.L. Rotman School of Management, U. of Toronto; **Rachelle Sampson**, U. of Maryland; **Gary Dushnitsky**, U. of Pennsylvania; **Andrew King**, Dartmouth College; **Glenn Hoetker**, U. of Illinois, Urbana-Champaign

Saturday 8:30AM

99  **(BPS) Business Policy & Strategy Division New Faculty Consortium**

8:30am - 12:00pm Philadelphia Marriott: Liberty Ballroom B

Consortium for faculty in the early stages of their career or recently moved into BPS. Invitation Only. See www.bpsdiv.org for further details.

Chairs: **Melissa Schilling**, New York U.; **Peter Zemsky**, INSEAD
Presenters: **Delwyn N Clark**, U. of Waikato; **Andrew D Henderson**, U. of Texas, Austin; **Melissa M. Appleyard**, Portland State U.; **Violina Rindova**, U. of Texas, Austin; **Bill McEvily**, U. Toronto; **Sea Jin Chang**, Korea U.; **Gabriel Szulanski**, INSEAD; **Ranjay Gulati**, Northwestern U.

100  **(GDO) International Diversity Incubators**

8:30am - 12:30pm Pennsylvania Convention Center: Room 112B

Pre-registration required. Contact **Lynn Bowes-Sperry** at lbowessp@wnec.edu by June 1, 2007.

Organizer: **Lynn Bowes-Sperry**, Western New England College

101  : (HCM) **Enhancing the Impact of Qualitative Research**

8:30am - 10:00am Loews Philadelphia: Commonwealth D

In this session, award-winning researchers from 3 countries will bring a global perspective to conceptualizing and implementing qualitative research

Organizer: **Rebecca Wells**, U. of North Carolina
Presenters: **Kathleen Montgomery**, U. of California, Riverside; **Louise Fitzgerald**, De Montfort U.; **Trish Reay**, U. of Alberta

102  **SPDW: (IM, BPS, AAM) Making Case Study Research Count: Best Practices and Future Directions**

8:30am - 12:00pm Philadelphia Marriott: Franklin 9

Organizers: **Stephanie Hurt**, Meredith College; **Rebecca Piekari**, Helsinki School of Economics

Presenters: **Catherine Welch**, Hanken Swedish School of Economics and Business Administration; **Marcus James Hurt**, EDHEC Business School; **Mike Geppert**, U. of Surrey; **Lew Brown**, U. of North Carolina at Greensboro; **John Gamble**, U. of South Alabama; **Raza A Mir**, William Paterson U.; **Lorraine Eden**, Texas A&M U.; **Winfried Ruigrok**, U. of St. Gallen; **Charles F. Hermann**, Texas A&M U.; **Dan Li**, Indiana U.

103  : (ITC) **International Career-Development Workshop**

8:30am - 5:00pm Loews Philadelphia: Regency Ballroom C1

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. For more information, contact Rosa Nelly at rnelly@iese.edu.

Organizer: **Rosa Nelly Trevinyo-Rodríguez**, IESE Business School
 Discussants: **Joan Enric Ricart**, IESE Business School; **Stein Bjornstad**, BI Norwegian School of Management
 Presenters: **JC Spender**, U. of Leeds; **Juan Carlos Vazquez-Dodero**, IESE Business School; **Heh Jason Huang**, National Sun Yat-Sen U.; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Afua Agyapomaa Kufuor**, GIMPA Business School; **Ramon Casadesus-Masanell**, Harvard U.

104 [📖][🗨️][📧]: (MH) **New Member Workshop: Introduction and Involvement in the Management History Division**

8:30am - 10:00am Loews Philadelphia: Congress C

Chair: **Regina Greenwood**, Kettering U.
 Presenters: **Julia Teahen**, Baker College; **Laquita C Blockson**, College of Charleston; **Morten Huse**, BI Norwegian School of Management; **Peter B Petersen**, Johns Hopkins U.; **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Mary Edie Mobley**, Louisiana State U.; **Jane Whitney Gibson**, Nova Southeastern U.

105 [🗨️][📧][📖]SPDW: (ODC, HCM, MC, PNP) **Managing and Facilitating Trans-organizational Development**

8:30am - 12:00pm Loews Philadelphia: Regency Ballroom A

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. For more information contact Ralph Grossmann at ralph.grossmann@uni-klu.ac.at

Organizer: **Ralph Grossmann**, U. of Klagenfurt
 Speaker: **Hubert Lobnig**, Not Specified

106 [📖][🗨️][📧][📖]SPDW: (ODC, OB, MSR, MC, OMT) **Appreciating the Role of the Shadow in "Positive" Organizational Theory and Practice**

8:30am - 4:30pm Loews Philadelphia: Commonwealth A2

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. For more information, contact Stephen Fitzgerald at sfitzgerald@tourou.edu

Organizer: **Stephen P Fitzgerald**, Touro U. International
 Presenters: **Christine Oliver**, Queen Mary, U. of London.; **Joan Hoxsey**, Relationship Resources, LLC

107 [📖][🗨️][📧][📖]SPDW: (ODC, RM) **Leading Organizational Change Through Action Research and Solutions-Focused Learning**

8:30am - 10:00am Loews Philadelphia: Commonwealth B

Organizer: **Harish Chandan**, Argosy U. Atlanta
 Presenters: **Marguerite Chabau**, Argosy U. Sarasota; **Harish Chandan**, Argosy U. Atlanta

108 [🗨️][📧]SPDW: (OM, PNP, SIM, RM, ODC, MED, MC) **Experience Management at the Constitution Center**

8:30am - 12:00pm Off Site: Constitution Center

109 [📖]: (RM) **Integrating Physiological Measures and Outcomes into the Organizational Toolkit**

8:30am - 12:00pm Philadelphia Marriott: Grand Ballroom A

Pre-registration required. Please contact the organizers directly.
 Organizers: **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor; **Modupe Akinola**, Harvard U.

Presenters: **Daniel C Ganster**, U. of Arkansas; **Jerald Greenberg**, National U. of Singapore; **Sabine Sonnentag**, U. of Konstanz; **Jose**

Soto, Pennsylvania State U.; **Bernd Figner**, Columbia U.; **Ryan Murphy**, Columbia U.; **Elke Weber**, Columbia U.

110 [📖]SPDW: (RM, BPS, OB, ODC, OM, OMT, TIM, CMS)

Process Research Methods Workshop

8:30am - 4:00pm Philadelphia Marriott: Grand Ballroom C

Pre-registration is required for workshop materials. To participate in the afternoon session, we ask you to submit a short (1000-2000 word) paper describing your process research project by July 2, 2007 so that they can be grouped, distributed to, and read before the workshop by other participants and the faculty moderator of each paper session. Go to

<http://www.processresearchmethods.org/PDW07.htm> for paper submission forms and procedures or contact ahvstaff@csom.umn.edu.

Organizers: **Andrew H. Van de Ven**, U. of Minnesota; **Clive Smallman**, Lincoln U.

Discussants: **Ann Langley**, HEC Montreal; **Brian T Pentland**, Michigan State U.; **Kevin Dooley**, Arizona State U.; **Andrew H. Van de Ven**, U. of Minnesota; **Clive Smallman**, Lincoln U.; **M. Scott Poole**, U. of Illinois, Urbana-Champaign

Presenters: **Andrew M Pettigrew**, U. of Bath; **Stephen Barley**, Stanford U; **Paula Jarzabkowski**, Aston Business School; **Harry Sminia**, U. of Sheffield

111 [🗨️][📧][📖]SPDW: (SIM, IAM, CMS, OMT, ITC, ENT, GDO, BPS, IM, ONE, ODC) **Pro-poor For-profit Ventures:**

Discourse and Dialogue Between a Global North and a Fragmented South

8:30am - 12:00pm Loews Philadelphia: Washington B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. Participants should also email a short bio to Kevin McKague at mckague@yorku.ca.

Organizer: **Oana Branzei**, U. of Western Ontario

Distinguished Speaker: **Jane Nelson**, Harvard U.

Facilitators: **Sandra Waddock**, Boston College; **David Wheeler**, Dalhousie U.

Moderators: **Ana Maria Peredo**, U. of Victoria; **Johanna Mair**, IESE Business School

Discussants: **Benson Honig**, Wilfrid Laurier U.; **Aneel Karnani**, U. of Michigan, Ann Arbor; **Kasturi Rangan**, Harvard U.; **Kevin McKague**, York U., Toronto; **Mike Valente**, U. of Victoria

Presenters: **Widad Abd El Rahman**, Ahfad U. for Women; **Rebecca Ruzibuka**, Kigali Institute of Science and Technology; **Donath Olomi**, U. of Dar es Salaam; **Audrey Kawuki**, Makere U.; **Martin Hall**, U. of Cape Town; **Moustapha Guirassy**, African Institute of Management; **Albert Alos**, Lagos Business School, Pan-African U.; **Tilahun Gebremariam**, Addis Ababa U.; **Winifred N Karugu**, Jomo Kenyatta University of Agriculture & Technology; **Erasmus Kaijage**, U. of Dar es Salaam; **Robert Osei**, U. of Ghana; **Courtenay Sprague**, U. of the Witwatersrand; **Obinna Muogboh**, Lagos Business School, Pan-African U.; **Patrick L. Onsando**, Moi U.; **Tarek Hatem**, American U. in Cairo; **Claudio Boechat**, Uniao Brasileira de Qualidade; **Loretta Serrano**, Tecnológico de Monterrey; **Franklyn Manu**, Ghana Institute of Management and Public Administration; **Sam Chinyoka**, U. of Botswana; **Kofi Boamah**, Polytechnic of Namibia; **Elvie (Bing) Gancharo**, Philippine Business for Social Progress; **Samer Abdelnour**, York U., Toronto

112 : (TIM) TIM Division Junior Faculty Consortium - Introduction and Setting Expectations

8:30am - 9:00am Philadelphia Marriott: Room 310

Caucuses Chair: **Michael Lenox**, Duke U.*Chairs:* **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management**Saturday 8:45AM****113**   : (NDSC) **New Doctoral Student Consortium**

8:45am - 5:00pm Philadelphia Marriott: Grand Ballroom F

Sponsored by: **ESMT European School of Management and Technology**. *Pre-Registration is required for this consortium**Organizers:* **Yves Damoiseau**, Louisiana State U.; **Daniel Rottig**, Florida Atlantic U.; **Clifton Mayfield**, U. at Albany, SUNY; **Christine Silva**, Queen's U.; **Moira Praxedes**, U. of Houston; **Betsy Carroll**, State U. of New York, Binghamton; **Lindred Greer**, Leiden U. *Professional Development Workshop Chair:* **Rich DeJordy**, Boston College*Speakers:* **Howard Aldrich**, U. of North Carolina; **Maureen L. Ambrose**, U. of Central Florida; **Emily S. Block**, U. of Illinois, Urbana-Champaign; **Dan V. Caprar**, U. of Iowa; **Gary J. Castrogiovanni**, U. of Tulsa; **Stewart Clegg**, U. of Technology, Sydney; **Russell Coff**, Emory U.; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Gerald F Davis**, U. of Michigan, Ann Arbor; **C. Melissa Fender**, Drexel U.; **Erin Fluegge Woolf**, U. of Florida; **Ajai S Gaur**, National U. of Singapore; **Mark Gavin**, Oklahoma State U.; **Joy Godesiabo**, Northeastern U.; **Spencer Harrison**, Arizona State U.; **Jamie Hendry**, Bucknell U.; **Zhi Huang**, Boston College; **Mark Huselid**, Rutgers U.; **Karen A. Jehn**, Leiden U.; **Carla D. Jones**, Arizona State U.; **Jerome Katz**, Saint Louis University; **Tatiana Kostova**, U. of South Carolina; **Lisa Schurer Lambert**, Georgia State U.; **Michael J Leiblein**, Ohio State U.; **Ravi Madhavan**, U. of Pittsburgh; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **Hemant Merchant**, Simon Fraser U.; **Jake Messersmith**, U. of Kansas; **Stuart Napshin**, Drexel U.; **Sushil Nifadkar**, Arizona State U.; **Marshall Wilson Pattie**, Towson U.; **Mark F. Peterson**, Florida Atlantic U.; **Charles A. Pierce**, U. of Memphis; **Lawrence A. Plummer**, Clemson U.; **Michael Pratt**, U. of Illinois, Urbana-Champaign; **Ravi Ramamurti**, Northeastern U.; **Run Ren**, Texas A&M U.; **Barbara A. Ritter**, Coastal Carolina U.; **John Schaubroeck**, Drexel U.; **Marieke C. Schilpzand**, Georgia Institute of Technology; **Pauline Schilpzand**, U. of Florida; **Jason D. Shaw**, U. of Minnesota; **Mohan Subramaniam**, Boston College; **Michele L. Swift**, CSU Bakersfield/Oregon State U.; **Vas Taras**, U. of Calgary; **Ram Tenkasi**, Benedictine U.; **Mary Ann Von Glinow**, Florida International U.; **Shaker A. Zahra**, U. of Minnesota *Presenters:* **Joseph Broschak**, U. of Arizona; **Angelo DeNisi**, Tulane U.; **John Hollenbeck**, Michigan State U.; **Thomas W. Lee**, U. of Washington; **Konstantin Korotov**, ESMT; **Pamela Perrewe**, Florida State U.; **Debra L. Shapiro**, U. of Maryland; **William H. Starbuck**, U. of Oregon; **Kelly L Zellars**, U. of North Carolina, Charlotte**Saturday 9:00AM****114 : (AAA) Board of Governors' Meeting**




9:00am - 2:00pm Philadelphia Marriott: Room 405

Organizer: **Ken G. Smith**, U. of Maryland**115 : (AAA) Board of Governors' Meeting (Breakout)** Teaching-oriented |  Practice-oriented |  International-oriented |  Theme-oriented |  Research-oriented |  Visual Presentation |  Best Paper Proceedings




9:00am - 2:00pm Philadelphia Marriott: Room 406

Organizer: **Ken G. Smith**, U. of Maryland**116 : (AAA) Placement Services**

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

*Placement Services - Registration and Information**Organizer:* **Janice A. Black**, New Mexico State U**117**   : (BPS, ENT, PNP) **Research on Universities: Data and Methodologies**

9:00am - 12:00pm Philadelphia Marriott: Room 306

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.**Organizer:* **Maryanne P Feldman**, U. of Georgia*Presenters:* **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Dana Bostrom**, U. of California, Berkeley; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor; **Ajay K. Agrawal**, J.L. Rotman School of Management, U. of Toronto; **Donald Siegel**, U. of California, Riverside**118**   : (CMS, OMT, RM) **Philosophical Foundations of Organizational Research**

9:00am - 11:00am Philadelphia Marriott: Room 414 & 415

Organizer: **Raza A Mir**, William Paterson U.*Presenters:* **Paul Adler**, U. of Southern California; **Hugh Willmott**, U. of Cardiff; **Alessia Contu**, U. of Warwick**119** : (ENT) **Alternative Methods for Teaching Entrepreneurship: Not Just Fun and Games**

9:00am - 12:00pm Philadelphia Marriott: Room 301

*Demonstrates alternative teaching tools**Organizer:* **Andrew Cardow**, Massey U.*Participants:* **Heidi M. Neck**, Babson College; **Thomas A. Bryant**, Rowan U.; **Vishal K. Gupta**, U. of Nebraska Omaha; **Minet Schindehutte**, Syracuse U.**120**   : (MC, ODC) **Using Somatic Awareness in Consulting and Learning**

9:00am - 10:30am Loews Philadelphia: Congress A

Organizer: **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change*Presenters:* **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change; **Judy Hochberg**, Fielding Graduate U.; **Gerald Biberman**, U. of Scranton**121**   : (MED) **4 P's of Teaching Creativity: People, Purpose, Place & Process**

9:00am - 11:30am Pennsylvania Convention Center: Room 103C

*This is an off-site session. Registration is required. The deadline is July 13, 2007. To register, please visit**<http://apps.aomonline.org/PDWReg>.**Presenters:* **Rashmi H. Assudani**, Xavier U.; **Lynda M. Kilbourne**, Xavier U.; **Melissa S. Baucus**, U. of Louisville; **Sandy Ping**, VentureForward LLC; **Tom Hortel**, VentureForward LLC**122**   : (MOC) **What "Good" Is Leadership? New Insights From Viewing Leadership From A Positive Perspective**

9:00am - 12:00pm Pennsylvania Convention Center: Room 104B

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.**Organizers:* **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Mary Ann Glynn**, Boston College

Presenters: **Sim B. Sitkin**, Duke U.; **Schon Beechler**, Duke Corporate Education; **Scott A. Snook**, Harvard U.

123 (MSR) **MSR Doctoral Student/New Faculty Consortium**

9:00am - 3:00pm Loews Philadelphia: Regency Ballroom C2

124 [📖] [🗣️] [📺] SPDW: (MSR, SIM) **Helping Companies Do Good: Using Coaching to Operationalize the Mission**

9:00am - 12:00pm Loews Philadelphia: Commonwealth A1

Organizer: **Margaret Benefiel**, Andover Newton Theological School
Presenter: **Kerry Hamilton**, Kerry Hamilton, LLC

125 SPDW: (OB, ODC, MED) **How Can Leadership be Taught? Approaches, Methods, Experiences**

9:00am - 11:20am Pennsylvania Convention Center: Room 105B

Facilitator: **Claudia Verena Peus**, Massachusetts Institute of Technology

Presenters: **Joanne B Ciulla**, U. of Richmond; **Scott A. Snook**, Harvard U.; **William Torbert**, Boston College; **Jay Alden Conger**, U. of Southern California

126 [📖] [📺]: (OCIS) **Junior Faculty Consortium**

9:00am - 5:30pm Philadelphia Marriott: Room 403

Attendance is by Application Only. Contact **Ulrike Schultze**.

Organizer: **Ulrike Schultze**, Southern Methodist U.

Presenters: **V. Sambamurthy**, Michigan State U.; **Stephen Barley**, Stanford U.; **Patrick Y.K. Chau**, U. of Hong Kong; **Youngjin Yoo**, Temple U.; **Sue Newell**, Bentley College, USA and Warwick U., UK; **Janet Fulk**, U. of Southern California

127 [📖] [📺]: (OCIS) **Doctoral Consortium**

9:00am - 5:30pm Philadelphia Marriott: Room 407

Attendance is by application only

Organizer: **Katherine J. Stewart**, U. of Maryland, College Park

Presenters: **Manju K Ahuja**, U. of Louisville; **Ruey-Lin Hsiao**, National U. of Singapore; **Craig Scott**, Rutgers U.; **Viswanath Venkatesh**, U. of Arkansas; **Jane Webster**, Queens U. Canada

128 [🗣️] [📺] SPDW: (OMT, BPS, CMS) **Does STS Mean Business? Interdisciplinary Engagement as a Source of Theoretical Innovation**

9:00am - 12:00pm Philadelphia Marriott: Franklin 3

Recent years have seen increasing engagement between certain areas of organization and management studies and STS, Science and technology studies

Organizers: **Catelijne Coopmans**, Imperial College London; **Elena Simakova**, Ecole des Mines

Presenters: **Daniel Beunza Ibanez**, Pompeu Fabra U.; **Raghu Garud**, Penn State U.; **Peter Karnoe**, Copenhagen Business School; **Christian Licoppe**, Ecole Nationale des

Télécommunications; **Eamonn Molloy**, Oxford U.; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Marc Ventresca**, U. of Oxford; **Ragna Zeiss**, Maastricht U.

129 [🗣️] [📺] SPDW: (OMT, BPS, ENT, MOC) **Taking the Next Step: Learning from Failure and Near-failure**

9:00am - 11:50am Philadelphia Marriott: Room 307

This PDW gathers scholars interested in understandings of how organizations learn (or don't) from failure and near-failure.

REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizer: **Claus Rerup**, U. of Western Ontario

Presenters: **Joel A.C. Baum**, U. of Toronto; **Mark J Zbaracki**, New York U.; **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business; **Jay Kim**, U. of Southern California

130 [📖] [📺] SPDW: (OMT, BPS, OB, RM) **Learning from Micro & Macro Investigations of Group Decision Processes**

9:00am - 11:50am Philadelphia Marriott: Room 305

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizers: **Aaron S. Windeler**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

Facilitators: **Mary Zellmer-Bruhn**, U. of Minnesota; **Alan E. Ellstrand**, U. of Arkansas; **Anita D. Bhappu**, Southern Methodist U.

Presenters: **Amy Hillman**, Arizona State U.; **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Christine Shropshire**, Arizona State U.

131 SPDW: (OMT, ODC, MOC) **OMT/ODC/MOC Doctoral Students Consortium**

9:00am - 5:00pm Philadelphia Marriott: Room 411 & 412

Organizers: **J. Stuart Bunderson**, Washington U.; **Michael R Manning**, New Mexico State U.; **Pablo Martin de Holan**, IE and INCAE; **Sandy Kristin Piderit**, Case Western Reserve U.; **Tim Pollock**, Pennsylvania State U.

Facilitators: **Wesley Sine**, Cornell U.; **Deborah J Dougherty**, Rutgers U.; **Karen Jansen**, U. of Virginia; **Davide Ravasi**, Bocconi U.; **Nelson Phillips**, Imperial College London; **Jenny W. Rudolph**, Boston U.; **Kelly Thomson**, York U.

Participants: **Michael Beer**, Harvard U.; **C.R. Bob Hinings**, U. of Alberta; **Sharon F. Matusik**, U. of Colorado, Boulder; **Henry Mintzberg**, McGill U.; **Susan A. Mohrman**, U. of Southern California; **Hayagreeva Rao**, Stanford U.; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **William H. Starbuck**, U. of Oregon

132 [📖] [🗣️] [📺] SPDW: (PNP, BPS, ONE, ENT, HCM, SIM, IM, CMS, ODC, PTC, HR, RM, MC) **Sustainable Practice Action Research Workshop (SPARC)**

9:00am - 4:00pm Loews Philadelphia: Regency Ballroom B

Presenters: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC

Participants: **David Coghlan**, Trinity College Dublin; **Gerard F Farias**, Fairleigh Dickinson U.

133 [🗣️]: (PTC) **Linking Organizational Health to Financial Performance**

9:00am - 11:00am Loews Philadelphia: Commonwealth C

Presenters: **William S. Schaninger**, McKinsey & Co.; **Aaron De Smet**, McKinsey & Co.; **Mark Loch**, McKinsey & Co.

134 [➔] [📺] SPDW: (SIM, IM, BPS, PNP) **Pushing the Boundaries of Nonmarket Strategies**

9:00am - 12:00pm Loews Philadelphia: Washington A

Submission Requirements: Please submit one work-in-process that is not under advanced review. Papers that draw from multiple theoretical lenses (e.g., Resourced Based View, Positive Political Theory, Economics, Transaction Cost Economics, etc ...) are especially encouraged. Submission Guidelines: Submit working papers between 10 and 25 pages by May 31, 2007. Submit paper to **Kathy Rehbein**, kathleen.rehbein@marquette.edu. Submitted papers should be targeted to research journals. Provide permission

to distribute paper to other participants. Provide at least three key words that describe the submitted paper.

Organizers: **Kathleen Rehbein**, Marquette U.; **Richard G. Vanden Bergh**, U. of Vermont; **Guy Holburn**, U. of Western Ontario; **Amy Hillman**, Arizona State U.

Facilitators: **Witold Jerzy Henisz**, U. of Pennsylvania; **John M de Figueiredo**, UCLA; **Jean-Philippe Bonardi**, U. of Western Ontario

135 : (TIM) **TIM Division Junior Faculty Consortium and Doctoral Student Consortium - Meet the Editors**

9:00am - 11:00am Philadelphia Marriott: Room 310

Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management

Presenters: **Linda Argote**, Carnegie Mellon U.; **George F Farris**, Rutgers U.; **William G Mitchell**, Duke U.; **Chet Miller**, Wake Forest U.; **Jonathan D. Linton**, School of Management, U. of Ottawa; **Garry D Bruton**, Texas Christian U.; **Robert A Burgelman**, Stanford U

136 📖SPDW: (TTC, OB, HR, MED, OCIS) **Teaching Well With Technology: Helping Students Do Good As Managers**

9:00am - 12:00pm Philadelphia Marriott: Room 309

Presenters: **Randall G. Sleeth**, Virginia Commonwealth U.; **Joan Weiner**, Drexel U.; **Randall B Dunham**, U. of Wisconsin, Madison; **Joseph E Champoux**, U. of New Mexico; **Bonnie S. O'Neill**, Marquette U.

Saturday 9:30AM

137 📖→📖SPDW: (BPS, OMT, OM, ITC) **The Management of Alliance Portfolios and their Performance Implications**

9:30am - 12:30pm Philadelphia Marriott: Room 413

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizer: **Dovev Lavie**, Technion-Israel Institute of Technology
Presenters: **Ranjay Gulati**, Northwestern U.; **Prashant Kale**, U. of Michigan, Ann Arbor; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Harbir Singh**, U. of Pennsylvania

138 →📖SPDW: (ENT, BPS, OMT) **Different Approaches to Studying Ethnic Networks, Entrepreneurship and Innovation**

9:30am - 12:00pm Philadelphia Marriott: Room 303

Organizer: **Florian A. Taeube**, Imperial College London
Discussant: **Nelson Phillips**, Imperial College London
Speakers: **Paul Almeida**, Georgetown U.; **Ramana Nanda**, Harvard U.; **Jeffrey A. Robinson**, New York U.; **Lai Si Tsui-Auch**, Nanyang Technological U.; **Mina Yoo**, U. of Washington, Seattle; **Xiaohui Lu**, National U. of Singapore; **Xin Yao**, Wichita State U.; **Neri Karra**, U. of the Arts London

139 📖📖: (HR) **HR Division Junior Faculty Consortium**

9:30am - 5:30pm Pennsylvania Convention Center: Room 108B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Late registrants please e-mail Maria Kraimer at mkraimer@unimelb.edu.au.

Organizers: **Maria Kraimer**, U. of Melbourne; **Jeffrey LePine**, U. of Florida; **Diane E. Johnson**, U. of Alabama, Tuscaloosa
Presenters: **Mark C. Bolino**, U. of Oklahoma; **Marcie LePine**, U. of Florida; **Christina E. Shalley**, Georgia Institute of Technology; **Steven Rogelberg**, U. of North Carolina, Charlotte; **Bradley L. Kirkman**, Texas A&M U.; **Theresa Welbourne**, U. of Michigan;

Amy L. Kristof-Brown, U. of Iowa; **K. Michele Kacmar**, U. of Alabama; **Dan Moshavi**, Montana State U.; **Piers Steel**, U. of Calgary

140 📖📖→📖📖SPDW: (MED, MOC, ODC) **Praxis, Inquiry & The Performative Arts: A Crucible for Transformative Education and Learning**

9:30am - 12:30pm Pennsylvania Convention Center: Room 103A

Facilitator: **Kathy Dee Geller**, Areté Leadership International, Ltd.

Presenters: **Ann Davis**, ADI Communications; **Charlyn Green Fareed**, DeVry U.; **Placida V. Gallegos**, Fielding Graduate U.; **Steve Schapiro**, Fielding Graduate U.; **Tiffany von Emmel**, Dreamfish; **Ilene Wasserman**, ICW Consulting Group; **Beth Fisher-Yoshida**, Columbia U.; **Pamela Meyer**, Meyer Creativity Associates

141 🗣️: (OB) **A Dialogue on Paradigm Diversity in Defining and Measuring Leadership**

9:30am - 11:20am Pennsylvania Convention Center: Room 113C

Facilitator: **Mary Uhl-Bien**, U. of Nebraska, Lincoln

Presenters: **Dian Marie Hosking**, U. of Utrecht; **Kenneth Gergen**, Swarthmore College; **Robert G Lord**, U. of Akron; **Mary Jo Hatch**, U. of Virginia; **Douglas J. Brown**, U. of Waterloo; **Nagaraj Sivasubramaniam**, Duquesne U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Alan Bryman**, U. of Leicester, UK

Saturday 10:00AM

142 📖SPDW: (BPS, MED, TTC) **The Capstone Course is Dead. Long Live the Capstone.**

10:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom A

Examines the rise and fall of capstone courses as mechanisms for interdisciplinary learning and integration, and the future role for capstone courses.

Organizers: **Michael A. Roberto**, Bryant U.; **Jan W. Rivkin**, Harvard U.

Presenters: **Philip M Rosenzweig**, IMD; **Joseph Porac**, New York U.; **Jeffery Ellis**, Babson College

143 📖SPDW: (CMS, MED) **Thinking Critically about the Meaning of Critical Thinking: Critical Pedagogy in Curriculum**

10:00am - 11:30am Philadelphia Marriott: Franklin 4

Participants will explore what is meant by critical thinking and how it might be operationalized both in individual classes and the business school.

Contact: **Amy D. Zidulka**, Royal Roads U.

Presenter: **Gordon E Dehler**, College of Charleston

144 : (ICW) **United States Association for Small Business and Entrepreneurship Board Meeting**

10:00am - 4:00pm Philadelphia Marriott: Franklin 2

Organizers: **Gerilyn McClure Franklin**, U. of South Florida St. Petersburg; **Roger Alderman**, Florida Atlantic U.

145 📖SPDW: (IM, SIM, AAM, BPS) **Research in Psychic, Cultural and Institutional Distance**

10:00am - 12:00pm Philadelphia Marriott: Room 302

Organizer: **Keith D. Brouthers**, King's College London

Presenters: **Jean-Francois Hennart**, Tilburg U.; **Lance Brouthers**, U. of Texas at El Paso; **Jody Evans**, Melbourne Business School; **Carlos Sousa**, U. College Dublin; **Heather Berry**, U. of Pennsylvania

146 🌐➔🗨️: (ITC) Can We Talk Now? Formal and Informal Programs to Increase Inter-communal Understanding

10:00am - 12:00pm Loews Philadelphia: Howe
 Learn how institutional and community programs can create understanding between groups in conflict
 Chair: **Jacob Eisenberg**, U. College Dublin
 Presenters: **Benson Honig**, Wilfrid Laurier U.; **Magid Mazen**, Suffolk U.; **Keith James**, Portland State U.

147 🌐➔🗨️📖SPDW: (MSR, GDO, OMT, SIM) Regulating Spirituality and Religion at Work - Exclusive vs. Inclusive Approaches: A Dialogue

10:00am - 12:00pm Loews Philadelphia: Commonwealth B
 Organizers: **Mustafa F Ozbilgin**, U. of East Anglia; **Yochanan Altman**, London Metropolitan U.; **Katerina Nicolopoulou**, U. of Southampton
 Presenters: **Ramnath Narayanswamy**, Indian Institute of Management, Bangalore; **Cathrine Voynnet Fourboul**, U. Paris II; **Mine Karatas-Ozkan**, U. of Southampton; **Frank Bournois**, U. of Pantheon Assas Paris II

148 📖🗨️📖SPDW: (ODC, MC, BPS) Strategic Organization Development (SOD): Adaptations based on Imposed Organization Demands

10:00am - 12:00pm Loews Philadelphia: Commonwealth D
 Organizer: **Michelle M. Griffin**, Benedictine U./OCE
 Presenter: **Jason Wolf**, Benedictine U.

149 🗨️🗨️: (PNP) Doing Good by Properly Incubating Non-Profits in a Region: The Development of the Southern New Jersey Non-Profit Development Center (NPDC)

10:00am - 11:30am Loews Philadelphia: Congress C
 Presenters: **Tom Bryant**, Rowan U.; **Robert S. D'Intino**, Rowan U.; **Becky Corbin**, Rowan U.

150 📖SPDW: (TTC, MED) Teaching Across the Curriculum: A Cross-disciplinary and Cross-level Perspective

10:00am - 12:00pm Philadelphia Marriott: Franklin 6
 Organizers: **Jill Kickul**, Miami U.; **Lisa K Gundry**, DePaul U.
 Presenters: **B. Kay Snavelly**, Miami U. Ohio; **Thomas J Dean**, U. of Colorado, Boulder; **Saulo Barbosa**, CERAG-EDSG U. of Grenoble II (France); **Christina A Hannah**, U. of Maryland U. College; **Alain Fayolle**, E.M. Lyon; **Mike Crant**, U. of Notre Dame

Saturday 10:10AM

151 🗨️📖SPDW: (OM, TIM) The OM/IT Interface: Conflicts and Technology Trajectories

10:10am - 11:40am Philadelphia Marriott: Room 410
 The divergence of technology trajectories and resulting potential inter-functional conflicts is explored in this PDW using the OM/IT interface as the
 Organizer: **John E. Ettlie**, Rochester Institute of Technology
 Discussants: **Mark Cotteleer**, Marquette U.; **Andrew McAfee**, Harvard U.; **Vadake Narayanan**, Drexel U.

Saturday 10:30AM

152 🗨️🗨️📖: (GDO) Women's Empowerment in the Corporate World: Workplace Practices that Promote Development

10:30am - 12:00pm Pennsylvania Convention Center: Room 104A
 Organizer: **Beatriz Coningham**, George Washington U.
 Presenter: **Maria Cseh**, George Washington U.

153 📖: (HCM) Creating and Sustaining a Research Agenda

10:30am - 12:00pm Loews Philadelphia: Lescaze
 Creating and sustaining a research agenda, the role of planning, flexibility, and serendipidity, and bringing coherence to a body of work
 Organizers: **Barbara Bigelow**, Clark U.; **Margarete Arndt**, Clark U.
 Presenters: **Margarete Arndt**, Clark U.; **Rebecca Wells**, U. of North Carolina; **Myron D Fottler**, U. of Central Florida; **Kathleen Montgomery**, U. of California, Riverside

154 🗨️SPDW: (MC, ODC) Doing OD in Alien Worlds: Dealing With Dilemmas

10:30am - 12:30pm Loews Philadelphia: Congress A
 Presenters: **Hans Vermaak**, Twynstra Management Consultants; **David Jamieson**, Pepperdine U.; **Leon De Caluwe**, Free U., Twynstra; **Bjoern Z. Ekelund**, Human Factors; **Philip H Mirvis**, Independent Consultant

155 📖SPDW: (MED, BPS) Developing Business Curriculum in the Area of Managing Outsourcing Relationships

10:30am - 11:30am Pennsylvania Convention Center: Room 112A
 Presenter: **Rodney R. Yates Smith**, Walsh U.

Saturday 11:00AM

156 🗨️: (CAR) The "Rocky" Route, an All-Day Careers Event to Revisit the Career of Rocky Balboa

11:00am - 4:00pm Off Site: CAR Off-Site Tour - TBA
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Participants are responsible for their own lunch purchase. Registered attendees please meet in the Grand Hall of the Convention Center at 10:00 AM.
 Organizers: **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Barrie E. Litzky**, Pennsylvania State U., Great Valley; **C. Melissa Fender**, Drexel U.

157 🗨️📖: (IAM) Intellectual Capital

11:00am - 12:00pm Philadelphia Marriott: Franklin 7
 Organizers: **Carla Maria Marques Curado**, Technical U. of Lisbon; **Paulo L Henriques**, Technical U. of Lisbon
 Presenters: **Luiz Antonio Joia**, Escola de Administração Publica e de Empresas, Fundacao Getulio Vargas; **Enzo Bivona**, U. of Palermo; **Carla Maria Marques Curado**, Technical U. of Lisbon; **Paulo L Henriques**, Technical U. of Lisbon
 Participants: **Yosune Saenz**, U. de Deusto; **Nekane Aramburu**, U. de Deusto

158 🌐➔: (PTC) Insights on Global Workforce Management

11:00am - 12:00pm Loews Philadelphia: Commonwealth C

Presenters: **Emily Lawson**, McKinsey & Company; **Asmus B. Komm**, McKinsey & Co.; **Matthew David Guthridge**, McKinsey & Company

159 : (TIM) TIM Division Faculty Consortium - Coffee Break

11:00am - 11:15am Philadelphia Marriott: Room 310

Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.

Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management

Saturday 11:15AM

160 : (TIM) TIM Division Junior Faculty Consortium - Strategies for Research and Publications

11:15am - 1:30pm Philadelphia Marriott: Room 310

Distinguished Speaker: **Shaker A. Zahra**, U. of Minnesota

Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management

Presenters: **Lee Fleming**, Harvard U.; **Anita McGahan**, Boston U.; **Brian S. Silverman**, U. of Toronto

Saturday 11:30AM

161 🗄️🗣️📄 SPDW: (OB, IM) Changing Places: How Place Shapes Our Understanding of Leadership and Culture

11:30am - 1:20pm Pennsylvania Convention Center: Room 105B

Facilitators: **Brad Jackson**, U. of Auckland; **Deanne N. DenHartog**, U. of Amsterdam

Presenters: **Eric Guthey**, Copenhagen Business School; **Jeffrey C. Kennedy**, Nanyang Technological U.; **Michailova Snejina**, U. of Auckland; **Matthew Eriksen**, U. of Tampa

Participant: **Ann L Cunliffe**, U. of Hull

162 🗣️📄 SPDW: (OB, MOC) Decisions, Decisions: The Decisions that Leaders Make and How They Go About Making Them

11:30am - 1:20pm Pennsylvania Convention Center: Room 113C

Facilitator: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

Presenters: **Neal M. Ashkanasy**, U. of Queensland; **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Michael Mumford**, U. of Oklahoma; **Craig L. Pearce**, Claremont Graduate U.; **Andrew McLean**, Bentley U.

163 🗄️🗣️📄 SPDW: (SIM, ONE, CMS, MSR, PNP) Sustainable Urban Social Entrepreneurship: The Whitedog Lesson in "Doing Well by Doing Good"

11:30am - 1:00pm Loews Philadelphia: Congress C

Organizer: **Joseph A. Petrick**, Wright State U.

Participants: **Robert A Giacalone**, Temple U.; **David S. Bright**, Wright State U.; **Andrew Griffiths**, U. of Queensland

Saturday 12:00PM

164 : (AAA) Academy of Management Journal Editors' Meeting

12:00pm - 2:00pm Philadelphia Marriott: Room 305

Organizer: **Sara L Rynes**, U. of Iowa

165 : (AAA) Membership

12:00pm - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

🗄️ Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

166 : (ENT) Council of Entrepreneurship Endowed Chairs Luncheon

12:00pm - 2:00pm Philadelphia Marriott: Franklin 1

Organizer: **Mark Weaver**, Rowan U.

167 🗄️🗣️📄 SPDW: (ENT, SIM, PNP) Social Entrepreneurship: Advances in Research and Practice

12:00pm - 3:30pm Philadelphia Marriott: Room 303

This workshop is for doctoral students and faculty interested in social entrepreneurship.

Organizers: **Jeffrey A. Robinson**, New York U.; **William D Schulte**, Shenandoah U.

Presenters: **Johanna Mair**, IESE Business School; **Kai N. Hockerts**, Copenhagen Business School; **Jennifer Wade**, U. of Colorado-Denver; **Ignasi Marti**, IESE, U. of Navarra; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Dianne HB Welsh**, U. of Tampa; **Alan L Carsrud**, Florida International U.; **Robert S. D'Intino**, Rowan U.; **Ana Maria Peredo**, U. of Victoria

168 🗣️🗣️📄 SPDW: (GDO, ODC) So You Want to Be a Leader in Higher Education? Developing Leadership as Women

12:00pm - 1:30pm Pennsylvania Convention Center: Room 112A

Facilitator: **Susan R. Madsen**, Utah Valley State College

169 🗄️🗣️➔🗣️: (HCM) Sarbanes Oxley- How is it Affecting both For-Profit and Not-For Profit Healthcare Organizations?

12:00pm - 1:00pm Loews Philadelphia: Commonwealth A1

Organizer: **Nancy Borkowski**, South U.

Presenters: **Mark Pastin**, Council of Ethical Organizations, Health Ethics Trust; **Manuela Brusoni**, Bocconi U.

170 🗄️🗣️➔🗣️📄: (HR) Networking Lunch Sponsored by SHRM

12:00pm - 12:50pm Pennsylvania Convention Center: Room 109B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRReg>. Late registrants please e-mail Erica Lewis at elewis@shrm.org or call (703) 535-6025.

Organizer: **Debra J. Cohen**, Society for Human Resource Management

171 🗄️➔📄: (IM) IMD Junior Faculty Consortium

12:00pm - 4:00pm Philadelphia Marriott: Franklin 9

The IMD Junior Faculty Consortium is supported by The College of Business Administration, Northeastern University.

Organizer: **William Q Judge**, Old Dominion U.

Presenters: **Nakiye Boyacigiller**, Sabanci U.; **Igor Filatotchev**, King's College London; **Irina Naoumova**, U. of Tennessee; **Sheila M. Puffer**, Northeastern U.; **Alan M Rugman**, Indiana U.; **Stephen B Tallman**, U. of Richmond; **Mike Wright**, Nottingham U.; **Shaker A. Zahra**, U. of Minnesota

172 🗄️ SPDW: (ODC, IAM, PTC) Dissertation Success Strategies for Doctoral Students

12:00pm - 6:00pm Loews Philadelphia: Howe

Organizer: **Kay Davis**, Pepperdine U.

Presenters: **Jyotsna Sanzgiri**, Alliant International U.; **Daphne DePorres**, U. de Monterrey; **Margaret D Gorman**, George Washington U.; **Kent Rhodes**, Pepperdine U.; **David Jamieson**, Pepperdine U.
Participants: **Kenneth Murrell**, U. of West Florida; **Therese Yeager**, Benedictine U.

173 : (OM) Operations Management Doctoral Consortium Luncheon

12:00pm - 1:00pm Philadelphia Marriott: Independence I & II

174 **SPDW: (OMT, BPS, OB, RM) Advanced Social Networks: Theoretical And Empirical Applications Of Social Network Analysis**

12:00pm - 4:00pm Philadelphia Marriott: Franklin 4

This PDW will allow researchers who are currently engaged in social network research to interact with one another. INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Organizer: **Giuseppe Labianca**, U. of Kentucky
Coordinators: **Daniel J. Brass**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas

Presenters: **Stephen P Borgatti**, Boston College; **Ronald S. Burt**, U. of Chicago; **Tiziana Casciaro**, Harvard U.; **Robert L. Cross**, U. of Virginia; **Jonathon N. Cummings**, Duke U.; **Martin Gargiulo**, INSEAD; **Deborah E. Gibbons**, Naval Postgraduate School; **Martine Haas**, Wharton School, U. of Pennsylvania; **David Krackhardt**, Carnegie Mellon U.; **Emmanuel Lazega**, U. de lille 1 - essec; **Ajay Mehra**, U. of Kentucky; **David Obstfeld**, U. of California, Irvine; **Raymond T Sparrowe**, Washington U. in St. Louis

175 **SPDW: (ONE, SIM, TTC) Teaching with Cases on Social and Environmental Issues**

12:00pm - 1:30pm Loews Philadelphia: Commonwealth D

Organizer: **Suzanne Benn**, U. of Technology, Sydney
Facilitators: **Anne T Lawrence**, San Jose State U.; **Kate Kearins**, Auckland U. of Technology; **Eva Marie Collins**, U. of Waikato; **Jacob Park**, Green Mountain College; **Tom E Thomas**, San Francisco State U

Presenter: **Dexter Dunphy**, U. of Technology, Sydney

176 **SPDW: (PTC, HR, OMT, MEN, ODC, IAM, OB, MC, OM, PNP, GDO, ITC) Bringing Practice Back into our Scholarship**

12:00pm - 7:00pm Loews Philadelphia: Regency Ballroom A

Lunch is sponsored by the HAY Group.

Organizers: **Elena P. Antonacopoulou**, U. of Liverpool; **Daniel Geiger**, U. of Liverpool; **Thomas G. Cummings**, U. of Southern California

Speakers: **Elena P. Antonacopoulou**, U. of Liverpool; **Jean M. Bartunek**, Boston College; **Daniel Geiger**, U. of Liverpool; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Joseph A Raelin**, Northeastern U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Russ Vince**, U. of Hull; **Karl E Weick**, U. of Michigan, Ann Arbor; **Brian Langham**, Hay Group

177 **(RM) Working with Video Data**

12:00pm - 1:50pm Philadelphia Marriott: Room 307

Contact Christina Butler by e-mail in advance with a brief outline of your interest/experience (christina.butler@kingston.ac.uk)

Presenters: **Christina Lea Butler**, Kingston U. ; **Laurie R. Weingart**, Carnegie Mellon U.; **Seth A. Kaplan**, George Mason U.

178 **SPDW: (TTC, MED, SIM) Improving Corporate Ethics Through the Use of Innovative Instructional Techniques**

12:00pm - 2:00pm Philadelphia Marriott: Room 309

Presenters: **Christina A Hannah**, U. of Maryland U. College; **J Kay Keels**, Coastal Carolina U.; **Troy Nielson**, Utah Valley State College; **Larry Pate**, Center for Ethical Leadership; **Rajnandini Pillai**, California State U. San Marcos; **Barbara A. Ritter**, Coastal Carolina U.

Saturday 12:30PM

179 : (AAA) BOG Appreciation Luncheon for Outgoing Volunteers

12:30pm - 2:30pm Philadelphia Marriott: Grand Ballroom D

By Invitation Only!

Organizer: **Ken G. Smith**, U. of Maryland

180 **SPDW: (BPS, ENT, IM, AAM) The Austrian School of Economics: Applications to Organization, Strategy, and Entrepreneurship**

12:30pm - 2:30pm Philadelphia Marriott: Room 414 & 415

Explores core contributions of Austrian economics, recent developments, and new applications to issues in organization, strategy, and entrepreneurship

Organizer: **Peter G Klein**, U. of Missouri

Speakers: **Nicolas Foss**, Copenhagen Business School; **Richard N. Langlois**, U. of Connecticut; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Elaine Mosakowski**, U. of Colorado, Boulder; **Yasemin Y Kor**, U. of South Carolina

181 **SPDW: (MED, MEN) Reducing Attrition in Doctoral Programs**

12:30pm - 2:00pm Pennsylvania Convention Center: Room 108A

Facilitator: **Michael Scharff**, Limestone College

Presenters: **Bahaudin Mujtaba**, Nova Southeastern U.; **Freda Turner**, Grand Canyon U.; **Dan Meyerson**, Bank of America; **Leonard Samborowski**, US Army

182 **(MSR) Building Community after Katrina: Role of Faith-Based Groups and Appreciative Inquiry**

12:30pm - 1:30pm Loews Philadelphia: Commonwealth B

Organizer: **Sara Kimmel**, Belhaven College

Presenter: **M. Ray Grubbs**, Millsaps College

183 **SPDW: (OMT, CMS, SIM) Corporations, Democracy and the Public Good - One Year Later**

12:30pm - 2:00pm Philadelphia Marriott: Grand Ballroom A

This PDW follows up Steve Barley's Distinguished Scholar presentation this past summer at the Atlanta 2006 Academy of Management Meeting.

Organizers: **Dror Etzion**, IESE, U. of Navarra; **Bernard Leca**, Nottingham U. Business School; **Ignasi Marti**, IESE, U. of Navarra
Presenters: **Stephen Barley**, Stanford U; **Gerald F Davis**, U. of Michigan, Ann Arbor; **Royston Greenwood**, U. of Alberta; **Douglas A Schuler**, Rice U.

184 **(PNP) PNP Junior Faculty Professional Development**

12:30pm - 4:30pm Loews Philadelphia: Washington A

Presenter: **Laurie E. Paarlberg**, San Francisco State U.

185 📖📄: (PNP) PNP Division PhD Consortium

12:30pm - 6:00pm Loews Philadelphia: Washington B

Presenters: **R. Karl Rethemeyer**, U. at Albany, SUNY; **Steven Kelman**, Harvard U.; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Martin J. Kilduff**, U. of Texas, Austin; **Hal G. Rainey**, U. of Georgia; **John M Bryson**, U. of Minnesota; **Tina Nabatchi**, Indiana U., Bloomington; **Micheal T. Stratton**, Hood College; **Jessica Word**, U. of Nevada, Las Vegas; **Edward DeSeve**, U. of Pennsylvania; **Andrew Glassberg**, U. of Missouri -st.Louis

186 📖: (TIM) Global Issues and Challenges in Management Education

12:30pm - 1:30pm Philadelphia Marriott: Room 401 & 402

AACSB perspectives on the demand for management education, doctoral faculty shortages, intensifying competition, and more. Distinguished Speaker: **John J. Fernandes**, AACSB International
Chairs: **Shawn M. Carraher**, Cameron U.; **Jane Whitney Gibson**, Nova Southeastern U.

Saturday 12:45PM

187 📖SPDW: (MC, ODC, PTC) Good Consulting on the Inside: Managing the Function, the Work and the Self

12:45pm - 2:00pm Loews Philadelphia: Congress A

Presenters: **Julie Smendzuik-O'Brien**, Fielding Graduate U./Minnesota State Colleges and U.; **Beverly Scott**, JFK U. and Bev Scott Consultants; **Terrence H. Seamon**, THS associates

Saturday 1:00PM

188 → 📖SPDW: (BPS, IM, IAM, AAM, TIM, OMT, ITC) Improving International Strategy Research – Moving from Ideas to Publications

1:00pm - 4:00pm Philadelphia Marriott: Franklin 8

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.

Chairs: **Aldas Kriaciunas**, Purdue U.; **Joan D Penner-Hahn**, Wayne State U.

Discussants: **Laurence Capron**, INSEAD; **Wilbur Chung**, U. of Maryland, College Park; **Mona V Makhija**, Ohio State U.; **Xavier Martin**, Tilburg U.

189 📖📄SPDW: (CMS, GDO) CMS Doctoral Consortium

1:00pm - 2:30pm Philadelphia Marriott: Room 304

Contact organizer at terrance.weatherbee@acadiau.ca
Organizer: **Terrance G. Weatherbee**, Acadia U.

190 → 📖SPDW: (ENT, BPS) Corporate Venturing: State Of The Art And Developmental Workshop

1:00pm - 3:00pm Philadelphia Marriott: Franklin 7

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizers: **Thomas Keil**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology; **Gary Dushnitsky**, U. of Pennsylvania

Speakers: **Ari Ginsberg**, New York U.; **Michael Lenox**, Duke U.; **Riitta Katila**, Stanford U.; **Suresh B Kotha**, U. of Washington, Seattle; **Rita Gunther McGrath**, Columbia U.; **Corey Phelps**, U. of

Washington; **Shaker A. Zahra**, U. of Minnesota; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

191 📖📄SPDW: (GDO, CMS) Workshop on Feminist Theory and Organization Studies

1:00pm - 5:00pm Pennsylvania Convention Center: Room 104B

Registration required (<http://apps.aomonline.org/PDWReg>). For workshop requirements & information, contact **Linda Smircich** at smircich@mgmt.umass.edu.

Organizers: **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst

192 → 📖SPDW: (HR, IM, ITC) The Multi-Dimensional Challenges and Opportunities of Undertaking International HRM Research

1:00pm - 5:00pm Pennsylvania Convention Center: Room 112B

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Late registrants please contact **Elaine Farndale** at farndale@uvt.nl.

Organizer: **Elaine Farndale**, Tilburg U.

Chair: **Jaap Pauwe**, Tilburg U.

Presenters: **Patrick Wright**, Cornell U.; **Philip Gordon Stiles**, Cambridge U.

193 📖→ 📄: (IAM) Doing Management Research in Iberoamerica: Problems and Strategies

1:00pm - 2:30pm Philadelphia Marriott: Room 404

Organizer: **Santiago Ibarreche**, U. of Texas at El Paso

Discussants: **Gaston Fornes**, U. of Bath; **Maria Elisa Peirano Vejo**, Massey U. New Zealand; **Maria Fernanda Garcia**, U. of Texas at El Paso; **Roberto Vassolo**, IAE Business School - U. Austral; **Carlos Alcerreca**, Instituto Tecnologico Autonomo de Mexico; **Julio DeCastro**, Instituto de Empresa; **Luis R. Gomez-Mejia**, Arizona State U.; **Edmundo Gonzalez-Zavaleta**, U. del Pacifico (Lima); **Monica Franco-Santos**, Cranfield School of Management; **Javier Marcos-Cuevas**, Cranfield School of Management

194 →: (IM) International Management Division Doctoral Consortium II

1:00pm - 4:00pm Philadelphia Marriott: Franklin 5

The IMD Doctoral Consortium is supported by The College of Business Administration, Northeastern University.







Organizer: **Jonathan P Doh**, Villanova U.

Presenters: **Lorraine Eden**, Texas A&M U.; **Hildy Teegen**, George Washington U.; **Peter L. Rodriguez**, U. of Virginia; **Klaus Uhlenbruck**, U. of Montana; **Andrew Delios**, National U. of Singapore; **John Mezas**, U. of Miami; **Ram Mudambi**, Temple U.; **Schon Beechler**, Duke Corporate Education; **Jane Lu**, Singapore Management U.; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

195 📖SPDW: (MC, MED) M.C.D. Doctoral Consortium: Forum for Designing, Developing and Implementing an MBA Management Consulting Concentration

1:00pm - 2:00pm Loews Philadelphia: Congress B

Presenters: **Randall Hayes**, Central Michigan U.; **Charles Burke**, Central Michigan U.; **Lawrence Roland Lepisto**, Central Michigan U.

196       SPDW: (MED, TTC, IM) **An International Collaboration to Rethink Graduate Management Education**

1:00pm - 3:00pm Pennsylvania Convention Center: Room 103B
 Organizer: **Toni Ungaretti**, Johns Hopkins U.
 Presenters: **Werner Peter Fees**, Georg-Simon-Ohm-Fachhochschule; **Andreas Goergen**, The McGraw-Hill Companies, GmbH, Standard & Poor's; **Beate Hillebrecht-Harris**, SGL CARBON GmbH; **Helmut Kasper**, WirtschaftsU. Wien; **Yukato Kato**, Kobe U.; **Richard G. Milter**, John Hopkins U.; **Nino Tomaschek**, U. Augsburg; **Sandra Kuisl**, Deutsche Telekom; **Peter Schettgen**, U. Augsburg; **Sebastian Schloemer**, U. Augsburg

197     (MH) **New York Society of Security Analysts: Student Investment Research Challenge**

1:00pm - 2:00pm Loews Philadelphia: Commonwealth A1
 Officers and Members of the New York Society of Security Analysis will present.
 Chair: **Curt H. Stiles**, U. of North Carolina- Wilmington

198    (MOC) **High-Reliability Sensemaking in National Security Communities and Other Loosely Coupled Networks**

1:00pm - 4:00pm Pennsylvania Convention Center: Room 103A
 Registration is preferred but not required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>.
 Organizer: **James Douglas Orton**, The George Washington University
 Facilitator: **Karen Ruth Detweiler**, The MITRE Corporation

199  (MSR) **Inspiration of St. John of the Cross to Business Professionals**

1:00pm - 1:50pm Loews Philadelphia: Commonwealth C
 Organizer: **Maria Lai-Ling Lam**, Malone College

200     (OB) **Organizational Behavior Not-so-Junior Mid-career Faculty Development Workshop**



1:00pm - 5:00pm Pennsylvania Convention Center: Room 109A
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>.
 Organizer: **Steven Michael Sommer**, Pepperdine U.
 Presenters: **Jone L. Pearce**, U. of California, Irvine; **Fred Luthans**, U. of Nebraska, Lincoln; **David A. Whetten**, Brigham Young U.

201     SPDW: (ODC, MC, MED) **Strategies and Tactics for Coaching Teams**



1:00pm - 5:00pm Loews Philadelphia: Lescaze
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>. For more information contact Ruth Wageman at rwageman@wjh.harvard.edu
 Organizer: **Ruth Wageman**, Harvard U.
 Presenter: **Richard Hackman**, Harvard U.

202   (OM) **Operations Management Doctoral Consortium**

1:00pm - 5:00pm Philadelphia Marriott: Independence I & II

203   SPDW: (OM, BPS, HR) **Teaching Project Management (with "people" in mind)**

1:00pm - 2:30pm Philadelphia Marriott: Room 301
 Presenters: **Steve Walton**, Emory U.; **Michael Alan Sacks**, Emory U.

204   SPDW: (RM, HR) **Latent Congruence Modeling: Improving the Assessment of Similarity, Agreement, and Fit in Research**





1:00pm - 2:50pm Philadelphia Marriott: Room 302
 Pre-registration is recommended. Please contact presenter by sending an email to gordonc@cuhk.edu.hk.
 Presenter: **Gordon W Cheung**, Chinese U. of Hong Kong

Saturday 1:30PM**205**   (BPS) **Business Policy & Strategy Division New Faculty Consortium**

1:30pm - 5:00pm Philadelphia Marriott: Liberty Ballroom B
 Consortium for faculty in the early stages of their career or recently moved into BPS. Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Melissa Schilling**, New York U.; **Peter Zemsky**, INSEAD
 Presenters: **Delwyn N Clark**, U. of Waikato; **Andrew D Henderson**, U. of Texas, Austin; **Melissa M. Appleyard**, Portland State U.; **Violina Rindova**, U. of Texas, Austin; **Bill McEvily**, U. Toronto; **Sea Jin Chang**, Korea U.; **Gabriel Szulanski**, INSEAD; **Ranjay Gulati**, Northwestern U.

206   (BPS) **Business Policy & Strategy Division Doctoral Consortium**




1:30pm - 5:00pm Philadelphia Marriott: Liberty Ballroom C
 Invitation Only. See www.bpsdiv.org for further details.
 Chairs: **Tammy L. Madsen**, Santa Clara U.; **Kyle J Mayer**, U. of Southern California
 Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Jay B Barney**, Ohio State U./Peking U.; **Gino Cattani**, New York U.; **Irene M Duhaime**, Georgia State U.; **Michael A. Hitt**, Texas A&M U.; **Tarun Khanna**, Harvard U.; **Richard Makadok**, Emory U.; **Catherine A Maritan**, Syracuse U.; **William G Mitchell**, Duke U.; **Peter W Roberts**, Emory U.; **Harbir Singh**, U. of Pennsylvania

207     SPDW: (HR, BPS, CAR, MED, GDO) **SHRM Resources for Teaching Effectiveness/Curriculum Development & SHRM Foundation Research Funding**

1:30pm - 5:00pm Pennsylvania Convention Center: Room 109B
 Attendees of this session are invited to attend the preceding Networking lunch sponsored by SHRM.
 Organizer: **Debra J. Cohen**, Society for Human Resource Management
 Presenters: **Steven Williams**, Society for Human Resource Management; **Karen Silberman**, Society for Human Resource Management; **Nancy Woolever**, Society for Human Resource Management

208 : (ICW) **Journal of Management Editorial Board Meeting**

1:30pm - 3:00pm Pennsylvania Convention Center: Room 104A
 Organizer: **Jane Schmidt-Wilk**, Maharishi U.

209    SPDW: (MED, SIM) **Ethical Codes and Practices in Higher Education**

1:30pm - 3:00pm Pennsylvania Convention Center: Room 112A
 Organizer: **Susan R. Madsen**, Utah Valley State College
 Facilitators: **James H Davis**, U. of Notre Dame; **Susan R. Madsen**, Utah Valley State College

210 SPDW: (OB, MED, IM) **Developing Global Leaders: Leading Practices in Adult Education**





1:30pm - 4:00pm Pennsylvania Convention Center: Room 113C

Facilitator: **Schon Beechler**, Duke Corporate Education*Presenters:* **Allan Bird**, U. of Missouri, St. Louis; **Stewart Black**, Euro-Asia Centre, INSEAD; **Hal Gregersen**, INSEAD; **Mansour Javidan**, Thunderbird, The Garvin School of International Management; **Joyce Osland**, San Jose State U.**211** SPDW: (OB, MOC) **Macro and Micro Perspectives on Leadership and Identity Theory**

1:30pm - 3:20pm Pennsylvania Convention Center: Room 105B

Facilitator: **Ronald H. Humphrey**, Virginia Commonwealth U.*Presenters:* **Mary Ann Glynn**, Boston College; **Mary Jo Hatch**, U. of Virginia; **Kim Jaussi**, Binghamton U.; **Robert G Lord**, U. of Akron**212**  : (ONE) **ONE Emerging Scholars Consortium**

1:30pm - 3:30pm Loews Philadelphia: Commonwealth D

*Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more information, contact Sally Russell at s.russell@business.uq.edu.au**Organizer:* **Sally Russell**, U. of Queensland*Presenters:* **Lynne Andersson**, Temple U.; **Kate Kearins**, Auckland U. of Technology; **Irene Henriques**, York U.; **Andrew Griffiths**, U. of Queensland; **Carolyn Egri**, Simon Fraser U.; **Monika Winn**, U. of Victoria; **Michael V. Russo**, U. of Oregon; **Sanjay Sharma**, Wilfrid Laurier U.; **Angeloantonio Russo**, Bocconi U.; **Ans Kolk**, U. of Amsterdam**213**    : (PNP, MEN, ITC) **Career Mentoring of Faculty in the Non-USA setting**




1:30pm - 3:30pm Loews Philadelphia: Commonwealth B

Discussants: **Chew Chew**, Chinese U. of Hong Kong; **John S Hassard**, U. of Manchester; **Kerr Inkson**, U. of Waikato; **Julie Wolfram Cox**, Deakin U.*Presenters:* **Stephen T.T. Teo**, U. of Technology, Sydney; **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Colleen Chesterman**, U. of Technology, Sydney**214**: (TIM) **TIM Division Junior Faculty Consortium - Box Lunch**

1:30pm - 2:30pm Philadelphia Marriott: Room 310

Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.*Chairs:* **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management**Saturday 2:00PM****215**: (AAA) **2007 Session Chairs, Facilitators & Discussants Meeting**

2:00pm - 3:00pm Philadelphia Marriott: Grand Ballroom E

Program Chair: **Angelo DeNisi**, Tulane U.*Program Coordinator:* **Jimmy Le**, Academy of Management*Professional Development Workshop Chair:* **James P. Walsh**, U. of Michigan, Ann Arbor**216**   : (CMS, RM, GDO) **Arriving at (Un)Common Grounds: Quantitative & Qualitative Methods Researching Workplace Diversity**


2:00pm - 4:30pm Philadelphia Marriott: Room 307

*Noted researchers will discuss the importance of using quantitative and qualitative methodologies in studying workplace diversity**Contact:* **Pushkala Prasad**, Skidmore College*Presenters:* **Alison Konrad**, U. of Western Ontario; **Albert J. Mills**, St. Mary's U.; **Anshuman Prasad**, U. of New Haven; **Robin Ely**, Harvard U.; **Jean Helms Mills**, St. Mary's U.**217** : (HCM) **International Healthcare Management and Policies**

2:00pm - 3:30pm Loews Philadelphia: Commonwealth C

*In this session, internationally renowned researchers and consultants from Europe, the USA and Australia will discuss current healthcare management is**Organizer:* **Christian Gericke**, U. of Adelaide*Presenters:* **Ewan Ferlie**, Royal Holloway College, U. of London; **Jonas Schreyögg**, Stanford U.; **Andreas Poensgen**, Boston Consulting Group; **Adam Elshaug**, U. of Adelaide**218** : (MC, IM) **Doing Well by Doing Good: Lessons Learned by Experienced Consultants**

2:00pm - 4:00pm Loews Philadelphia: Congress A

Presenters: **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Larry E. Greiner**, U. of Southern California; **Mary Yoko Brannen**, San Jose State U.; **Majken Schultz**, Copenhagen Business School**219** : (MC, ODC, BPS) **M.C.D. Doctoral Consortium: Action Research in Strategy Storytelling**

2:00pm - 3:30pm Loews Philadelphia: Congress B

Presenters: **Mark Hillon**, U. of Central Oklahoma; **Yue Cai-Hillon**, University of Central Missouri; **Jonathan Elliott**, U.S. Department of Treasury; **Carolyn Gardner**, Kutztown U.; **Nancy E. Landrum**, U. of Arkansas, Little Rock**220**  : (MH) **Take a Ride on the Reading: From Greatness to Oblivion**

2:00pm - 3:00pm Loews Philadelphia: Commonwealth A1

*Officers and Members of the Chartered Financial Analyst Society of Philadelphia will present.**Discussant:* **Robert E. Wright**, New York U.**221**  : (MH) **Industrial Management Films: Past & Present**

2:00pm - 6:00pm Loews Philadelphia: Congress C

*Don't miss this opportunity to see some extremely rare industrial films from here and abroad.**Organizer:* **Charles D. Wrege**, Cornell U.*Presenters:* **Eric Breitbart**, EB Productions, LLC; **Michell Dakelman**, National Railway Historical Society; **Jerome Collins**, Nova Southeastern U.**222**  : (OM, PNP, TIM, IM) **The Management of Large Engineering Projects: Debating a Research Agenda**

2:00pm - 3:30pm Philadelphia Marriott: Room 413

*1. Donald Lessard (MIT): Managing (in the face of) Risk and Uncertainty in Large complex projects. Donald will draw from his engagement for three year**Organizer:* **Nuno A Gil**, Manchester Business School*Presenters:* **Donald Lessard**, MIT Sloan School of Management; **Raymond Levitt**, Stanford U.; **Graham M Winch**, Manchester U.; **Stewart Clegg**, U. of Technology, Sydney; **Tyrone S. Pitsis**, U. of Technology, Sydney

223 📖 SPDW: (RM, OM, HR) **The Analysis of Change Through Latent Growth Modeling**

2:00pm - 6:00pm Philadelphia Marriott: Franklin 3
Some knowledge of SEM is needed as I will not be covering an introductory topic.
 Presenter: **Robert J. Vandenberg**, U. of Georgia

Saturday 2:10PM

224 → 🗣️ 📖 SPDW: (IM, ONE, SIM, AAM) **Performing Academic Research in Microfinance**

2:10pm - 5:00pm Philadelphia Marriott: Room 309
 Organizer: **Joshua Ault**, U. of South Carolina
 Presenters: **Andrew Spicer**, U. of South Carolina; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Warner P. Woodworth**, Brigham Young U.; **Erik Simanis**, Cornell U.

225 📖 🗣️ 📖 SPDW: (OB, CM) **How Do We Put Trust Research Into Practice?**

2:10pm - 5:00pm Pennsylvania Convention Center: Room 108A
 Chair: **Donald L. Ferrin**, Singapore Management U.
 Presenters: **Kurt T Dirks**, Washington U.; **Katinka Monica Bijlsma-Frankema**, Free U. Amsterdam; **Darryl Stickel**, Trust Unlimited; **Antoinette Weibel**, U. of Zurich; **Patricia M. G. O'Connor**, Center for Creative Leadership; **Robert Galford**, Center for Executive Development

Saturday 2:30PM

226 → 🗣️ 📖 SPDW: (CMS, RM) **Doing Good by Doing Critical Research**

2:30pm - 5:00pm Philadelphia Marriott: Room 414 & 415
Pre-registration Recommended
 Contact: **Robert P. Gephart**, U. of Alberta
 Presenters: **Robert P. Gephart**, U. of Alberta; **Tojo Thatchenkery**, George Mason U.; **Nancy E. Landrum**, U. of Arkansas, Little Rock; **Carolyn Gardner**, Kutztown U.; **Marco Adria**, U. of Alberta

227 → 🗣️ 📖: (IAM) **Writing research grant proposals in Iberoamerica**

2:30pm - 4:00pm Philadelphia Marriott: Room 410
 Organizer: **Santiago Ibarreche**, U. of Texas at El Paso
 Presenters: **Monica Franco-Santos**, Cranfield School of Management; **Guillermo Cardoza**, Instituto de Empresa Business School; **Gaston Fornes**, U. of Bath; **Martin Larraza-Kintana**, U. Pública de Navarra

228 📖 SPDW: (OMT, TTC) **OMT in the MBA Curriculum: Decline and Fall or Rise and Revive?**

2:30pm - 4:30pm Philadelphia Marriott: Grand Ballroom B
This PDW reviews OMT content in the MBA curriculum and showcases recent successful additions of OMT material.
 Organizer: **Anand Narasimhan**, Imperial College London
 Presenters: **Kelly Thomson**, York U.; **Gerald F Davis**, U. of Michigan, Ann Arbor; **Philip Anderson**, INSEAD

229 📖: (RM) **Qualitative Comparative Analysis**

2:30pm - 6:00pm Philadelphia Marriott: Room 304
We do not require pre-registration. Those who do so will have access to handouts and readings prior to the workshop. Please contact fiss@marshall.usc.edu

Presenters: **Peer C. Fiss**, U. of Southern California; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Thomas Greckhamer**, Louisiana State U.; **Gregory Jackson**, U. of London; **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business

230 : (TIM) **TIM Division Junior Faculty Consortium - Balancing Research with Service, Teaching & Life**

2:30pm - 5:00pm Philadelphia Marriott: Room 310
 Chairs: **Michael Lenox**, Duke U.; **Francois Therin**, Grenoble Ecole de Management
 Presenters: **Mary Tripsas**, Harvard U.; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor; **Maximilian von-Zedtwitz**, Tsinghua U.; **Dominique R. Jolly**, Ceram Sophia Antipolis

Saturday 2:40PM

231 📖 SPDW: (TIM, BPS) **Using Patent Data for Research**

2:40pm - 5:00pm Philadelphia Marriott: Room 310
 Organizers: **Deepak Somaya**, U. of Maryland, College Park; **Jasjit Singh**, INSEAD
 Discussant: **Scott Stern**, Northwestern U.
 Presenters: **Jeffrey Furman**, Boston U.; **David Hsu**, Wharton School; **Bhaven Sampat**, Columbia U.; **Lee Fleming**, Harvard U.

Saturday 3:00PM

232 🗣️ → 🗣️ 📖 SPDW: (IM, BPS, HR, AAM) **Doing High Impact Research on the Human Side of International Mergers and Acquisitions**

3:00pm - 5:30pm Philadelphia Marriott: Franklin 1
 Chair: **Chei Hwee Chua**, U. of South Carolina
 Facilitators: **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **John C Dencker**, U. of Illinois, Urbana-Champaign
 Presenters: **Guenter Stahl**, INSEAD; **Sim B. Sitkin**, Duke U.; **Zeynep Yesim Yalabik**, UIUC-ILIR; **Haim Benyamini**, Tel Aviv U.; **Ingmar Bjorkman**, Swedish School of Economics and Business Administration; **Eero Vaara**, Swedish School of Economics and Business Administration; **Yaakov Weber**, College of Management, Israel

233 📖 SPDW: (IM, BPS, HR, AAM) **Challenges and Opportunities of Conducting Management Research in P. R. China**

3:00pm - 5:00pm Philadelphia Marriott: Room 302
 Organizer: **Xiao-Ping Chen**, U. of Washington
 Presenters: **Dean Tjosvold**, Lingnan U.; **Chao C. Chen**, Rutgers U.; **Jia Lin Xie**, U. of Toronto; **Douglas Guthrie**, New York U.; **Christopher Hsee**, U. of Chicago; **Anne S. Tsui**, Arizona State U.

234 📖 🗣️ SPDW: (MED, BPS, TTC) **Doing Well in Online Teaching: The Making of an Online Instructor**

3:00pm - 5:00pm Pennsylvania Convention Center: Room 112A
 Presenters: **Christina Scott-Young**, U. of Melbourne; **Diane H. Parente**, Pennsylvania State U., Erie; **Peggy D. Lee**, Pennsylvania State U., Great Valley; **Janet Duck**, Pennsylvania State U.

235 📖 → SPDW: (MED, HR, TTC, BPS, GDO, ONE) **Teaching 21st Century Management**

3:00pm - 6:00pm Pennsylvania Convention Center: Room 107A
 Organizer: **Charles Wankel**, St. Johns U.

Presenters: **Antti Ainamo**, Turku U.; **Steven Armstrong**, U. of Hull; **Mallika Banerjee**, Cornell U.; **Yehuda Baruch**, U. of East Anglia; **Schon Beechler**, Duke Corporate Education; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Mariya A. Bobina**, U. of Illinois, Chicago; **Nakiye Boyacigiller**, Sabanci U.; **Mark Brown**, Bradley U.; **Mark A. Clark**, American U.; **Phillippa Collins**, Heriot-Watt U.; **Frank G.A. De Bakker**, Vrije U.; **Eric B. Dent**, U. of North Carolina, Pembroke; **Helena Desivilya**, Max Stern Emek Yezreel College; **Laurie N DiPadova-Stocks**, Park U.; **Bo H. Eriksen**, U. of Southern Denmark; **Jorg Felfe**, U. of Siegen; **Kevin E Fox**, St Louis U.; **Thomas P. Golden**, Cornell U.; **Timothy Golden**, Rensselaer Polytechnic Institute; **Mikhail V. Grachev**, Western Illinois U.; **Stephanie Granda**, St. Louis U.; **George B Graen**, U. of Louisiana Lafayette; **Lisa K Gundry**, DePaul U.; **Martine Haas**, Wharton School, U. of Pennsylvania; **Hunter L. Harris**, Vanderbilt U.; **Shaoyi He**, California State U. San Marcos; **Colette Henry**, Dundalk Institute of Technology; **Kerr Inkson**, U. of Waikato; **Uma Janardana Iyer**, Austin Peay State U.; **Rolf A. Janke**, Sage Publications; **Murray Jennex**, San Diego State U.; **M. Eric Johnson**, Dartmouth College; **Sascha Kraus**, U. of Oldenburg; **David Lewin**, U. of California, Los Angeles; **Naveen Malhotra**, Eckerd College; **Joyce Osland**, San Jose State U.; **Paul Palmer**, City U. London; **Claudia Verena Peus**, Massachusetts Institute of Technology; **Gayle Porter**, Rutgers U.; **Betty Jane Punnett**, U. of West Indies; **Michael A. Roberto**, Bryant U.; **Birgit Schyns**, U. of Portsmouth; **Matthias Seifert**, U. of Cambridge; **Hendrick Serrie**, Eckerd College; **Sanjay Sharma**, Wilfrid Laurier U.; **Willow Sheremata**, York U.; **Christoph Stockmann**, U. of Duisburg-Essen, Germany; **Sully Taylor**, Portland State U.; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Yoav Vardi**, Tel Aviv U.; **Gianmario Verona**, Bocconi U.; **Charles Wankel**, St. Johns U.; **Ely Weitz**, Tel Aviv U.

236 📖 SPDW: (OMT, BPS, ENT) Strategic Organization SO!APBOX Roundtable

3:00pm - 6:00pm Philadelphia Marriott: Grand Ballroom A

The workshop will give SO!s readers and contributors a chance to discuss SO!apbox essays with their authors. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWRreg>

Organizers: **Joel A.C. Baum**, U. of Toronto; **Royston Greenwood**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta

Presenters: **Moshe Farjoun**, Schulich School of Business, York U.; **Sydney Finkelstein**, Dartmouth College; **Nicolas Foss**, Copenhagen Business School; **Ann Langley**, HEC Montreal; **Leif Melin**, Jönköping U.; **Stephen Mezias**, New York U.; **Danny Miller**, HEC / U Alberta; **Anne S Miner**, U. of Wisconsin, Madison; **Jack A Nickerson**, Washington U.; **Margaret Peteraf**, Dartmouth College; **Nelson Phillips**, Imperial College London; **Tim Pollock**, Pennsylvania State U.; **Michael Oaks Regnier**, Stern/NYU; **Arjen Van Witteloostuijn**, U. of Antwerp; **Gordon Walker**, Southern Methodist U.

237 📖🗺️👤👤 SPDW: (ONE, ENT, IM, ODC) Agentic Institutional Work for Environmental Sustainability: Enterprise Creation in Emerging Fields

3:00pm - 6:00pm Loews Philadelphia: Commonwealth A1

This workshop offers a live forum on the institutional processes which enable the disruption of existing institutions and the creation of new business

Organizer: **Mike Valente**, U. of Victoria

Distinguished Speakers: **George Kell**, United Nations Global Compact; **Hany Assad**, International Finance Corporation; **Anant G Nadkarni**, Tata Council for Community Initiatives; **Phil LaRocco**, E+Co; **K Agarwal**, Alexandria Carbon Black

Moderator: **Eleanor Westney**, Massachusetts Institute of Technology

Presenters: **Oana Branzei**, U. of Western Ontario; **Kevin McKague**, York U., Toronto; **Charlene E. Zietsma**, U. of Western Ontario; **Johanna Mair**, IESE Business School; **Silvia Dorado**, U. of Rhode Island

238 📖 SPDW: (RM, HR, NDSC) Methods for Integrating Moderation and Mediation

3:00pm - 5:00pm Philadelphia Marriott: Franklin 7

Open to all Academy members.

Presenter: **Jeffrey R. Edwards**, U. of North Carolina

Saturday 3:30PM

239 🗺️👤 SPDW: (ENT, OMT, BPS) Entrepreneurship and the High Growth Companies: The Evolution of the Gazelles and the Implications for Regional Development

3:30pm - 6:00pm Philadelphia Marriott: Room 305

Organizer: **Sergio Janczak**, U. of Western Ontario

Discussants: **Pierre-Andre Julien**, U. of Quebec a Trois Riviere;

Per Davidsson, Queensland U. of Technology

Presenters: **Rebecca Reuber**, U. of Toronto; **Michael Woywode**, Aachen U.; **Stephane Boiteux**, ICN Business School; **Alberto Bramanti**, Bocconi School of Management

Participants: **Eduardo Giugliani**, Catholic U. of Rio Grande do Sul;

Trevor Davis Hunter, King's U. College

Authors: **Marie France Claire Girad**, ICN Business School; **Frank Bares**, ICN Business School

240 📖🗺️👤 (HCM) Assessment and Learning: What's the Connection?

3:30pm - 5:00pm Loews Philadelphia: Commonwealth B

In this workshop we will explore how assessment can be integrated into the teaching-learning cycle and how these assessments can be used to inform tea

Organizer: **Dawn Oetjen**, U. of Central Florida

Presenter: **Sherril B Gelmon**, Portland State U.

241 📖 (MC) M.C.D. Doctoral Consortium: Training Management Consultants in Intervention-Research

3:30pm - 4:30pm Loews Philadelphia: Congress B

Presenters: **Henri Savall**, ISEOR, U. of Lyon 3; **Laurent Cappelletti**, ISEOR, U. of Lyon 3

242 📖 SPDW: (OMT, BPS, ENT) Accelerating Empirical Tests of Complex Concepts as Applied to Leadership Theory

3:30pm - 6:00pm Pennsylvania Convention Center: Room 105B

At this PDW we will explore ways to further research on complex systems at all levels of analysis.

Organizer: **James K. Hazy**, Adelphi U.

Speakers: **Mary Uhl-Bien**, U. of Nebraska, Lincoln; **Russ Marion**, Clemson U.; **Gita Surie**, Adelphi U.; **Kevin Dooley**, Arizona State U.; **Jeffrey Goldstein**, Adelphi U.; **Craig Schreiber**, Army Research Laboratory

243 SPDW: (PTC, PNP, ODC, BPS, OMT)
Operationalizing the Stakeholder Concept in Developing Competitive Strategy
 3:30pm - 5:00pm Loews Philadelphia: Commonwealth C
 Presenter: **Graham K Kenny**, Strategic Factors

Saturday 4:00PM

244 : (AAC) **Teaching Theme Committee Meeting**
 4:00pm - 5:30pm Philadelphia Marriott: Franklin 5
 Organizers: **Lisa K Gundry**, DePaul U.; **Jill Kickul**, Miami U.;
Barbara A. Ritter, Coastal Carolina U.

245 : (ICW) **Management and Organization Review Ed. Board Mtg.**
 4:00pm - 5:00pm Pennsylvania Convention Center: Room 103A
 Organizer: **Anne S. Tsui**, Arizona State U.

246 SPDW: (MC, ODC) **Comparing Approaches to Creating Robust and Coherent Business Models through Facilitation**
 4:00pm - 5:00pm Loews Philadelphia: Congress A
 Presenters: **Fran Ackermann**, Strathclyde U.; **Colin Eden**, Strathclyde U.; **Olaf Rughase**, Schindl Rughase Partners; **Michael Schindl**, Schindl Rughase Partners

247 (MSR) **Develop A Highly Engaged Workforce: Deliver Value to Shareholders, Customers and Employees?**
 4:00pm - 5:00pm Loews Philadelphia: Regency Ballroom C2
 Organizer: **Verneshia Boone**, U. of Phoenix, Cleveland Campus

248 SPDW: (OMT, BPS, MOC) **Simulation in Organization Theory**
 4:00pm - 7:00pm Philadelphia Marriott: Franklin 6
This session brings together scholars to discuss issues relating to simulation and its role in the development of organization theory. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>
 Organizer: **Simon A. Rodan**, San Jose State U.
 Facilitators: **Jason Davis**, Massachusetts Institute of Technology; **Jerker C. Denrell**, Stanford U.; **Christina Fang**, New York U.; **Richard Harrison**, U. of Texas at Dallas; **David Krackhardt**, Carnegie Mellon U.

249 SPDW: (ONE, SIM, CMS) **Is Eating Well Also Eating Good? Teaching Sustainability Through the Lens of Food**
 4:00pm - 6:00pm Loews Philadelphia: Commonwealth D
 Organizer: **Stephanie Welcomer**, U. of Maine

Saturday 4:30PM

250 SPDW: (IM, AAM) **Meet the Editors**
 4:30pm - 5:30pm Philadelphia Marriott: Franklin 9
 Organizers: **Jonathan P Doh**, Villanova U.; **William Q Judge**, Old Dominion U.
 Presenters: **R. Duane Ireland**, Texas A&M U.; **Ming-Jer Chen**, U. of Virginia; **Lorraine Eden**, Texas A&M U.; **William Q Judge**, Old Dominion U.; **Mike Wright**, Nottingham U.; **Masaaki Kotabe**, Temple U.; **Edward Zajac**, Northwestern U.

251 : (MC) **M.C.D. Doctoral Consortium: Extending the New Rigor**
 4:30pm - 5:00pm Loews Philadelphia: Congress B
 Presenter: **Karen Alexandre**, Capella U.

252 (MED) **Formula 1 Motor Racing: The Power of Rich Sports Analogies in Teaching Practitioners and Students**
 4:30pm - 6:00pm Pennsylvania Convention Center: Room 104A
 Presenter: **Kenneth P. Pasternak**, Inter Associates Ltd.

Saturday 5:00PM

253 : (AAA) **Anaheim 2008 Organizing Committee**
 5:00pm - 6:00pm Philadelphia Marriott: Room 405
 Organizer: **James P. Walsh**, U. of Michigan, Ann Arbor

254 SPDW: (HCM, OM) **Publishing on Both Sides of the Atlantic**
 5:00pm - 6:00pm Loews Philadelphia: Congress A
 Roundtable: *a discussion on publishing in U.S. journals and European ones.*
 Organizer: **Jullet A. Davis**, U. of Alabama, Tuscaloosa
 Presenters: **Louise Fitzgerald**, De Montfort U.; **do not use DO NOT USE**, U. of Wisconsin, Whitewater; **Grant T. Savage**, U. of Alabama; **Christian Gericke**, U. of Adelaide

255 : (IAM) **Iberoamerican Academy of Management Business Meeting**
 5:00pm - 7:00pm Philadelphia Marriott: Room 410

256 : (ICW) **Int'l Association for Chinese Mgmt. Research Business Mtg.**
 5:00pm - 7:00pm Pennsylvania Convention Center: Room 103A
 Organizer: **Xiao-Ping Chen**, U. of Washington

257 : (MC) **Academic Research Methods Applied to Management Consulting**
 5:00pm - 6:00pm Loews Philadelphia: Congress B
 Presenter: **Ansgar Richter**, European Business School

Saturday 5:30PM

258 : (AAA) **Placement for Applicants**
 5:30pm - 7:00pm Sheraton Philadelphia City Center: Independence Ballroom
 Organizer: **Janice A. Black**, New Mexico State U

259 : (HCM) **HCM Pre-Conference PDW Reception**
 5:30pm - 7:30pm Loews Philadelphia: Millennium Hall
Sponsored by the Association for University Programs in Health Administration (AUPHA)
 Organizer: **Christian Gericke**, U. of Adelaide
 Welcome: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor

260 : (ICW) **Nova Southeastern University DBA Student Meetings**
 5:30pm - 7:00pm Philadelphia Marriott: Room 404
 Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

261 : (IM) **International Management Division PDW Reception**
 5:30pm - 7:30pm Philadelphia Marriott: Franklin 8

Join your colleagues at this reception for attendees of the various International Management Division's Professional Development Workshops. The PDW reception is sponsored by IMD-Lausanne.

262 🗨️ SPDW: (OB, HR) OB/HR Doctoral Student, Junior Faculty, and Not-so-Junior Faculty Reception

5:30pm - 6:30pm Pennsylvania Convention Center: Room 113 Foyer

Registration required

Organizers: **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.; **Maria Kraimer**, U. of Melbourne

263 : (OM) OM Doctoral Consortium Reception

5:30pm - 7:00pm Philadelphia Marriott: Independence I & II

264 : (OMT) Meet OMT reception

5:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom C

We extend a very special invitation to new and international members of OMT

Organizer: **Henrich R. Greve**, BI Norwegian School of Management
 Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
 Participants: **William Ocasio**, Northwestern U.; **Pamela R Haunschild**, U. of Texas, Austin; **Kimberly D Elsbach**, U. of California, Davis; **Mary Tripsas**, Harvard U.; **Pablo Martin de Holan**, IE and INCAE; **Christine Beckman**, U. of California, Irvine; **Tim Pollock**, Pennsylvania State U.; **Marc-David L Seidel**, U. of British Columbia; **Marvin Washington**, U. Alberta

Saturday 6:00PM

265 : (BPS) Meet BPS Social Hour

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom F

Division Chair: **Anita McGahan**, Boston U.

Division Chair-Elect.: **Russell Coff**, Emory U.

Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
 Professional Development Workshop Chair: **Joanne Oxley**, U. of Toronto

Past Chair: **James Westphal**, U. of Michigan

266 : (CAR) Careers Division's Networking Night in Philly

6:00pm - 8:30pm Off Site: CAR Off-Site Event

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. A financial contribution is requested for both the drinks and the dinner outing. Registered attendees please meet at the Grand Hall of the Convention Center at 5:00 PM.

Contact: **Margaret A. Lucero**, Texas A&M U.

Division Chair: **Cherlyn Skromme Granrose**, Berry College

Division Chair-Elect.: **Barbara A. Ribbens**, Western Illinois U.

Program Chair: **Jon P. Briscoe**, Northern Illinois U.

Professional Development Workshop Chair: **Hetty Van Emmerik**, Utrecht U.

Local Arrangements Chair: **Gayle Porter**, Rutgers U.

267 : (CMS) Critical Management Studies Welcoming Social

6:00pm - 7:30pm Philadelphia Marriott: Grand Ballroom I

Organizer: **Jean Helms Mills**, St. Mary's U.

268 🖨️ : (MC) M.C.D. Doctoral Consortium: Doctoral Students Using the Qualimetrics Research Method

6:00pm - 7:00pm Loews Philadelphia: Congress B

Presenters: **Michel Peron**, ISEOR / U. of Paris Sorbonne; **Vincent Cristallini**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of

Lyon 3; **Rickie A. Moore**, EM LYON; **Florence Noguera**, ISEOR and Gesem, U. Of Montpellier1

269 SPDW: (NDSC, MED) New Doctoral Student/Management Education and Development Reception

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom D

Organizers: **Betsy Carroll**, State U. of New York, Binghamton;

Lindred Greer, Leiden U.; **Christine Silva**, Queen's U.; **Moiria Praxedes**, U. of Houston; **Daniel Rottig**, Florida Atlantic U.; **Yves Damoiseau**, Louisiana State U.

Division Chair: **J B Arbaugh**, U. of Wisconsin, Oshkosh

Professional Development Workshop Chairs: **Rich DeJordy**, Boston College; **Katherine A. Karl**, Marshall U.

Webmaster: **Clifton Mayfield**, U. at Albany, SUNY

270 📖🗨️🚗🗺️🖨️ : (OCIS) OCIS Welcome Reception

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom B

Organizer: **Katherine J. Stewart**, U. of Maryland, College Park

271 : (ONE) Organizations and the Natural Environment Welcome Reception

6:00pm - 8:00pm Off Site: ONE Off-Site Reception - TBA

Attendees please meet at the lobby of the Loews Hotel at 5:30 PM.

272 🖨️ SPDW: (PNP, BPS, ENT, HCM, HR, IM, ITC, MC, MED, MSR, ODC, ONE, PTC, RM, SIM) Celebrating 10 Years of SPARC: Practitioners and Academics Together for Actionable Knowledge

6:00pm - 8:00pm Loews Philadelphia: Regency Ballroom B

Hosts: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC

273 🗨️ : (SIM) Society for Business Ethics/SIM Joint Keynote Speaker & Reception

6:00pm - 9:00pm Off Site: Westin Philadelphia

Robert Frank of Cornell University and the New York Times will present a talk entitled "Identifying the Right Targets for Moral Outrage."

Organizers: **Robert A. Phillips**, U. of Richmond; **Robert Solomon**, U. of Texas at Austin

Saturday 6:30PM

274 : (BPS) Business Policy & Strategy Division Mid-Career Workshop: Managing Your Evolving Career

6:30pm - 9:30pm Philadelphia Marriott: Liberty Ballroom A

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit

<http://apps.aomonline.org/PDWReg>

Organizer: **Jim Combs**, Florida State U.

Chair: **Walter J Ferrier**, U. of Kentucky

Facilitators: **Michael H. Lubatkin**, U. of Connecticut; **Stephen B**

Tallman, U. of Richmond; **Margaret Peteraf**, Dartmouth College;

Nandini Rajagopalan, U. of Southern California; **Albert Cannella**, Arizona State U.; **Rita Gunther McGrath**, Columbia U.

275 SPDW: (HR, OB) Joint HR/OB Member Welcome Reception

6:30pm - 7:30pm Pennsylvania Convention Center: Room 113 Foyer

Organizers: **Howard J. Klein**, Ohio State U.; **Daniel Skarllicki**, U. of British Columbia

276  : (ODC) ODC Doctoral Student Reception

6:30pm - 8:30pm Loews Philadelphia: Lescaze


Host: **Ann E. Feyerherm**, Pepperdine U.

Saturday 7:00PM

277 : (ICW) IACMR/Blackwell Reception

7:00pm - 8:00pm Pennsylvania Convention Center: 12th Street Foyer

Organizer: **Xin Yao**, Wichita State U.

278 : (MC) M.C.D. Doctoral Consortium: Consultant as an Action Researcher

7:00pm - 8:00pm Loews Philadelphia: Congress B

Presenters: **Marilyn E. Harris**, Capella U.; **Linda Terry**, Capella U.

Saturday 8:00PM

279 : (MED) Rock and Roll BIZ

8:00pm - 11:50pm Off Site: Fox School at Temple U.

Presenters: **Thomas A. Bryant**, Rowan U.; **John Kurt Pliniusen**, Queens U. Canada; **Kathleen R Allen**, U. of Southern California; **Timothy M Stearns**, California State U. Fresno; **Robert S. D'Intino**, Rowan U.

SATURDAY

Sunday 7:00AM

280   : (CAR) **Career Questions for Everyone: Who Am I? What Should I Be Doing? Where Should I Be Doing It?**

7:00am - 12:00pm Pennsylvania Convention Center: Room 106 A&B
 Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aonline.org/PDWRReg>. For more information, contact Lynda St. Claire at lstclair@bryant.edu
 Organizer: **Lynda St. Clair**, Bryant U.

Moderators: **Allan Bird**, U. of Missouri, St. Louis; **Kimberly Eddleston**, Northeastern U.; **Deborah Ettington**, Penn State U.; **Monica L Forret**, St. Ambrose U.; **Hugh P. Gunz**, U. of Toronto; **Corinne Post**, Pace U.; **Susan M. Adams**, Bentley College; **Michael B. Arthur**, Suffolk U.; **Gayle Baugh**, U. of West Florida; **Sherry E. Sullivan**, Bowling Green State U.; **Frances Louise Tuer**, McMaster U.; **Lisa Berlinger**, Yale U.

281   : (MED, MOC, OMT, CAR, PNP, HCM, BPS, GDO, MSR, OB, OCIS) **New Dimensions of Management E-Media**

7:00am - 9:00am Pennsylvania Convention Center: Room 108A
 Organizer: **Charles Wankel**, St. Johns U.

Presenters: **Shandana Abedin**, Manchester Business School; **Antti Ainamo**, Turku U.; **Darlene Alexander-Houle**, U. of Phoenix; **Maureen L. Ambrose**, U. of Central Florida; **Steven Armstrong**, U. of Hull; **Jon W Beard**, MITRE Corporation; **Dewayna Cates**, Jackson State U.; **Jordi Comas**, Bucknell U and IESE Business School; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Loretta L. Donovan**, Columbia U.; **Alev M Efendioglu**, U. of San Francisco; **Mario Fernando**, U. of Wollongong; **Charles J. Fornaciari**, Florida Gulf Coast U.; **Jaime Gomez**, U. of Zaragoza; **Eric Goodman**, Kaplan U.; **Michele A Govekar**, Ohio Northern U.; **Paul L Govekar**, Ohio Northern U.; **Ralph Hanke**, Bowling Green State U.; **Rosanne Hawarden**, Massey U.; **James C. Hayton**, Bocconi U.; **Kurt Heppard**, U.S. Air Force Academy; **Bret Hilton**, Academy of Management; **Uma Janardana Iyer**, Austin Peay State U.; **Debra P. Jackson**, Community Action Partnership Riverside County; **Jon Jaspersen**, Texas A&M U.; **Hamid H Kazeroony**, Institute of Construction Management & Technology; **Michael D Kull**, George Washington U./AMPLIFI; **Beth Ann Livingston**, U. of Florida; **Pablo Martin de Holan**, IE and INCAE; **Jalane Meloun**, Barry U.; **Silvia Ines Monserrat**, U. Nacional del Centro; **Ron Ophir**, York U.; **Brian Peach**, U. of West Florida; **Emad A. Rahim**, Innovative Development Incorporated; **Annette L. Ranft**, Florida State U.; **Charlotte Rayner**, Portsmouth U.; **Leisa D. Sargent**, U. of Melbourne; **William D Schulte**, Shenandoah U.; **Radha R. Sharma**, Management Development Institute, India; **Stuart Daniel Sidle**, U. of New Haven; **Nagaraj Sivasubramaniam**, Duquesne U.; **Holly S. Slay**, Seattle U.; **James C Spee**, U. of Redlands; **Jocelyn Louise Steward**, U. of Alabama, Birmingham; **Matthew L. Suppa**, Academy of Management; **Ram Tenkasi**, Benedictine U.; **Raymond N. C. Trau**, Monash U.; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Bobbie Turniansky**, Kaye College of Education; **Hetty Van Emmerik**, Utrecht U.; **Charles Wankel**, St. Johns U.; **Todd J. Weber**, Center for Creative Leadership; **B J Zirger**, U. of Cincinnati

282 : (MSR) **MSR Meditation Session**

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
 Organizer: **Gerald Biberman**, U. of Scranton

Sunday 8:00AM

283 : (AAA) **Conference Registration**

8:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
 Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

284 : (AAA) **Academy of Management Learning & Education Writers' Workshop**

8:00am - 10:00am Pennsylvania Convention Center: Room 109B
 Organizer: **David Waldman**, Arizona State U.

Presenters: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Nancy J Adler**, McGill U.; **Tim O Peterson**, Texas A&M U.; **Kurt Kraiger**, Colorado State U.; **Neng Liang**, China Europe International Business School; **Christine Quinn Trank**, Texas Tech U.

285 : (AAA) **Philadelphia 2007 LAC**

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

286   : (AAM, IM) **Asia Academy of Management Paper Development Workshop**

8:00am - 12:00pm Philadelphia Marriott: Room 406

Organizers: **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore
 Presenter: **Kumiko Nishio**, Gakushuin U.
 Participants: **Yu-Shan Su**, Chang Jung Christian U.; **Bing Ren**, Nankai U. Tianjin, China; **Shigeru Asaba**, Gakushuin U.; **Tomoki Sekiguchi**, Osaka U.; **Florian Kohlbacher**, Hitotsubashi U.; **Chi-Sum Wong**, Chinese U. of Hong Kong; **Hongwu Ouyang**, Fordham U.; **Li-Qun Wei**, Hong Kong Baptist U.; **William P. Wan**, Texas Tech U.; **Daphne W Yiu**, Chinese U. of Hong Kong; **Santanu Sarkar**, Tata Institute of Social Sciences; **Jody YinYee Wong**, City U. of Hong Kong; **Florian A. Taeube**, Imperial College London; **Jennifer K. Whyte**, Imperial College London; **Yunshi Liu**, Tunghai U.; **David Ahlstrom**, Chinese U. of Hong Kong; **Peng Chunyan**, Lingnan U.; **Yi Feng Chen**, Lingnan U.; **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad; **Shyh-Rong Fang**, National Chung Hsing U.; **Shiban Khan**, U. of St. Gallen; **Wolfgang Amann**, Henley Management College; **Takashi Hikino**, Kyoto U.; **Shyh-er Chen**, National Sun Yat-Sen U.; **Chu-chen Rosa Yeh**, Department of Business Administration, I-Shou U, Taiwan; **Shu-Ling Wu**, National Sun Yat-Sen U.; **Chiung-wen Tsao**, National Sun Yat-Sen U.; **Takashi Sakikawa**, Niigata U.; **Noriko Taji**, Hosei U.; **Yan Li**, Chinese U. of Hong Kong; **CL Tien**, National Taiwan U.; **Jun Ishikawa**, Rikkyo U.; **Shyh-Ming Huang**, National Chung Hsing U.; **Jie-Kai Tzeng**, National Ping Tung Institute of Commerce; **Raffi Duymedjian**, Grenoble Ecole de Management; **Sandrine Ansart**, Grenoble Ecole de Management; **Asli M. Coplan**, Doshisha U. and Kyoto U.; **Yung Kuel Liang**, Tatung U.; **Stewart Lloyd**, Nanyang Technological U.; **Kelly Z. Peng**, Chinese U. of Hong Kong; **Jame Y. Jiang**, Chinese U. of Hong Kong; **Millissa Cheung**, The Macau Polytechnic Institute

287   : (BPS) **Business Policy & Strategy Division Doctoral Consortium**

8:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom C

Invitation Only. See www.bpsdiv.org for further details.

Chairs: **Tammy L. Madsen**, Santa Clara U.; **Kyle J Mayer**, U. of Southern California

Presenters: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign;

U.; **Irene M Duhaime**, Georgia State U.; **Michael A. Hitt**, Texas A&M U.; **Tarun Khanna**, Harvard U.; **Richard Makadok**, Emory U.; **Catherine A Maritan**, Syracuse U.; **William G Mitchell**, Duke U.; **Peter W Roberts**, Emory U.; **Harbir Singh**, U. of Pennsylvania

288 SPDW: (BPS, MED, TTC, AAM, IM) **New Approaches to Teaching Strategy: Time for a change?**

8:00am - 10:00am Philadelphia Marriott: Grand Ballroom K
Interactive, innovative session. . .drawing on experience from strategy professors around the world

Organizer: **Siri Ann Terjesen**, Queensland U. of Technology
Presenters: **Anne S. Huff**, Technische U., München; **Steven W Floyd**, U. of St. Gallen; **G. T. Lumpkin**, Texas Tech U.; **Gerry Johnson**, Lancaster U.; **Gregory G Dess**, U. of Texas, Dallas; **Hugh D Sherman**, U. of Arkansas, Little Rock

289 SPDW: (BPS, MEN) **BPS Managing Your Dissertation Workshop**

8:00am - 12:00pm Philadelphia Marriott: Independence I & II
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>
Organizer: **Govert Vroom**, Purdue U.

Discussants: **Terry Amburgey**, U. of Toronto; **Philip Bromiley**, U. of California, Irvine; **Javier Gimeno**, INSEAD
Presenters: **Scott G. Johnson**, Oklahoma State U.; **Jeroen Kuilman**, Hong Kong U. of Science & Technology; **Pinar Ozcan**, IESE, U. of Navarra; **Hart E. Posen**, U. of Michigan; **Pamela Sloan**, HEC Montreal; **Daniel Tzabbar**, U. of Central Florida

290 SPDW: (BPS, OMT, TIM, IM, CM) **Partners, Lovers, or Friends: Unresolved Issues in Interorganizational Relationship Research**

8:00am - 10:00am Philadelphia Marriott: Liberty Ballroom A
A focus on definitional and conceptual issues, process questions, and broader implications within interorganizational relationship research.

Organizers: **Anne Parmigiani**, U. of Oregon; **Miguel Rivera-Santos**, Babson College
Discussants: **Africa Arino**, IESE Business School; **TK Das**, Baruch College; **Pierre Dussauge**, HEC Paris; **John Hagedoorn**, Maastricht U.; **Masaaki Kotabe**, Temple U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Bernard L. Simonin**, Tufts U.

291 (CAR) **Career Entrepreneurship: Exploring the Phenomenon and Advancing Research, Teaching, and Counseling**

8:00am - 10:00am Pennsylvania Convention Center: Room 104B
Open, no registration needed

Organizers: **Konstantin Korotov**, ESMT; **Svetlana Khapova**, Vrije U. Amsterdam
Discussants: **Julia Richardson**, York U.; **Michael B. Arthur**, Suffolk U.
Presenters: **Tania Casado**, U. of Sao Paulo; **Yoav Vardi**, Tel Aviv U.; **Ichiro Kato**, Kushiro Public U. of Economics; **Ryuta Suzuki**, Kobe U.; **Mustafa F Ozbilgin**, U. of East Anglia; **Cherlyn Skromme Granrose**, Berry College

292 (CMS) **The relevance of the neo-mimetic theory for organization studies: a practical approach**

8:00am - 9:30am Philadelphia Marriott: Room 305
Moderator: **Richard Pin**, U. of Lille 1
Presenters: **Richard Pin**, U. of Lille 1; **Rahal Moukarzel**, Mimexis

293 SPDW: (ENT, BPS) **New Insights Into Theories of Entrepreneurship**

8:00am - 10:00am Philadelphia Marriott: Room 401 & 402
Organizer: **Gerard George**, London Business School
Presenters: **Anne S Miner**, U. of Wisconsin, Madison; **David Hsu**, Wharton School; **Martin Ruef**, Princeton U.; **Noam Wasserman**, Harvard U.; **Sean Safford**, U. of Chicago Graduate School of Business; **M. Diane Burton**, Massachusetts Institute of Technology; **Saras Sarasvathy**, U. of Virginia; **Jesper B Sorensen**, Massachusetts Institute of Technology

294 SPDW: (GDO, MED, OB, HR, TTC) **Teaching Courses on "Diversity in Organizations"**

8:00am - 12:00pm Pennsylvania Convention Center: Room 111B
We thank Mauricio Velásquez and The Diversity Training Group for their support. Please email David Kravitz at dkravitz@gmu.edu with any questions.

Organizer: **David A. Kravitz**, George Mason U.
Presenters: **Donna Chrobot-Mason**, U. of Cincinnati; **Judith A. Clair**, Boston College; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Martin N. Davidson**, U. of Virginia; **Laura M. Graves**, Clark U.; **Mary Ann Hazen**, U. of Detroit Mercy; **Iris Koall**, U. of Dortmund; **Deborah R. Litvin**, Merrimack College; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Manuel Tejada**, Barry U.; **Verenea Bruchhagen**, U. of Dortmund

295 : (HCM) **HCM Welcome Breakfast**

8:00am - 8:30am Loews Philadelphia: Commonwealth A2
Organizer: **Christian Gericke**, U. of Adelaide

296 : (MC) **Management Consulting Division Doctoral Consortium**

8:00am - 12:00pm Loews Philadelphia: Congress A
Presenters: **Ginka Toegel**, London School of Economics; **Susan M. Adams**, Bentley College; **Marion Brivot**, HEC Paris; **David Jamieson**, Pepperdine U.; **Donald D. Maier**, U. of St. Francis; **Rickie A. Moore**, EM LYON; **Flemming Poufelt**, Copenhagen Business School; **Ansgar Richter**, European Business School; **George P. Sillup**, Saint Joseph's U.; **Georges Trepo**, HEC Paris; **Andreas Werr**, Stockholm School of Economics; **Emmanuel Beck**, ISEOR, U. of Lyon 3; **François Ecoto**, ISEOR, U. of Lyon 3; **Anthony F. Buono**, Bentley College; **Miguel Caldas**, Loyola U. New Orleans; **W Warner Burke**, Columbia U.; **C. Ken Weidner**, Saint Joseph's U.; **Michel Peron**, ISEOR / U. of Paris Sorbonne

297 SPDW: (MSR, ODC, ITC) **The Global Brain: Accelerating Anticipatory Learning for Sustainability**

8:00am - 9:30am Loews Philadelphia: Regency Ballroom C1
Presenter: **David L Cooperrider**, Case Western Reserve U.

298 (OB) **Dr. Seuss's "The Lorax": A Tool to Teach Students About "Doing Well by Doing Good" in Business**

8:00am - 9:50am Pennsylvania Convention Center: Room 103B
Presenter: **Christina L. Stamper**, Western Michigan U.

299 (ODC) **Improved Nominal Group Technique: A Way to Assess AOM's Effectiveness**

8:00am - 12:00pm Pennsylvania Convention Center: Room 109A
Participation in a four-hour demonstration and discussion of The Improved Nominal Group Technique for problem identification and prioritization with the topic: What Keeps the Academy From Being More Effective? To participate, contact Bill Fox at

gryfox@bellsouth.net, or call (352) 376-9786, for instructions by July 13th.

Coordinator: **William M. Fox**, U. of Florida

300 📖🗣️SPDW: (ODC, MC, MED) **“That Was Great!”: Even More High Impact Activities, Exercises & Approaches For Teaching/Consulting On Organizational Change**

8:00am - 10:30am Loews Philadelphia: Howe

Workshop on innovative high impact exercises for teaching issues in organizational change

Organizers: **Gavin M. Schwarz**, U. of New South Wales; **Ian Palmer**, U. of Technology, Sydney; **Richard Dunford**, Macquarie U., Sydney

Presenters: **Richard Dunford**, Macquarie U., Sydney; **Ian Palmer**, U. of Technology, Sydney; **Anthony F. Buono**, Bentley College; **Susan M. Adams**, Bentley College; **Tracy A Thompson**, U. of Washington, Tacoma; **Peter McGraw**, Macquarie U.; **Michael R Manning**, New Mexico State U.; **Suzanne L Geigle**, IBM Business Consulting Services; **Gavin M. Schwarz**, U. of New South Wales

301 🗣️🗣️SPDW: (OM, ONE) **Sustainable Supply Chain Management: Building Theory to Guide Practice**

8:00am - 9:30am Philadelphia Marriott: Room 301

Organizer: **Mark Pagell**, Schulich School of Business, York U.

Participants: **Michael V. Russo**, U. of Oregon; **Zhaohui Wu**, Oregon State U.

302 🗣️📖SPDW: (OM, RM, IM) **How to Study Project Management: Diverse Research Methods and Studying Project-Specific Phenomena**

8:00am - 9:30am Philadelphia Marriott: Room 307

Some points of interest regarding the workshop: *Instruction/panel combined method for workshop. *Discussion of distinguishing characteristics of

Organizer: **David L. McLain**, SUNY IT Utica

Presenters: **Sheila Webber**, U. of Massachusetts Lowell; **Erik Larson**, Oregon State U.; **Janice Lynn Thomas**, Athabasca U.; **William Thistleton**, SUNY Institute of Technology

303 🗣️🗣️📖SPDW: (ONE, TIM, ENT) **The Making of Markets for Sustainable Technologies and Products**

8:00am - 10:00am Loews Philadelphia: Regency Ballroom C2

Organizer: **Susse Georg**, Copenhagen Business School

Discussant: **Raghu Garud**, Penn State U.

Presenters: **Peter Karnoe**, Copenhagen Business School; **Satu Reijonen**, Copenhagen Business School; **Marc Ventresca**, U. of Oxford; **James Tansey**, U. of Oxford; **Steve Rayner**, U. of Oxford

304 📖🗣️🗣️📖SPDW: (PNP, HR, BPS, ONE, PTC, ENT, HCM, SIM, IM, CMS, ODC, RM, MC) **Sustainable Practice Action Research Community (SPARC)- Research and Publication Workshop**

8:00am - 10:00am Loews Philadelphia: Congress B

Presenters: **Neil M. Boyd**, Lycoming College; **Joel I Harmon**, Fairleigh Dickinson U.; **Margaret T. Orr**, Bank Street College of Education; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC; **David Coghlan**, Trinity College Dublin; **Gerard F Farias**, Fairleigh Dickinson U.; **Derek O'Byrne**, Waterford Institute of Technology

305 📖🗣️🗣️SPDW: (PNP, IM, MED) **International Public Administration: The Design and Operation of MPA, MPP, and MPM Programs**

8:00am - 12:00pm Loews Philadelphia: Commonwealth D

Chair: **Emanuele Vendramini**, Catholic U. and SDA Bocconi School of Management

Presenters: **Stephen T.T. Teo**, U. of Technology, Sydney; **Judith L. Millesen**, Ohio U.; **Manuela Brusoni**, Bocconi U.; **Greta Nasi**, Bocconi U.; **Valerye Pattyn**, Leuven U.; **Marco Elefanti**, Università Cattolica; **Crystal Calaruse**, National Association of Schools of Public Affairs and Administration

Participants: **Dean F. Eitel**, DePaul U.; **Cristoph Reichard**, Bocconi School of Management

306 📖SPDW: (RM, HR, NDSC) **Doing Well by Doing Research: A Workshop on Survey Scale Development and Validation**

8:00am - 12:00pm Philadelphia Marriott: Grand Ballroom A

Pre-registration requested, please contact presenter at scastro@fau.edu.

Presenters: **Stephanie L. Castro**, Florida Atlantic U.; **Robert J. Vandenberg**, U. of Georgia; **Claudia C. Cogliser**, Texas Tech U.; **Lucy R. Ford**, Rutgers U.

307 📖: (SIM) **Manuscript Development Workshop**

8:00am - 10:00am Loews Philadelphia: Washington A

Registration is required. Papers/proposals are due by June 1 and participants will be advised as to whether they have been accepted by July 1. Upon acceptance, applicants will be advised of who their mentors will be. Please submit papers to Mark Sharfman at msharfman@ou.edu with a copy to andreas.scherer@jou.unizh.ch. If you can not submit electronically, please send a disk copy to: **Mark P. Sharfman** Division of Management Michael F. Price College of Business The University of Oklahoma 307 W. Brooks - Room 206 Norman, OK 73019-0450 USA Please use the phrase "SIM Manuscript Workshop Submission" as the subject of your e-mail.

Organizer: **Mark P Sharfman**, U. of Oklahoma

Chair: **Andreas Georg Scherer**, U. of Zurich

Presenters: **Andrew Crane**, York U.; **John M Jermier**, U. of South Florida; **John S Hassard**, U. of Manchester; **Chamu Sundaramurthy**, San Diego State U.; **Susan C Schneider**, HEC U. of Geneva; **Dirk Matten**, York U.; **Lori Verstegen Ryan**, San Diego State U.; **J. (Hans) Van Oosterhout**, RSM Erasmus U.; **Scott J. Reynolds**, U. of Washington; **Guido Palazzo**, U. of Lausanne; **Donald Siegel**, U. of California, Riverside; **Georges Romme**, Eindhoven U. of Technology; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign

308 📖🗣️🗣️SPDW: (SIM, MED, MOC, HR, OM, PNP, TTC, BPS, ENT) **Ethics: Are We Doing What We Say We Should? - The Role of Ethics in Academic Business Programs**

8:00am - 9:50am Loews Philadelphia: Commonwealth A1

Presenters: **Avi Kay**, Jerusalem College of Technology; **Anthony F. Buono**, Bentley College; **Laura Lynn Beauvais**, U. of Rhode Island; **David Desplaces**, College of Charleston

309 📖SPDW: (TTC, MED, NDSC) **Creating Magic in the Classroom: Establishing a Positive and Invigorating Classroom Environment**

8:00am - 10:00am Philadelphia Marriott: Grand Ballroom B

Presenters: **Barbara A. Ritter**, Coastal Carolina U.; **Tim O Peterson**, Texas A&M U.; **Kelly Moyers**, U. of Central Oklahoma

Sunday 8:20AM

📖 Teaching-oriented | 🗣️ Practice-oriented | 🗣️ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

310 📖🗣️SPDW: (MED, SIM, MSR) **The Moral Leader Course At Harvard Business School: How To Do It Yourself**
8:20am - 9:20am Pennsylvania Convention Center: Room 107B
Presenter: **Sandra J. Sucher**, Harvard U.

Sunday 8:30AM

311 : (AAA) **2007 Program Chairs Meeting**
8:30am - 10:30am Philadelphia Marriott: Room 303
Organizers: **Angelo DeNisi**, Tulane U.; **Jimmy Le**, Academy of Management

312 : (AAA) **Breakfast with Academy of Management Affiliates & Associates**
8:30am - 10:00am Philadelphia Marriott: Room 403
AOM Affiliates: **WAM, EAM, MAM, SAM, SMA, AAM, IAM.** AOM Associates: **EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM, IFSAM, ACACIA**
Organizer: **Ken G. Smith**, U. of Maryland

313 📖➔🗣️: (BPS) **Business Policy & Strategy Division New Faculty Consortium**
8:30am - 12:00pm Philadelphia Marriott: Liberty Ballroom B
Consortium for faculty in the early stages of their career or recently moved into BPS. Invitation Only. See www.bpsdiv.org for further details.
Chairs: **Melissa Schilling**, New York U.; **Peter Zemsky**, INSEAD
Presenters: **Delwyn N Clark**, U. of Waikato; **Andrew D Henderson**, U. of Texas, Austin; **Melissa M. Appleyard**, Portland State U.; **Violina Rindova**, U. of Texas, Austin; **Bill McEvily**, U. Toronto; **Sea Jin Chang**, Korea U.; **Gabriel Szulanski**, INSEAD; **Ranjay Gulati**, Northwestern U.

314 📖🗣️SPDW: (CM, OB, IAM, MEN, BPS, HR) **Leadership in Academia: What it Means at Different Career Stages**
8:30am - 9:50am Pennsylvania Convention Center: Room 110 A&B
Organizer: **Kimberly A Wade-Benzoni**, Duke U.
Speakers: **Wendi L. Adair**, U. of Waterloo; **Peter H Kim**, U. of Southern California; **Richard Larrick**, Duke U.; **Elizabeth A. Mannix**, Cornell U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Maurice Schweitzer**, U. of Pennsylvania; **Amy Wrzesniewski**, Yale U.; **Sim B. Sitkin**, Duke U.

315 📖🗣️: (HCM) **Technology: Media-Enhanced Teaching Strategies**
8:30am - 10:00am Loews Philadelphia: Regency Ballroom B
In this workshop we will explore how assessment can be integrated into the teaching-learning cycle and how these assessments can be used to inform tea
Organizer: **Reid Oetjen**, U. of North Florida
Presenter: **Dawn Oetjen**, U. of Central Florida

316 SPDW: (HR, OB, OMT, MOC, ODC) **Joint Consortia Editor's Panel - Journals sponsored by Academy of Management**
8:30am - 10:00am Pennsylvania Convention Center: Room 113C
MUST be registered for the HR Jr. faculty, OMT/MOC/ODC doctoral, OMT Jr. faculty, OB doctoral, or OB Jr. faculty consortium in order to attend.
Organizers: **Maria Kraimer**, U. of Melbourne; **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.; **Tim Pollock**, Pennsylvania State U.; **Marvin Washington**, U. Alberta

Presenters: **James R Bailey**, George Washington U.; **Peter Cappelli**, U. of Pennsylvania; **R. Duane Ireland**, Texas A&M U.; **Martin J. Kilduff**, U. of Texas, Austin

317 🗣️: (MOC) **Cognition in the Rough**
8:30am - 12:00pm Pennsylvania Convention Center: Room 113A
Pre-registration required with convenors.
Organizers: **Morela Hernandez**, U. of Washington; **David M. Wasieleski**, Duquesne U.; **Sucheta Nadkarni**, U. of Nebraska; **Marie T. Dasborough**, Oklahoma State U.
Presiding: **Nils Plambeck**, HEC School of Management, Paris
Participants: **Fran Ackermann**, Strathclyde U.; **Elena P. Antonacopoulou**, U. of Liverpool; **Neal M. Ashkanasy**, U. of Queensland; **Pamela S. Barr**, Georgia State U.; **Andrea Casey**, George Washington U.; **Janet M. Dukerich**, U. of Texas, Austin; **Colin Eden**, Strathclyde U.; **Dov Eden**, Tel Aviv U.; **C. Marlena Fiol**, U. of Colorado, Denver; **Peer C. Fiss**, U. of Southern California; **Raghu Garud**, Penn State U.; **Gerard P. Hodgkinson**, U. of Leeds; **Susan Houghton**, North Carolina A&T State U.; **George P. Huber**, U. of Texas, Austin; **Lynn A. Isabella**, U. of Virginia; **Chet Miller**, Wake Forest U.; **Frances J. Milliken**, New York U.; **Rhonda K. Reger**, U. of Maryland; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

318 📖🗣️🗣️SPDW: (MSR, ODC) **The Leadership Wheel: Five Archetypal Intelligences for Developing Leaders, Teams and Organizations**
8:30am - 10:00am Loews Philadelphia: Commonwealth B
Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>.
Organizer: **Clint Sidle**, Cornell U.

319 📖🗣️: (ODC) **Building ODC as an Academic Discipline by Creating Organization - Education Partnerships**
8:30am - 11:30am Loews Philadelphia: Lescaze
Organizers: **Larry M. Starr**, U. of Pennsylvania; **Rosa M. Colon**, Benedictine U.
Presenters: **Brian Mosser**, Comcast Corporation; **Arthur Freedman**, U. of Pennsylvania; **Jason Magidson**, GlaxoSmithKline; **Robert J Marshak**, American U.; **James M McFillen**, Bowling Green State U.; **William Balzer**, Bowling Green State U.; **Glenn Varney**, Bowling Green State U.

320 🗣️SPDW: (OMT, BPS, MOC, ODC, PTC) **Are We Engaged as Scholars? Experiences from Interaction between Researchers and Practitioners**
8:30am - 12:00pm Philadelphia Marriott: Room 408 & 409
This PDW sets the stage for debating the different kinds of research that emerge from the increasing interaction between academics and practitioners. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>
Organizers: **Majken Schultz**, Copenhagen Business School; **Andrew H. Van de Ven**, U. of Minnesota
Participants: **Robert A Burgelman**, Stanford U; **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Mary Jo Hatch**, U. of Virginia; **Martin Kornberger**, U. of Technology, Sydney

321 🗣️🗣️: (ONE) **Normative, Descriptive, and Critical Research on Organizations and the Natural Environment**
8:30am - 10:00am Loews Philadelphia: Commonwealth C
Organizer: **Dror Etzion**, IESE, U. of Navarra

Presenters: **Stuart Hart**, Cornell U.; **Andrew King**, Dartmouth College; **David Levy**, U. of Massachusetts, Boston; **James P. Walsh**, U. of Michigan, Ann Arbor; **Joshua D Margolis**, Harvard U.

322 SPDW: (RM, NDSC) Ask the Experts: Quantitative Methods

8:30am - 10:30am Philadelphia Marriott: Grand Ballroom E

Organizer: **Philip L. Roth**, Clemson U.

Presenters: **David A Hofmann**, U. of North Carolina; **Mark Griffin**, Institute of Work Psychology, U. of Sheffield; **Mark Gavin**, Oklahoma State U.; **Philip Bobko**, Gettysburg College; **Jodi S. Goodman**, U. of Connecticut; **Lisa Schurer Lambert**, Georgia State U.; **Larry J. Williams**, Virginia Commonwealth U.; **Gordon W Cheung**, Chinese U. of Hong Kong; **Michael J. Burke**, Tulane U.; **Philip L. Roth**, Clemson U.; **Ryan D. Zimmerman**, Texas A&M U.; **Chester A. Schriesheim**, U. of Miami; **Stephanie L. Castro**, Florida Atlantic U.; **Daniel A. Newman**, Texas A&M U.

Sunday 9:00AM

323 : (AAA) Current and Incoming Heads and Members of Academy Committees

9:00am - 10:30am Philadelphia Marriott: Room 304

Organizer: **Thomas W. Lee**, U. of Washington

324 : (AAA) Conference Exhibits

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.

Organizer: **Ayman Tarabishy**, George Washington U.

325 : (AAA) Membership

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

326 : (AAA) Placement Services

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

Placement Services - Registration and Information

Organizer: **Janice A. Black**, New Mexico State U

327 → SPDW: (BPS, AAM, GDO, IAM, IM, ITC, OMT, SIM)

Doing Strategy Research in Emerging Economies

9:00am - 10:50am Philadelphia Marriott: Grand Ballroom C

An experienced panel will discuss the data issues in conducting research in emerging economies.

Organizer: **Joan D Penner-Hahn**, Wayne State U.

Coordinator: **Aldas Kriauciunas**, Purdue U.

Participants: **Renata Kosova**, George Washington U.; **Zheng Jane Zhao**, U. of Kansas; **Roberto Vassolo**, IAE Business School - U. Austral; **Jaideep Anand**, Ohio State U.; **Audra I. Mockaitis**, Victoria U. of Wellington

328 SPDW: (BPS, ENT, IM, OCIS, OM, OMT, RM) Micro Methods for Macro Problems: Using Experiments to Advance Theory in Strategy and Tech. Mgmt

9:00am - 11:30am Philadelphia Marriott: Room 306

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizers: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Russell Coff**, Emory U.; **Rachel Croson**, U. of Pennsylvania

Presenters: **Jaideep Anand**, Ohio State U.; **Elliot Bendoly**, Emory U.; **Mark Kennedy**, U. of Southern California; **Libby Weber**, U. of Southern California

329 SPDW: (BPS, OMT, PTC, TIM) Researching and Publishing on Strategy-as-Practice

9:00am - 12:00pm Philadelphia Marriott: Grand Ballroom I

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizer: **Richard Whittington**, Said Business School

Facilitators: **Gerry Johnson**, Lancaster U.; **Eero Vaara**, Swedish School of Economics and Business Administration; **Paula Jarzabkowski**, Aston Business School

Presenters: **Ann Langley**, HEC Montreal; **Steven W Floyd**, U. of St. Gallen; **Julia Balogun**, Cass Business School, City U.; **Leif Melin**, Jönköping U.; **Martha S. Feldman**, U. of California, Irvine; **Royston Greenwood**, U. of Alberta

330 SPDW: (CM, MOC, PTC, HR, BPS) Negotiating your First Job

9:00am - 12:00pm Pennsylvania Convention Center: Room 103A

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. Late registrants please email Kathleen O'Connor at kmo8@cornell.edu

Organizer: **Jeffrey Sanchez-Burks**, U. of Michigan

Participants: **Bruce Barry**, Vanderbilt U.; **Susan E. Brodt**, Queen's U.; **Donald E. Conlon**, Michigan State U.; **Margaret A. Neale**, Stanford U.; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Robin L. Pinkley**, Southern Methodist U.; **Debra L. Shapiro**, U. of Maryland; **Stephen E Weiss**, York U.

331 SPDW: (CMS, PNP, IAM, PTC, SIM, OMT) In Search of the Critical in Latin American Management/Organisation Studies

9:00am - 12:00pm Philadelphia Marriott: Room 414 & 415

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizers: **Alex Faria**, EBAPE-FGV; **Miguel Imas**, Kingston U.

Facilitator: **Rafael Alcadipani Da Silveira**, Manchester Business School

Presenters: **Eduardo Acuna**, U. de Chile; **Bobby Banerjee**, U. of Western Sydney; **Stewart Clegg**, U. of Technology, Sydney; **Eduardo Ibarra-Colado**, U. Autónoma Metropolitana-Cuajimalpa; **Bill Cooke**, Lancaster U.; **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil; **Jose Henrique de Faria**, U. of Brasilia

332 (ENT) Doctoral Student/Junior Faculty Consortia

9:00am - 12:00pm Philadelphia Marriott: Grand Ballroom J

Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

333 (ENT) Entrepreneurship Research Through Matched Employee-Employer Databases

9:00am - 12:00pm Philadelphia Marriott: Room 413

Organizer: **Karl Wennberg**, Stockholm School of Economics

Moderators: **Johan Wiklund**, Jonkoping International Business School; **Per Davidsson**, Queensland U. of Technology

Discussants: **Rui Baptista**, Instituto Superior Tecnico; **Michael S. Dahl**, Aalborg U.; **Karin Hellerstedt**, Jönköping Int'l Business School; **Frederic Delmar**, EM Lyon; **Ramana Nanda**, Harvard U

334 : (HR) Meet The HR Division Leadership Coffee Hour

9:00am - 9:50am Pennsylvania Convention Center: Room 108B

Division Chair: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign
 Division Chair-Elect.: **John Hollenbeck**, Michigan State U.
 Program Chair: **Sandy J. Wayne**, U. of Illinois, Chicago
 Professional Development Workshop Chair: **Howard J. Klein**, Ohio State U.
 Past Chair: **K. Michele Kacmar**, U. of Alabama

335 📖 🗣️ 📄: (MH) Professional Development in Academia: Getting Published

9:00am - 10:30am Loews Philadelphia: Commonwealth A2
 Chair: **Jane Whitney Gibson**, Nova Southeastern U.
 Presenters: **Peter B Petersen**, Johns Hopkins U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **John Humphreys**, Texas A&M U.

336 ➔ 📄: (Paper Session) - (OCIS) U.S.- International Divide in OCIS Research: Paper Development Workshop

9:00am - 11:00am Philadelphia Marriott: Room 407
 Participation limited to authors of accepted papers. Contact the session organizers for information on submitting a paper.
 Organizers: **Samer Faraj**, U. of Maryland; **Sue Newell**, Bentley College, USA and Warwick U., UK
 Discussants: **Patrick Y.K. Chau**, U. of Hong Kong; **Wendy Currie**, U. of Warwick; **Claudia Loebbecke**, U. of Cologne; **Lynne Markus**, Bentley College

🗣️ Information Technology and Business Performance in IT Project Management | **Alberto Luiz Albertin**, EAESP, Fundação Getúlio Vargas; **Rosa Maria de Moura Albertin**, EAESP, Fundação Getúlio Vargas

Mind Your Organization's Mindfulness: How Mindlessness Crippled a Complex IT Project | **Wee Kiat Lim**, Nanyang Technological U.; **Siew Kien Sia**, Nanyang Technological U.

📄 Contested Frames: A Collective Action Perspective on IT Implementation | **Bijan Azad**, American U. of Beirut; **Samer Faraj**, U. of Maryland

📄 Towards Organizational Integration: Optimizing Elapsed Time in ERP Implementation | **Lluís Santamaria**, U. Carlos III de Madrid; **Manuel Núñez**, U. Carlos III de Madrid; **Susana Gago**, U. Carlos III de Madrid

📄 Information Transparency and Digital Privacy Protection in the Provision of E-services | **Humphry Hung**, Hong Kong Polytechnic U.; **Y. H. Wong**, Hong Kong Polytechnic U.

🗣️ ➔ Foreign Delisting and Domestic Value: Bridging the Gap between IS and Finance Research Methods | **Andrea Carugati**, IESEG School of Management; **Loredana Ureche-Rangau**, IESEG School of Management

📄 The Interplay of Competition and Feedback in Online Trading Networks | **Gary Bolton**, Pennsylvania State U.; **Claudia Loebbecke**, U. of Cologne; **Axel Ockenfels**, U. of Cologne

📄 Space, Place, and Practice in Organizations: A Review and Integrative Framework | **Carsten S. Osterlund**, Syracuse U.; **Michael Boyer O'Leary**, Boston College

➔ 📄 Implications from Decision Science for the Inter-Cultural Trust Development in Information Systems | **Rong Du**, Xidian U./U. College of Dublin, Ireland; **Cathal M. Brugha**, U. College Dublin, Ireland; **Shizhong Ai**, Xidian U.

337 📄: (OMT) OMT Dissertation workshop

9:00am - 12:00pm Philadelphia Marriott: Room 411 & 412

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>

Organizer: **Gerald F Davis**, U. of Michigan, Ann Arbor
 Speakers: **Karl E Weick**, U. of Michigan, Ann Arbor; **Michael L. Tushman**, Harvard U.; **C.R. Bob Hinings**, U. of Alberta; **Stephen Barley**, Stanford U.; **David A. Whetten**, Brigham Young U.; **Howard Aldrich**, U. of North Carolina

338 📄 📄: (PNP) PNP Division PhD Consortium

9:00am - 12:00pm Loews Philadelphia: Regency Ballroom A
 Presenters: **R. Karl Rethemeyer**, U. at Albany, SUNY; **Mitchel Abolafia**, U. at Albany, SUNY; **Sue R Faerman**, U. of Albany, SUNY; **Bradley E. Wright**, U. of North Carolina, Charlotte; **Kirsten Grønbjerg**, Indiana U.; **Ralph Brower**, Florida State U.; **Kimberley Roussin Isett**, Columbia U.; **Keith G Provan**, U. of Arizona; **Hal G. Rainey**, U. of Georgia; **Mary Tschirhart**, Syracuse U.

339 📄 📄: (PNP) PNP Junior Faculty Professional Development

9:00am - 12:00pm Loews Philadelphia: Washington B
 Presenter: **Laurie E. Paarlberg**, San Francisco State U.

340 📄: (RM) An Overview of the Logic and Rationale of Hierarchical Linear Modeling with Substantive Applications

9:00am - 12:00pm Philadelphia Marriott: Grand Ballroom L
 Presenter: **David A Hofmann**, U. of North Carolina

341 📄 🗣️ ➔ 🗣️ SPDW: (SIM, IM, ODC, BPS, ENT) Alleviating Poverty through Business Strategy

9:00am - 12:00pm Loews Philadelphia: Washington C
 Organizer: **Charles Wankel**, St. Johns U.
 Presenters: **Raj Aggarwal**, U. of Akron; **Wolfgang Amann**, Henley Management College; **Jamie Anderson**, European School of Management and Technology, Berlin; **Elena P. Antonacopoulou**, U. of Liverpool; **Kunal Banerji**, Eastern Michigan U.; **Terri Feldman Barr**, Miami U. Ohio; **Cordula Barzantny**, Groupe ESC Toulouse Business School; **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis; **Laquita C Blockson**, College of Charleston; **Mary Ellen Boyle**, Clark U.; **Oana Branzei**, U. of Western Ontario; **Anthony F. Buono**, Bentley College; **James Calvin**, Johns Hopkins U.; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Ernest D. Chu**, Religious Science Intern'l; **Jordi Comas**, Bucknell U and IESE Business School; **Kate Cooney**, Boston U.; **Sharp Cooper**, U. of Central England; **Alvaro Cuervo-Cazurra**, U. of South Carolina; **Krista Crawford-Mathis**, Capella U.; **Cynthia S. Cycyota**, U.S. Air Force Academy; **Nikki Daruwala**, American Rights at Work; **Sameeksha Desai**, George Mason U.; **Nikhilesh Dholakia**, U. of Rhode Island; **Marleen Dieleman**, Leiden U.; **Stephen A Drew**, Florida Gulf Coast U.; **Lisa Easterly**, State U. of New York, Albany; **Vickie Cox Edmondson**, U. of Alabama Birmingham; **Raed Elaydi**, Penn State U.; **Alex Faria**, EBAPE-FGV; **Joan Fontrodona**, IESE Business School; **Jose I. Galan**, Salamanca U.; **Deborah Rigling Gallagher**, Duke U.; **Judith Gebhardt**, U. of Southern California; **Trevor Goddard**, Curtin U. of Technology; **Paul C Godfrey**, Brigham Young U.; **Thomas P. Golden**, Cornell U.; **Christina Gradl**, Kofi Annan Fellow in Global Governance; **Anjula Gurtoo**, Indian Institute of Science; **Frank Hamilton**, Eckerd College; **Nathan Harrison**, U. of Edinburgh; **Shawn W. Hauserman**, Bentley U.; **Patrick Hayes**, St. Johns U.; **Anne Herbert**, Helsinki School of Economics; **Shon R Hiatt**, Cornell

SUNDAY

U.; **Scott A. Hipsher**, Bangkok U.; **Debra P. Jackson**, Community Action Partnership Riverside County; **Vinnie Jauhari**, IIMT, India; **Arthur L. Jue**, U. of Phoenix; **Jan Hack Katz**, Cornell U.; **Shiban Khan**, U. of St. Gallen; **Mary Kipp**, Kipp & Associates, Strategic Leadership Advisory Services; **Mike Kipp**, Kipp & Associates, Strategic Leadership Advisory Services; **Andrei Kuznetsov**, U. of Central Lancashire; **Olga Kuznetsova**, Manchester Metropolitan U.; **David A Lamond**, Wuhan U.; **Anders Landberg**, Stockholm School of Economics; **Monowar Mahmood**, U. of Chittagong; **Sarfraz A Mian**, State U. of New York, Oswego; **Paul Miesing**, State U. of New York, Albany; **Sanford L. Moskowitz**, St. Johns U.; **Faith Wambura Ngunjiri**, Yale U.; **Robert D Nixon**, U. of Louisville; **Stephen Olu Ogunlana**, Asian Institute of Technology; **Eleanor O'Higgins**, U. College Dublin; **Darlington Onojaefe**, Cape Peninsula U. of Technology; **David Ozag**, Habitat for Humanity; **Laurie E. Paarlberg**, San Francisco State U.; **Anupam Panigrahi**, IILM Institute for Higher Education; **Pankaj C Patel**, U. of Louisville; **Justin Peart**, St. Thomas U.; **Donde Ashmos Plowman**, U. of Tennessee; **Debasis Pradhan**, XLRI (Xavier Labour Relations Institute), India; **Neerja Raman**, Stanford U.; **C.M. Ramesh**, Goa Institute of Management; **Joop Remme**, Maastricht School of Management; **Liesl Riddle**, George Washington U.; **James L. Ritchie-Dunham**, Harvard U.; **Al Rosenbloom**, Xavier U.; **Tagi Sagafi-Nejad**, Texas A&M International U.; **Eiko Elize Sakamoto**, London School of Economics and Political Science; **Manjula S Salimath**, U. of North Texas; **Massood V. Samii**, Southern New Hampshire U.; **Sanjay Sharma**, Wilfrid Laurier U.; **Wesley Sine**, Cornell U.; **Brett R. Smith**, Miami U. Ohio; **Mark J. Smith**, Open U.; **Jeremy C. Snyder**, Georgetown U.; **Alan Southern**, U. of Liverpool; **James C Spee**, U. of Redlands; **Sari Stenfors**, Stanford U.; **Harriet Stephenson**, Seattle U.; **James A F Stoner**, Fordham U.; **Pasumarti Srinivas Subbarao**, Andhra U.; **Muthu Subbiah**, U. of Texas, Dallas; **Ranjini Swamy**, Goa Institute of Management; **Siri Ann Terjesen**, Queensland U. of Technology; **Kim-Chi Wakefield Trinh**, National U. of Singapore; **Liisa Valikangas**, Helsinki School of Economics; **Craig VanSandt**, Augustana College; **Madhubalan Viswanathan**, U. of Illinois; **Neharika Vohra**, Indian Institute of Management, Ahmedabad; **Charles Wankel**, St. Johns U.; **Paul Whysall**, Nottingham Trent U.; **Warner P. Woodworth**, Brigham Young U.; **Jinpei Wu**, Virginia Tech; **Nilay Yajnik**, Narsee Monjee Institute of Management Studies, Deemed U. Mumbai; **Anne S. York**, Creighton U.; **Leon Zurawicki**, U. of Massachusetts, Boston

342 🌐 (TIM) State Support for Technology: Nanotechnology & Beyond

9:00am - 10:30am Philadelphia Marriott: Room 404

Organizer: **Steven Holley**, Oklahoma State U

Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.

Presenters: **Steven Holley**, Oklahoma State U; **Colleen Schwarz**, Louisiana State U.; **Cara Carraher**, Princeton U.; **Andrew Schwarz**, Louisiana State U.

343 📖 → 🖥️ SPDW: (TIM, BPS) Techno-Entrepreneurship: Building Theory and Practice

9:00am - 12:00pm Philadelphia Marriott: Room 405

Organizers: **Francois Therin**, Grenoble Ecole de Management;

Gita Surie, Adelphi U.

Distinguished Speaker: **Shaker A. Zahra**, U. of Minnesota

Discussants: **Marc T. Junkunc**, U. of Miami; **Avi Fiegenbaum**, Technion U.; **Helena Yli-Renko**, U. of Southern California

Coordinator: **Francois Therin**, Grenoble Ecole de Management

Presenters: **Jenny Gibb**, U. of Waikato; **William John Lekse**, Babson College; **Dominique R. Jolly**, Ceram Sophia Antipolis; **Lalit Manral**, Long Island U.

Participant: **J Michael Geringer**, California Polytechnic U.

344 📖 SPDW: (TIM, BPS) High-Tech Innovation: Gaps Between Theory and Practice

9:00am - 10:30am Philadelphia Marriott: Room 410

Chair: **Kory D. Brown**, U. of Utah

Presenters: **Kory D. Brown**, U. of Utah; **Ted Baker**, North Carolina State U.; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Anne Marie Woolstenhulme**, U. of Utah; **John E. Ettl**, Rochester Institute of Technology

Sunday 9:30AM

345 📖 (MED) Management Education: Getting In, Breaking In, and Fitting In

9:30am - 12:00pm Pennsylvania Convention Center: Room 108A

Facilitators: **Thomas Bradley**, Tarleton State U.; **Michael J. Provitera**, Barry U.

Presenters: **Kenneth S Rhee**, Northern Kentucky U.; **Emad A. Rahim**, Innovative Development Incorporated; **Vicki L. Taylor**, Shippensburg U.; **Jim W. Westerman**, Appalachian State U.; **Eric G Kirby**, Texas State U.; **Karim J. Nasr**, U. of Balamand; **Richard Ray**, Ray Development; **Alvaro Cuervo-Cazurra**, U. of South Carolina

346 🗣️ 🖥️ (MOC) Storytelling to Storylistening: Exploring the "Worldview" of Others for Effective Strategy Making

9:30am - 12:00pm Pennsylvania Convention Center: Room 112B

Organizer: **Olaf Rughase**, Schindl Rughase Partners

Presenters: **Michael Schindl**, Schindl Rughase Partners; **Franz Liebl**, Berlin U. of the Arts

347 📖 🗣️ 🖥️ (MSR) ?? Where And How To Publish On Spirituality In Organizations ???

9:30am - 10:30am Loews Philadelphia: Congress C

Organizer: **Gerald Biberian**, U. of Scranton

Presenters: **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **Jonathan Matheny**, Massey U. Auckland; **Jacques Rojot**, U. of Paris II

348 : (OB) Addressing Public Issues: Perspectives on Public Leadership

9:30am - 11:20am Pennsylvania Convention Center: Room 104A

Organizers: **Angel Saz-Carranza**, New York U.; **Jennifer Dodge**, New York U.

Facilitator: **Sonia Ospina**, New York U.

Discussant: **Jerry G. Hunt**, Texas Tech U.

Presenters: **Barbara C. Crosby**, U. of Minnesota; **John M Bryson**, U. of Minnesota; **Kimberly B. Boal**, Texas Tech U.

349 🗣️ 🖥️ (OB) Multi-level Issues for the Study of Organizational Creativity and Innovation

9:30am - 12:30pm Pennsylvania Convention Center: Room 107B

Organizer: **Christina E. Shalley**, Georgia Institute of Technology

Presenters: **Richard W. Woodman**, Texas A&M U.; **Lee Fleming**, Harvard U.; **Jing Zhou**, Rice U.; **Jill Perry-Smith**, Emory U.; **John**

E. Sawyer, U. of Delaware; **Terri Griffith**, Santa Clara U.; **Alva Taylor**, Dartmouth College

350 🗄️🗣️SPDW: (OM, SIM) **Integrating Operations and Ethics: Directions for Research**

9:30am - 11:00am Philadelphia Marriott: Room 307

This PDW starts with 15 minutes on motivations for the session and a presentation on "what is ethics" (by Mohan Tatikonda and Philip Cochran). Then t

Organizers: **Mohan V. Tatikonda**, Indiana U.; **Barbara B. Flynn**, Indiana U.; **Philip L Cochran**, Indiana U.

Presenters: **James B Flynn**, Indiana U.; **Elliot Bendoly**, Emory U.; **Cheri Speier**, Michigan State U.; **Elisabeth Rossen**, Florida International U.

351 📖🗣️🌐SPDW: (SIM, BPS, ENT, IM, IAM) **Learning and Doing: Teaching Microfinance and Involving Students in the Practice**

9:30am - 12:00pm Loews Philadelphia: Regency Ballroom C1

Organizer: **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill

Participants: **Warner P. Woodworth**, Brigham Young U.; **Joshua Ault**, U. of South Carolina; **Gordon P. Rands**, Western Illinois U.; **Bruce Paton**, San Francisco State U

355 : (CMS) **Writing And Teaching Critical Management Through Cases: Dark Side Case Competition VI**

10:00am - 12:00pm Philadelphia Marriott: Liberty Ballroom A

Writing and Teaching with 'Dark Side' cases; learn from this year's competition winners-all welcome.

Chairs: **Emmanuel Raufflet**, HEC Montreal; **Latha Poonamallee**, Case Western Reserve U.

Misbehavior in the Workplace: When is it Bullying? | Karen Moustafa, Indiana - Purdue U., Fort Wayne

Google Inc.: "Figuring Out How To Deal With China" | Anne T Lawrence, San Jose State U.

City Water Tanzania | Oana Branzei, U. of Western Ontario; **Kevin McKague**, York U., Toronto

Who is Responsible for the Squatter Camps? Mining Companies in South Africa and the Limits of the Business Case | Ralph Hamann, U. of South Africa

The Story Behind the Water in Walkerton, Ontario | Elizabeth McCleod, St. Mary's U.; **Jean Mills**, St. Mary's U.

356 🗄️: (ENT) **The Entrepreneurship Program Rankings Dilemma**

10:00am - 12:00pm Philadelphia Marriott: Room 310

Organizer: **William B. Gartner**, Clemson U.

Presenters: **Jerome Katz**, Saint Louis University; **Linda Wedlin**, Uppsala U.; **Pamela S. Galluch**, Clemson U.

357 🗄️SPDW: (GDO, MSR, HR, SIM) **Religion and Work: Developing a Research Program in an Understudied Area**

10:00am - 12:00pm Pennsylvania Convention Center: Room 103B

Organizers: **James E. King**, U. of Alabama, Tuscaloosa; **Angela Miles**, North Carolina A&T State U.; **Ericka Lawrence**, U. of Alabama

Speakers: **Denise Daniels**, Seattle Pacific U.; **Nancy E. Day**, U. of Missouri, Kansas City; **Margaret Diddams**, Seattle Pacific U.; **Sally Sledge**, Christopher Newport U.; **Kecia M. Thomas**, U. of Georgia

358 🗄️: (HCM) **Publishing Health Care Research: Advice from the Experts**

10:00am - 11:00am Loews Philadelphia: Commonwealth A1

How do you get your research published? Experienced authors and editors will provide advice about publishing health care research in appropriate journal

Organizer: **Trish Reay**, U. of Alberta

Presenters: **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Margarete Arndt**, Clark U.; **Ewan Ferlie**, Royal Holloway College, U. of London

359 🗄️SPDW: (HCM, PNP) **Workshop on Methods in Quantitative Research**

10:00am - 11:30am Loews Philadelphia: Commonwealth C

This session will address quantitative methods and methods that bridge quantitative and qualitative research.

Organizer: **Alison Evans Cuellar**, Columbia U.

Presenters: **S. Noorein Inamdar**, Harvard U.; **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill

360 🗄️SPDW: (HR, BPS, TTC) **Incorporating Strategic HRM Concepts Into HRM Classes**

10:00am - 12:00pm Pennsylvania Convention Center: Room 113B

Organizer: **Rebecca A. Thacker**, Ohio U.

Facilitator: **Kenneth G. Brown**, U. of Iowa

Sunday 10:00AM

352 : (AAA) **Academy of Management Learning & Education Writers' Workshop**

10:00am - 12:00pm Pennsylvania Convention Center: Room 109B

ONLY opened to those who have submitted a manuscript proposal that was accepted. Proposals are due to the AMLE office by May 31, 2007, and notification of acceptance will occur on or before June 30, 2007. Please note that accepted proposals and authors will not be listed in the Academy program.

Organizer: **David Waldman**, Arizona State U.

Presenters: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Nancy J Adler**, McGill U.; **Tim O Peterson**, Texas A&M U.; **Kurt Kraiger**, Colorado State U.; **Neng Liang**, China Europe International Business School

353 🌐🗣️🗄️SPDW: (CAR, HR, MEN, MOC, OCIS) **Making the Most of Your Sabbatical**

10:00am - 12:00pm Pennsylvania Convention Center: Room 108B

open, no restriction on participation

Chairs: **Yehuda Baruch**, U. of East Anglia; **Sherry E. Sullivan**, Bowling Green State U.

Presenters: **Douglas T. Hall**, Boston U.; **K. Michele Kacmar**, U. of Alabama; **Jone L. Pearce**, U. of California, Irvine; **Rosalie L. Tung**, Simon Fraser U.





354 🗄️🗄️SPDW: (CM, CAR, GDO, HR) **Balance is Bunk: Surviving Parenthood and Succeeding in Academia**

10:00am - 12:00pm Pennsylvania Convention Center: Room 112A

Organizer: **Kimberly A Wade-Benzoni**, Duke U.

Speakers: **Sally Blount**, New York U.; **Kristina Diekmann**, U. of Utah; **Fiona Lee**, U. of Michigan; **Elizabeth Wolfe Morrison**, New York U.; **Katherine W. Phillips**, Northwestern U.; **Sandra L. Robinson**, U. of British Columbia; **Denise M. Rousseau**, Carnegie Mellon U.; **Laurie R. Weingart**, Carnegie Mellon U.; **Batia Wiesenfeld**, New York U.

Presenters: **David P. Lepak**, Rutgers U.; **Jeffrey A Mello**, Barry U.; **Patrick Wright**, Cornell U.; **Wendy R. Boswell**, Texas A&M U.





361     SPDW: (HR, IM, ITC, AAM) **International HRM Research and Practice in the Indian Context**

10:00am - 12:00pm Pennsylvania Convention Center: Room 103C

Visit <http://apps.aomonline.org/PDWRReg> to register by July 13, 2007. Late registrants can email Harish Jain at jainhar@mcmaster.ca.

Organizers: **Harish C. Jain**, McMaster U.; **Pawan S. Budhwar**, Aston U.

Presenters: **Venkata Ratnam**, International Management Institute of New Delhi; **Phil Taylor**, Strathclyde U.; **Arup Varma**, Loyola U., Chicago

362     SPDW: (IM, AAM) **What Are Regional Strategies Telling Academics, Managers, and Society About Multinational Business?**



10:00am - 12:00pm Philadelphia Marriott: Franklin 9

The purpose of this PDW on Regionalization is to bring together expert participants and attendants who can inform the dialogue across regions.

Organizer: **Elitsa R. Banalieva**, Northeastern U.

Distinguished Speakers: **Tatiana Zalan**, Melbourne U.; **Farok Contractor**, Rutgers U.

Presenters: **Alan M Rugman**, Indiana U.; **Ravi Sarathy**, Northeastern U.; **Michael D Santoro**, Lehigh U.

363   SPDW: (IM, BPS, SIM) **The World as the Classroom**

10:00am - 11:30am Philadelphia Marriott: Room 305

Have you ever led a study abroad trip or are interested in doing so? Come share your experiences or learn from others who have done this.

Organizer: **Deborah H Francis**, Brevard College


Presenters: **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **Thomas Roehl**, Western Washington U.; **Allan Bird**, U. of Missouri, St. Louis

364   (MED) **From Management Concepts and Theories to Real World Application via the Wall Street Journal**

10:00am - 11:00am Pennsylvania Convention Center: Room 105B

Organizers: **Joycelyn Finley-Hervey**, Florida A&M U.; **C Douglas Johnson**, Georgia Gwinnett College

Presenter: **Mildred Wilson**, Georgia Southern U.

365  (OB) **Eminent Senior Scholars: Expanding the Research Across Cultures**

10:00am - 12:00pm Pennsylvania Convention Center: Room 110 A&B

Facilitator: **Michael Mumford**, U. of Oklahoma

Presenter: **Robert J House**, U. of Pennsylvania

366  SPDW: (OB, HR) **The 15th Annual Craft of Reviewing Workshop**

10:00am - 12:00pm Pennsylvania Convention Center: Room 107A

Organizers: **Ekin K. Pellegrini**, U. of Missouri, St. Louis; **Susan Elisabeth Wills**, U. of Miami

Presenters: **Terri A. Scandura**, U. of Miami; **Bradley L. Kirkman**, Texas A&M U.; **Karen D Locke**, College of William and Mary; **Margaret Williams**, Virginia Commonwealth U.; **Gilad Chen**, U. of Maryland


367  SPDW: (OB, HR) **OB/HR Joint Session with Micro-Oriented Journal Editors**

10:00am - 11:30am Pennsylvania Convention Center: Room 113C

Registration Required

Organizers: **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.; **Maria Kraimer**, U. of Melbourne

Participants: **Robert J. Vandenberg**, U. of Georgia; **Michael J. Burke**, Tulane U.; **Rodger Griffeth**, U. of New Orleans; **Michael Mumford**, U. of Oklahoma; **Theresa Welbourne**, U. of Michigan; **Alison Konrad**, U. of Western Ontario; **Katherine Klein**, U. of Pennsylvania; **Jerald Greenberg**, National U. of Singapore; **John Schaubroeck**, Drexel U.

368  SPDW: (OMT, OB, ODC, MOC) **Joint Editor's Panel for Macro Oriented Management Journals**

10:00am - 11:30am Philadelphia Marriott: Grand Ballroom B

By invitation only

Organizers: **Marvin Washington**, U. Alberta; **Tim Pollock**, Pennsylvania State U.; **Joan Brett**, Arizona State U.; **Batia Wiesenfeld**, New York U.

Participants: **Donald A Palmer**, U. of California, Davis; **Russell Cropanzano**, U. of Arizona; **Richard W. Woodman**, Texas A&M U.; **Joep Cornelissen**, Leeds U.; **Linda Smircich**, U. of Massachusetts, Amherst; **Linda Argote**, Carnegie Mellon U.; **Edward Zajac**, Northwestern U.; **Joel A.C. Baum**, U. of Toronto; **Paul M Hirsch**, Northwestern U.; **Donald D Bergh**, Denver U.; **Steven Kelman**, Harvard U.; **Raghu Garud**, Penn State U.



369   (ONE) **Base of the Pyramid Research – Knowledge Generation or Distraction?**

10:00am - 12:00pm Loews Philadelphia: Regency Ballroom C2

Organizer: **Mark B. Milstein**, Cornell U.


Facilitators: **Erik Simanis**, Cornell U.; **Duncan Duke**, Cornell U.

Presenters: **Stuart Hart**, Cornell U.; **Sanjay Sharma**, Wilfrid Laurier U.; **David Wheeler**, Dalhousie U.; **Ted London**, U. of Michigan; **Dirk Matten**, York U.

370   SPDW: (PNP, ITC) **Meet the Editors in Public and Non-Profit Management: Important Information from the Insiders**

10:00am - 12:00pm Loews Philadelphia: Regency Ballroom B

Presenters: **Stephen T.T. Teo**, U. of Technology, Sydney; **Neil M. Boyd**, Lycoming College; **Steven Kelman**, Harvard U.; **Mary E Guy**, Florida State U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

371  SPDW: (PNP, ONE, OCIS, MOC, OM, SIM, MED, OMT, ODC, HCM, OB) **Exploring the Theory & Practice of Management and the Values Underlying the U.S. Constitution**

10:00am - 12:00pm Loews Philadelphia: Commonwealth B

Participants are strongly encouraged to tour the U.S. Constitution Center prior to the session.

Facilitators: **Laurie N DiPadova-Stocks**, Park U.; **David Jacobs**, Morgan State U.; **Ralph Brower**, Florida State U.; **Sarah Stookey**, Central Connecticut State U.

372  SPDW: (RM, OM) **Comparative Visualization Techniques**

10:00am - 12:00pm Philadelphia Marriott: Room 309

Laptop required for participation and pre-registration is requested. Please contact presenter for details.

Presenters: Rich DeJordy, Boston College; Stephen P Borgatti, Boston College; Daniel S. Halgin, Boston College; Christopher Jay Roussin, Boston College

373 🗄️📄: (SIM) Ask the Experts: Publishing SIM Research in Top Journals

10:00am - 11:00am Loews Philadelphia: Washington A
This workshop will discuss ideas on how to develop SIM research papers so they can compete effectively for space in the top tier Management journals.

Organizer: Mark P Sharfman, U. of Oklahoma
Chair: Andreas Georg Scherer, U. of Zurich
Presenters: Andrew Crane, York U.; John M Jermier, U. of South Florida; John S Hassard, U. of Manchester; Chamu Sundaramurthy, San Diego State U.; Susan C Schneider, HEC U. of Geneva; Dirk Matten, York U.; Lori Verstegen Ryan, San Diego State U.; J. (Hans) Van Oosterhout, RSM Erasmus U.; Scott J. Reynolds, U. of Washington; Guido Palazzo, U. of Lausanne; Donald Siegel, U. of California, Riverside; Georges Romme, Eindhoven U. of Technology; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign

374 →🗄️📄SPDW: (SIM, IM, CM, ITC, PNP, BPS) MNE Strategies for Reducing Political Conflict and Promoting Positive Social Change: Research Agenda

10:00am - 12:00pm Loews Philadelphia: Congress B
Organizer: Jennifer Oetzel, American U.
Presenters: Kathleen Getz, American U.; Alfred Allen Marcus, U. of Minnesota; Mazhar Islam, U. of Minnesota; Jennifer Oetzel, American U.; Michelle Karen Westermann-Behaylo, George Washington U.; Gisele Belem, U. Quebec

Sunday 10:10AM

375 📖🗄️: (MED) Developing a Hippocratic Oath for the Management Profession

10:10am - 11:40am Pennsylvania Convention Center: Room 104B
Presenters: Jon Billsberry, Open U.; Andreas Birnik, Cranfield U.

Sunday 10:15AM

376 : (AAA) Conference Break

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

Sunday 10:30AM

377 : (AAA) Meeting with Incoming Division/Interest Group Chairs (2007-2008)

10:30am - 12:00pm Philadelphia Marriott: Room 303
Organizer: Angelo DeNisi, Tulane U.

378 : (AAA) 2008 Program Chairs Meeting

10:30am - 12:00pm Philadelphia Marriott: Room 304
Organizers: James P. Walsh, U. of Michigan, Ann Arbor; Jimmy Le, Academy of Management

379 : (AAC) Southwest Academy of Management Officers Meeting

10:30am - 12:00pm Philadelphia Marriott: Room 403
Organizer: Darla Domke-Damonte, Coastal Carolina U.

380 : (AAC) Midwest Academy of Management Officers Meeting

10:30am - 12:00pm Pennsylvania Convention Center: Room 111A
Organizer: William B. Snavely, San Diego State U.

381 →🗄️SPDW: (BPS, OMT, IM) Putting Industry Structure Back Into the Strategy Picture

10:30am - 12:00pm Philadelphia Marriott: Grand Ballroom K
Focus on stimulating research that puts industry structure "back into the picture" of mainstream strategy by dealing with firm capabilities.
Organizer: Giovanni Valentini, Bocconi U.

Presenters: Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Bruno Cassiman, IESE Business School; Giovanni Dosi, Sant'Anna School of Advanced Studies; April Franco, U. of Iowa; Alfonso Gambardella, Bocconi U.; Anita McGahan, Boston U.; Sidney G. Winter, U. of Pennsylvania

382 →🗄️SPDW: (IM, BPS, AAM, PNP) From Dilemma to Theory to Research Agenda: Doing Business in Developing and Transitional Countries

10:30am - 12:00pm Philadelphia Marriott: Room 401 & 402
Organizer: Rick Molz, Concordia U.
Discussants: Henry Mintzberg, McGill U.; Henry Mintzberg, McGill U.

Presenters: Taieb Hafsi, HEC Montreal; Sigrid Quack, Wissenschaftszentrum, Berlin; Joseph Ofori-Dankwa, Saginaw Valley State U.; Mehdi Farashahi, Concordia U.; Sergio Janczak, U. of Western Ontario; Claude Marcotte, Concordia U.; Sid Ahmed SOUSSI, U. of Quebec in Outaouais; Li Yan, HEC Montreal

383 🗄️🗄️🗄️: (MH) Doctoral Student Workshop: Managing the Dissertation Process

10:30am - 12:00pm Loews Philadelphia: Commonwealth A2
Chair: Julia Teahen, Baker College
Presenters: Richard T. Mowday, U. of Oregon; Stephanie Case Henagan, Northern Illinois U.; Jonathon R. B. Halbesleben, U. of Wisconsin - Eau Claire

384 🗄️🗄️🗄️SPDW: (MSR, MED, GDO) Raising our Expertise in Charing Dissertations: Learning from One Another

10:30am - 12:30pm Loews Philadelphia: Howe
Organizers: Kathryn Goldman Schuyler, Alliant International U. / Coherent Change; Lee Robbins, Golden Gate U
Presenters: David A. Whetten, Brigham Young U.; Jerome Katz, Saint Louis University; Bernardo M. Ferdman, Alliant International U.; Mark P Kriger, Norwegian School of Management; Antoinette Swayne-Kohlman, Alliant International U.

385 🗄️SPDW: (MSR, ONE) Beyond Bounded Rationality in Business Courses: Using Meditation in Teaching Sustainability Courses

10:30am - 12:00pm Loews Philadelphia: Congress C
Organizer: Gerald Biberman, U. of Scranton
Presenter: Len Tischler, U. of Scranton

386 🗄️SPDW: (RM, CMS, NDSC) Ask the Experts: Qualitative Methods

10:30am - 12:30pm Philadelphia Marriott: Grand Ballroom E
Presenters: Raza A Mir, William Paterson U.; Pushkala Prasad, Skidmore College; Diana Sharpe, Monmouth U.; Sanjay Jain, U. of Wisconsin, Madison; Charles D. Galunic, INSEAD; Anshuman Prasad, U. of New Haven


Sunday 11:00AM

387   : (MED) Fulbright Research: Using Business Games To Teach Management/Social Competency To Students In Spain

11:00am - 12:00pm Pennsylvania Convention Center: Room 105B

Presenters: Andrea Licari, St. Johns U.; Teresa Torres-Coronas, U. Rovira i Virgili; Albert C. Ovedovitz, St. Johns U.**388**  : (OCIS) U.S.- International Divide in OCIS Research: Panel Discussion on Overcoming Differences

11:00am - 12:30pm Philadelphia Marriott: Room 407

Organizers: Samer Faraj, U. of Maryland; Sue Newell, Bentley College, USA and Warwick U., UK**Speakers:** Patrick Y.K. Chau, U. of Hong Kong; Wendy Currie, U. of Warwick; Claudia Loebbecke, U. of Cologne; Lynne Markus, Bentley College**389**  SPDW: (OM, SIM, ONE) Integrating Operations and Ethics: Ethics and the Supply Chain


11:00am - 12:30pm Philadelphia Marriott: Room 307

*The papers are: Joseph Sarkis "Sustainability is more than the triple bottom line: Eco-centric ethics vs. anthropocentric ethics" Robert Klass***Organizers:** Mohan V. Tatikonda, Indiana U.; Barbara B. Flynn, Indiana U.; Philip L Cochran, Indiana U.**Presenters:** Joseph Sarkis, Clark U.; Robert D Klassen, U. of Western Ontario; Amrou Awaysheh, U. of Western Ontario; Guido Palazzo, U. of Lausanne; Mellie Pullman, Portland State U.; Michael Maloni, Kennesaw State U.; Craig R. Carter, U. of Nevada**390**  : (SIM) Social Issues In Management Research Roundtable Workshop

11:00am - 12:30pm Loews Philadelphia: Washington A

*This workshop provides an opportunity for scholars and other interested persons to gather and discuss themes that are important in SIM research.***Organizer:** Douglas A Schuler, Rice U.**391** : (TIM) The Role of Entrepreneurship in the Diffusion of Information Technology-enabled Innovation

11:00am - 12:00pm Philadelphia Marriott: Room 301

*The aim of this workshop is to provide fresh insights about the role of entrepreneurship in the diffusion of information technology-enabled innovation***Organizer:** Angel J. Salazar, Manchester Metropolitan U.**Chair:** Angel J. Salazar, Manchester Metropolitan U.**Presenters:** Angel J. Salazar, Manchester Metropolitan U.; Sebastian Bruque, U. of Jaen; Irene Petrick, Penn State U**392**  SPDW: (TTC, BPS) Strategic Organization as Landscape Watercolor Art: Implications for Teaching

11:00am - 12:00pm Philadelphia Marriott: Grand Ballroom C

Discussant: Sven Constantin Voelpel, Jacobs U. Bremen* formerly International U. Bremen**Presenters:** Angel J. Salazar, Manchester Metropolitan U.; JC Spender, U. of Leeds

Sunday 12:00PM

393 : (AAA) Academy of Management Review Editorial Board Meeting Teaching-oriented |  Practice-oriented |  International-oriented |  Theme-oriented |  Research-oriented |  Visual Presentation |  Best Paper Proceedings**Organizer:** Martin J. Kilduff, U. of Texas, Austin**394** : (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm Philadelphia Marriott: Room 302

Organizer: Heather Crowe, Academy of Management
Program Chair: Angelo DeNisi, Tulane U.**395** : (AAA) 2008 Professional Development Workshop Chairs Meeting

12:00pm - 1:30pm Philadelphia Marriott: Room 303

Organizer: Jimmy Le, Academy of Management**396** : (AAA) Program Developer Training Session for Program Chairs

12:00pm - 1:30pm Philadelphia Marriott: Room 304

Organizer: Jimmy Le, Academy of Management**Presenters:** Matthew L. Suppa, Academy of Management; Gabriel Bramson, Academy of Management**397** : (AAC) International Theme Committee Meeting

12:00pm - 1:30pm Loews Philadelphia: Lescaze

Organizers: David A Lamond, Wuhan U.; Claire A. Simmers, St. Joseph's U.**398** : (ICW) The Journal of Applied Management and Entrepreneurship Editorial Board Meeting

12:00pm - 2:00pm Philadelphia Marriott: Room 405

Organizer: Jane Whitney Gibson, Nova Southeastern U.**399** : (ICW) Oxford University Press Luncheon

12:00pm - 2:00pm Philadelphia Marriott: Room 408 & 409

*Invitation Only***Organizer:** Andrew H. Van de Ven, U. of Minnesota

Sunday 12:30PM

400 : (AAC) Eastern Academy of Management International Advisory Board

12:30pm - 2:00pm Philadelphia Marriott: Franklin 9

Organizer: D. Anthony Butterfield, U. of Massachusetts, Amherst**401** : (AAC) Western Academy of Management Officers Meeting

12:30pm - 2:00pm Philadelphia Marriott: Room 306

Organizer: John B Cullen, Washington State U.**402** : (ICW) Organization Management Journal Board Meeting

12:30pm - 2:30pm Philadelphia Marriott: Room 410

Organizer: William P. Ferris, Western New England College**403** : (ICW) PSEDII Luncheon

12:30pm - 2:00pm Pennsylvania Convention Center: Room 104A

Organizer: Paul D Reynolds, Florida International U.**404** : (ICW) Management Faculty of Color Lunch & Business Meeting

12:30pm - 2:30pm Pennsylvania Convention Center: Room 113C

Organizer: Donna Maria Blancero, National Society of Hispanic MBAs

Sunday 1:00PM

405 : (AAA) Academy Leadership Forum: Workshop for Division Officers and Board Members
 1:00pm - 3:00pm Philadelphia Marriott: Independence III
Organizers: Ken G. Smith, U. of Maryland; Thomas W. Lee, U. of Washington; Angelo DeNisi, Tulane U.; James P. Walsh, U. of Michigan, Ann Arbor; Dean Tjosvold, Lingnan U.

406 : (AAA) Academy of Management Perspectives Editorial Board Meeting
 1:00pm - 2:30pm Philadelphia Marriott: Room 302
Organizer: Peter Cappelli, U. of Pennsylvania

407 : (AAA) AOM Fellows Group Committee on Membership Meeting
 1:00pm - 2:00pm Loews Philadelphia: Regency Ballroom A
Organizer: Kathryn M. Bartol, U. of Maryland, College Park

408 : (AAC) Mentoring Committee Meeting
 1:00pm - 2:30pm Pennsylvania Convention Center: Room 106 A&B
Organizers: Rowena Ortiz-Walters, Quinnipiac U.; Bahaudin Mujtaba, Nova Southeastern U.

409 : (HCM) HCM Practice Committee Meeting
 1:00pm - 2:30pm Loews Philadelphia: Washington C

410 : (ICW) Management Learning International Editorial Board Meeting
 1:00pm - 3:00pm Philadelphia Marriott: Room 403
Organizer: Gordon E Dehler, College of Charleston

411 : (ICW) Journal of Management Spirituality & Religion Editorial Board Meeting
 1:00pm - 2:00pm Loews Philadelphia: Commonwealth A1
Organizer: Gerald Biberman, U. of Scranton

412 ☉☎SPDW: (ONE, SIM, MSR, OMT, MOC, PNP, OCIS, GDO, MED, ODC, RM) Tour Philadelphia's Beautiful Outdoor Murals
 1:00pm - 4:00pm Loews Philadelphia: Regency Ballroom C2
*Registration is required and the registration fee is \$25.00. The deadline is July 13, 2007. To register, please visit <http://apps.aomonline.org/PDWReg>. For more information on this workshop, contact Barrie Litzky at bxl26@gv.psu.edu.
*Organizers: Barrie E. Litzky, Pennsylvania State U., Great Valley; Lynne Andersson, Temple U.; Tammy MacLean, Suffolk U.**

Sunday 1:30PM

413 : (AAA) Academy of Management Journal Outgoing Editorial Board Meeting
 1:30pm - 2:30pm Philadelphia Marriott: Grand Ballroom D
Organizer: Sara L Rynes, U. of Iowa

414 : (AAA) Program Developer Training Session for PDW Chairs
 1:30pm - 2:30pm Philadelphia Marriott: Room 303
Presenter: Jimmy Le, Academy of Management

415 : (AAA) Centralized Review System Training Session
 1:30pm - 3:00pm Philadelphia Marriott: Room 304
*Organizer: Jimmy Le, Academy of Management
 Presenters: Matthew L. Suppa, Academy of Management; Gabriel Bramson, Academy of Management*

416 : (AAC) Practice Theme Committee Meeting
 1:30pm - 3:00pm Loews Philadelphia: Commonwealth D
Organizers: David L. Turnipseed, Indiana U./Purdue U.; Paul Harvey, U. of New Hampshire

417 : (ITC) ITC - Carolyn Dexter Award Reception
 1:30pm - 2:30pm Loews Philadelphia: Lescaze
Carolyn Dexter Award Reviewers, Nominees, and Past Winners

Sunday 2:00PM

418 : (ICW) Gathering of POS Scholars
 2:00pm - 3:30pm Philadelphia Marriott: Grand Ballroom A
Organizer: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

419 : (ICW) Administrative Science Quarterly Ed. Board Mtg.
 2:00pm - 3:00pm Philadelphia Marriott: Grand Ballroom B
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

420 : (ICW) Organization Science Sr. Editor Meeting
 2:00pm - 3:30pm Philadelphia Marriott: Room 301
Organizer: Jennifer Kukawa, Carnegie Mellon U.

421 : (ICW) ORGANIZATION Journal Ed. Board Meeting
 2:00pm - 3:00pm Philadelphia Marriott: Room 309
Organizer: Linda Smircich, U. of Massachusetts, Amherst

422 : (MC) MC Executive Committee Meeting
 2:00pm - 5:00pm Loews Philadelphia: Congress A
*Division Chair: Susan M. Adams, Bentley College
 Program Chair: C. Ken Weidner, Saint Joseph's U.
 Professional Development Workshop Chair: Marc Bonnet, ISEOR, U. of Lyon 3*

423 : (MOC) MOC Workshop for International Scholars: Publishing in U.S. Journals
 2:00pm - 3:30pm Philadelphia Marriott: Room 411 & 412
Organizer: Elizabeth George, Australian Graduate School of Management

424 ☉☎SPDW: (OM, ONE, PNP, SIM, BPS, RM, MED, ODC, CMS, MC, CAR) Park Maintenance Volunteering Project
 2:00pm - 6:00pm Off Site: Fisher Park

Sunday 2:30PM

425 : (AAA) Academy of Management Journal Incoming Editorial Board Meeting
 2:30pm - 4:00pm Philadelphia Marriott: Grand Ballroom D

426 : (AAA) Academy of Management Learning and Education Editorial Board Meeting
 2:30pm - 4:00pm Philadelphia Marriott: Room 302
Organizer: James R Bailey, George Washington U.

Sunday 2:45PM

427 : (AAA) Conference Break
 2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

Sunday 3:00PM

☒ Teaching-oriented | ☉ Practice-oriented | → International-oriented | ☎ Theme-oriented | ☑ Research-oriented | ☞ Visual Presentation | ☒ Best Paper Proceedings

428 : (AAA) New Member Orientation: Session 2

3:00pm - 4:30pm Philadelphia Marriott: Liberty Ballroom

Organizers: **James Calvin**, Johns Hopkins U.; **Kerry Ignatz**, Academy of Management**429 : (ICW) Administrative Science Quarterly Reception**

3:00pm - 5:00pm Philadelphia Marriott: Grand Ballroom C

Organizer: **Sally A. Iacovelli**, Administrative Science Quarterly**Sunday 3:30PM****430 : (AAC) Practice Theme Committee Welcoming Reception**

3:30pm - 4:30pm Loews Philadelphia: Commonwealth D

Organizers: **David L. Turnipseed**, Indiana U./Purdue U.; **Paul Harvey**, U. of New Hampshire**431 : (AAC) Southern Management Association Executive Board Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 105B

Organizer: **William L. Gardner**, Texas Tech U.**432 : (BPS) BPS Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Room 306

Division Chair: **Anita McGahan**, Boston U.Division Chair-Elect.: **Russell Coff**, Emory U.Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-ChampaignProfessional Development Workshop Chair: **Joanne Oxley**, U. of Toronto**433 : (CAR) CAR Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 108B

Division Chair: **Cherlyn Skromme Granrose**, Berry CollegeDivision Chair-Elect.: **Barbara A. Ribbens**, Western Illinois U.Program Chair: **Jon P. Briscoe**, Northern Illinois U.Professional Development Workshop Chair: **Hetty Van Emmerik**, Utrecht U.Past Chair: **Kerr Inkson**, U. of WaikatoSecretary: **Schalon Harrison Newton**, Santen IncorporatedTreasurer: **Laurel Newman**, U. of Illinois, Springfield**434 : (CM) CM Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 103A

Division Chair: **Michele J. Gelfand**, U. of MarylandDivision Chair-Elect.: **Susan E. Brodt**, Queen's U.Program Chair: **Thomas M. Tripp**, Washington State U.Professional Development Workshop Chair: **Kathleen O'Connor**, Cornell U.**435 : (CMS) CMS Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Room 406

Division Chair: **Rosemary Batt**, Cornell U.Division Chair-Elect.: **Bill Cooke**, Lancaster U.Program Chairs: **Albert J. Mills**, St. Mary's U.; **Jean Helms Mills**, St. Mary's U.Professional Development Workshop Chair: **Ann L Cunliffe**, U. of Hull**436 : (ENT) ENT Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Room 413

Division Chair: **Shaker A. Zahra**, U. of MinnesotaDivision Chair-Elect.: **Connie Marie Gaglio**, San Francisco State U.Program Chair: **Ronald K. Mitchell**, Texas Tech U.Professional Development Workshop Chair: **Eileen Fischer**, York U.**437 : (GDO) GDO Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 111B

Division Chair: **Myrtle P. Bell**, U. of Texas, ArlingtonDivision Chair-Elect.: **Lynn Bowes-Sperry**, Western New England CollegeProgram Chair: **Jeanette N. Cleveland**, Pennsylvania State U.Professional Development Workshop Chair: **Quinetta Roberson**, Cornell U.**438 : (HCM) HCM Executive Committee Meeting**

3:30pm - 5:00pm Loews Philadelphia: Washington C

Division Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann ArborDivision Chair-Elect.: **Timothy Hoff**, State U. of New York, AlbanyProgram Chair: **Christy Harris Lemak**, U. of FloridaProfessional Development Workshop Chair: **Christian Gericke**, U. of Adelaide**439 : (HR) HR Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 113B

Division Chair: **Joseph J. Martocchio**, U. of Illinois, Urbana-ChampaignDivision Chair-Elect.: **John Hollenbeck**, Michigan State U.Program Chair: **Sandy J. Wayne**, U. of Illinois, ChicagoProfessional Development Workshop Chair: **Howard J. Klein**, Ohio State U.**440 : (ICW) Leadership Quarterly Editorial Board Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 110 A&B

Organizer: **Michael Mumford**, U. of Oklahoma**441 : (IM) IM Executive Committee Meeting**

3:30pm - 5:00pm Philadelphia Marriott: Franklin 9

Division Chair: **Ravi Ramamurti**, Northeastern U.Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of ManagementProgram Chair: **Tatiana Kostova**, U. of South CarolinaProfessional Development Workshop Chair: **Andrew Delios**, National U. of Singapore**442 : (MED) MED Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 104B

Division Chair: **J B Arbaugh**, U. of Wisconsin, OshkoshDivision Chair-Elect.: **Laurie Milton**, U. of Calgary/U. of Western OntarioProgram Chair: **Alvin Hwang**, Pace U.Professional Development Workshop Chair: **Katherine A. Karl**, Marshall U.**443 : (MH) MH Executive Committee Meeting**

3:30pm - 5:00pm Loews Philadelphia: Commonwealth A2

Division Chair: **Julia Teahen**, Baker CollegeDivision Chair-Elect.: **Karl Moore**, McGill U.Program Chair: **John Humphreys**, Texas A&M U.Professional Development Workshop Chair: **Curt H. Stiles**, U. of North Carolina- Wilmington**444 : (MOC) MOC Executive Committee Meeting**

3:30pm - 5:00pm Pennsylvania Convention Center: Room 112B

Division Chair: **Michael Pratt**, U. of Illinois, Urbana-ChampaignDivision Chair-Elect.: **Mary Ann Glynn**, Boston CollegeProgram Chair: **Luis Martins**, Georgia Institute of TechnologyProfessional Development Workshop Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

445 : (MSR) MSR Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Commonwealth B
 Division Chair: **Robert A Giacalone**, Temple U.
 Division Chair-Elect.: **Margaret Benefiel**, Andover Newton Theological School
 Program Chair: **Kathy Lund Dean**, Idaho State U.
 Professional Development Workshop Chair: **Keiko Krahnke**, U. of Northern Colorado

446 : (OB) OB Executive Committee Meeting

3:30pm - 5:00pm Pennsylvania Convention Center: Room 104A
 Division Chair: **Maureen L. Ambrose**, U. of Central Florida
 Division Chair-Elect.: **Carol T. Kulik**, U. of South Australia
 Program Chairs: **Blake E. Ashforth**, Arizona State U.; **Sandra L. Robinson**, U. of British Columbia
 Professional Development Workshop Chair: **Daniel Skarlicki**, U. of British Columbia

447 : (ODC) ODC Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Congress B
 Division Chair: **Ram Tenkasi**, Benedictine U.
 Division Chair-Elect.: **Michael R Manning**, New Mexico State U
 Program Chair: **Frank J. Barrett**, Naval Postgraduate School
 Professional Development Workshop Chair: **Ann E. Feyerherm**, Pepperdine U.

448 : (OM) OM Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 403
 Division Chair: **G. Keong Leong**, U. of Nevada, Las Vegas
 Division Chair-Elect.: **Hale Kaynak**, U. of Texas, Pan American
 Program Chair: **Diane H. Parente**, Pennsylvania State U., Erie
 Professional Development Workshop Chair: **Elliot Bendoly**, Emory U.

449 : (OMT) OMT Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 408 & 409
 Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
 Division Chair-Elect.: **Kimberly D Elsbach**, U. of California, Davis
 Program Chair: **William Ocasio**, Northwestern U.
 Professional Development Workshop Chair: **Henrich R. Greve**, BI Norwegian School of Management
 Past Chair: **Pamela R Haunschild**, U. of Texas, Austin

450 : (ONE) ONE Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Regency Ballroom A
 Division Chair: **Kate Kearins**, Auckland U. of Technology
 Division Chair-Elect.: **Alfred Allen Marcus**, U. of Minnesota
 Program Chair: **Irene Henriques**, York U.
 Professional Development Workshop Chair: **Lynne Andersson**, Temple U.

451 : (PNP) PNP Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Washington B
 Division Chair: **Kirsten Grønberg**, Indiana U.
 Division Chair-Elect.: **Bradley E. Wright**, U. of North Carolina, Charlotte
 Program Chair: **Gordon Kingsley**, Georgia Institute of Technology
 Professional Development Workshop Chair: **Neil M. Boyd**, Lycoming College

452 : (RM) Research Methods Division Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 309
 Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong

📖 Teaching-oriented | 🎓 Practice-oriented | 🌐 International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.

Program Chair: **Charles A. Pierce**, U. of Memphis
 Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

453 : (SIM) SIM Executive Committee Meeting

3:30pm - 5:00pm Loews Philadelphia: Washington A
 Division Chair: **Duane Windsor**, Rice U.
 Division Chair-Elect.: **Thomas J. Donaldson**, U. of Pennsylvania
 Program Chair: **Linda K. Trevino**, Pennsylvania State U.
 Professional Development Workshop Chair: **Ann K. Buchholtz**, U. of Georgia

454 : (TIM) TIM Executive Committee Meeting

3:30pm - 5:00pm Philadelphia Marriott: Room 405
 Division Chair: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne
 Division Chair-Elect.: **Lori Rosenkopf**, U. of Pennsylvania
 Program Chair: **Paul Almeida**, Georgetown U.
 Professional Development Workshop Chair: **Shawn M. Carraher**, Cameron U.

Sunday 4:00PM

455 : (ICW) Organization Science Editorial Review Board Rec.

4:00pm - 5:30pm Philadelphia Marriott: Grand Ballroom E
 Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

Sunday 4:30PM

456 ☺ : (PTC) Bringing Practice into Management: Perspectives from Regional Managers

4:30pm - 6:00pm Loews Philadelphia: Commonwealth D
 Organizers: **David L. Turnipseed**, Indiana U./Purdue U.; **Paul Harvey**, U. of New Hampshire

Sunday 5:00PM

457 : (AAA) Academy of Management Convocation and Distinguished Executive Speaker

5:00pm - 7:00pm Pennsylvania Convention Center: Grand Ballroom
 Presiding: **Ken G. Smith**, U. of Maryland
 Welcome: **Angelo DeNisi**, Tulane U.
 State of the Academy | **Ken G. Smith**, U. of Maryland
 All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | Distinguished Executive Speech |

458 : (AAC) Asia Academy of Management Committee Meeting

5:00pm - 6:00pm Philadelphia Marriott: Independence I & II
 Organizer: **Chung-Ming Lau**, Chinese U. of Hong Kong

459 : (ICW) Warwick Business School Reception

5:00pm - 7:30pm Philadelphia Marriott: Grand Ballroom B
 Organizer: **Ann Jackson**, U. of Warwick

460 : (ICW) Journal of Leadership & Organizational Studies Editorial Board Meeting

5:00pm - 6:00pm Loews Philadelphia: Commonwealth A2
 Organizer: **Julia Teahen**, Baker College

SUNDAY

461 : (ICW) Network of Leadership Scholars Business Meeting

5:00pm - 6:00pm Pennsylvania Convention Center: Room 110 A&B
 Organizer: **Kim Jaussi**, Binghamton U.

462 : (OCIS) OCIS Executive Committee Meeting

5:00pm - 7:00pm Philadelphia Marriott: Room 407
 Division Chair: **Pamela Hinds**, Stanford U.
 Division Chair-Elect.: **Ulrike Schultze**, Southern Methodist U.
 Program Chair: **Paul Hart**, Florida Atlantic U.
 Professional Development Workshop Chair: **Katherine J. Stewart**, U. of Maryland, College Park

Sunday 5:30PM**463 : (ICW) Editorial Board of Business and Society**

5:30pm - 7:00pm Loews Philadelphia: Washington A
 Organizer: **Duane Windsor**, Rice U.

Sunday 6:00PM**464 : (AAC) Asia Academy of Management & Asia Pacific Journal of Management Reception**

6:00pm - 8:00pm Philadelphia Marriott: Independence I & II
 Organizer: **Chung-Ming Lau**, Chinese U. of Hong Kong

465 : (CMS) Critical Management Studies Social Evening

6:00pm - 7:30pm Philadelphia Marriott: Grand Ballroom I
 Organizer: **Jean Helms Mills**, St. Mary's U.

466 : (ICW) Ifera Reception

6:00pm - 8:00pm Philadelphia Marriott: Grand Ballroom A
 Organizer: **Niki Kux-Kardox**, Ifera Office Management

467 : (ICW) Carnegie Mellon Tepper School of Business Alumni Reception

6:00pm - 8:00pm Loews Philadelphia: Lescaze
 Organizer: **Ilker Baybars**, Carnegie Mellon U.

468 : (OB) Reception/Cocktail Hour for the Role of Leadership across Disciplines and Domains

6:00pm - 7:30pm Pennsylvania Convention Center: Room 113 Foyer
 Sponsored by: *Elsevier*
 Organizer: **Mary Uhl-Bien**, U. of Nebraska, Lincoln

469 : (ODC) Remarks and Reception Honoring Barry Oshry

6:00pm - 7:30pm Loews Philadelphia: Regency Ballroom C1
 Organizer: **Philip H Mirvis**, Independent Consultant

Sunday 7:00PM**470 : (AAA) All Academy Reception**

7:00pm - 9:00pm Pennsylvania Convention Center: Grand Hall
 Sponsored by: *Tulane University, A. B. Freeman School of Business and Alliant International University, Marshall Goldsmith School of Management*
 Hosts: **Angelo DeNisi**, Tulane U.; **James P. Walsh**, U. of Michigan, Ann Arbor
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

Sunday 7:30PM**471 : (ICW) The Hong Kong University of Science and Technology Reception**

7:30pm - 10:00pm Philadelphia Marriott: Grand Ballroom C
 Organizer: **Jiatao Li**, Hong Kong U. of Science and Technology

Sunday 8:00PM**472 : (GDO) All in the Family: Annual Reception for LGBT Persons and Friends at the Academy**

8:00pm - 10:00pm Philadelphia Marriott: Liberty Ballroom C
Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah
 Hosts: **Gerardo Okhuysen**, U. of Utah; **Ron Ophir**, York U.

Sunday 9:00PM**473 : (ICW) UQ Business School Dessert Reception**

9:00pm - 10:30pm Philadelphia Marriott: Grand Ballroom E
 Organizer: **Neal M. Ashkanasy**, U. of Queensland

Monday 7:00AM

474 : (AAA) AOM Ethics Committee Meeting

7:00am - 8:30am Philadelphia Marriott: Room 302

Organizer: **Terese M. Loncar**, Academy of Management

475 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace

Organizer: **Gerald Biberman**, U. of Scranton

Monday 7:30AM

476 →: (IM) International Management Division Welcome

7:30am - 8:30am Philadelphia Marriott: Franklin 4

Come and get an overview of the IMD program and meet IMD EC members & Track Chairs. An excellent opportunity for networking with other IMD members.

Division Chair: **Ravi Ramamurti**, Northeastern U.

Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of Management

Program Chair: **Tatiana Kostova**, U. of South Carolina

Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

Chairs: **Lorraine Eden**, Texas A&M U.; **Jean-Francois Hennart**, Tilburg U.; **Alain C. Verbeke**, U. of Calgary; **Yves Doz**, INSEAD; **Harbir Singh**, U. of Pennsylvania; **Christopher Earley**, National U. of Singapore; **Klaus Meyer**, U. of Reading

Monday 8:00AM

477 : (AAA) Conference Registration

8:00am - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.

Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

478 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A

Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

479 : (MC) MC Division Welcome and Breakfast

8:00am - 8:30am Loews Philadelphia: Commonwealth A1

Division Chair: **Susan M. Adams**, Bentley College

Program Chair: **C. Ken Weidner**, Saint Joseph's U.

480 : (Paper Session) - (MH) Welcome Session for the Management History Division

8:00am - 8:30am Loews Philadelphia: Congress A

This is our short welcome session to start the scholarly program.

Program Chair: **John Humphreys**, Texas A&M U.

481 : (OCIS) OCIS Gathering and Welcome

8:00am - 8:30am Philadelphia Marriott: Grand Ballroom J

482 : (ODC) ODC Welcome & Breakfast

8:00am - 8:30am Loews Philadelphia: Regency Ballroom A

Program Chair: **Frank J. Barrett**, Naval Postgraduate School

Monday 8:30AM

483 : (AAS) The Yellow Brick Road to Doing Well by Doing Good: Finding Our Brain, Heart, and Courage

8:30am - 10:20am Philadelphia Marriott: Liberty Ballroom A

📄 Teaching-oriented | 🗣️ Practice-oriented | 🌐 International-oriented | 🎤 Theme-oriented | 📊 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Organizer: **Sally Russell**, U. of Queensland

Facilitators: **Kaylene W. Ascough**, U. of Queensland; **Marissa S. Edwards**, U. of Queensland; **Sally Russell**, U. of Queensland; **Aarti Sharma**, U. of South Florida

Ethics and Justice: From the Heart as Well as the Head |

Jerald Greenberg, National U. of Singapore

The Role of Anticipatory Emotions in Ethical Decision Making

| **Myeong-Gu Seo**, U. of Maryland

What Happens When "Doing Good" means "Feeling Bad"? |

Wilfred J Zerbe, U. of Calgary

Organizational Images and the Emotional Consequences of

"Doing Good" | **Michael Pratt**, U. of Illinois, Urbana-Champaign

The Passion that Drives Sustainability Careers | **Kate Kearins**, Auckland U. of Technology

Sustainable Hope: Without Which There Is No Progress |

Nancy J Adler, McGill U.

Integrative Summary and Initiation of Audience Discussion |

Neal M. Ashkanasy, U. of Queensland

484 : (AAS) The Dark Side of Doing Good

8:30am - 10:20am Philadelphia Marriott: Liberty Ballroom C

Introduction: **Adam M. Grant**, U. of North Carolina, Chapel Hill

Discussant: **James P. Walsh**, U. of Michigan, Ann Arbor

Looking Bad by Doing Good: The Social-Psychological Costs of Dirty Work | **Blake E. Ashforth**, Arizona State U.

Necessary Evils and the Challenges of Doing Good and Doing

Harm in Professional Work | **Andrew Molinsky**, Brandeis U.;

Joshua D Margolis, Harvard U.

Citizenship under Pressure: What's a 'Good Soldier' to Do? |

Mark C. Bolino, U. of Oklahoma; **William H. Turnley**, Kansas State U.;

Mark M. Suazo, U. of Texas, San Antonio; **J. Bruce Gilstrap**, U. of Oklahoma

The Price Tag on Principles | **Robert A Giacalone**, Temple U.;

Carole L. Jurkiewicz, Louisiana State U.

Social Responsibility Campaigns as Identity Threat: The Case

of British Petroleum | **Kimberly D Elsbach**, U. of California, Davis

Lurking Landmines in Doing Good: Challenges in Managing

Meaning around Organizational Giving Programs | **Jane E. Dutton**, U. of Michigan, Ann Arbor;

Adam M. Grant, U. of North Carolina, Chapel Hill; **Brent Rosso**, U. of Michigan

Black Ice: Leadership, Values, and the Attribution of

Hypocrisy | **Sandra Cha**, McGill U.; **Amy C. Edmondson**, Harvard U.

So Whose 'Good' Is It Anyway? | **Stephen Fineman**, U. of Bath;

Samantha Warren, Portsmouth Business School

485 : (AAS) Market-Based Poverty Reduction

8:30am - 10:20am Loews Philadelphia: Regency Ballroom B

Organizer: **James E. Austin**, Harvard U.

Cracking the Poverty Conundrum: Critical Issues to be Explored | **James E. Austin**, Harvard U.

Collaborations in Organizational Ecosystems for Market

Initiatives with LIS SEKN | **Roberto Gutierrez**, U. de los

Andes, Colombia, SEKN; **Patricia Carolina Marquez**, IESA;

Alfred Vernis, ESADE Business School

The Management Innovation Imperative: Base of the Pyramid Protocols, Learning Labs, and Longitudinal Lessons | **Stuart**

Hart, Cornell U.; **Mark B. Milstein**, Cornell U.; **Erik Simanis**, Cornell U.

Microfinance: the Power of Capital Mobilization for Poverty Reduction | **Michael Chu**, Harvard U.; **Kasturi Rangan**, Harvard U.

486 : (AAS) **How Can B-Schools Do Well by Doing Good?: An Action Agenda for Re-Focusing Management Education**

8:30am - 10:20am Pennsylvania Convention Center: Room 108A

Chair: **Michael K Badawy**, Virginia Tech U.

Participants: **Henry Mintzberg**, McGill U.; **Michael L. Tushman**, Harvard U.; **Michael K Badawy**, Virginia Tech U.; **Clayton Christensen**, Harvard U.; **Jay Alden Conger**, U. of Southern California; **Lee Fleming**, Harvard U.

487 : (Paper Session) - (BPS) **The Resource-Based View and Sustainability**

8:30am - 10:20am Philadelphia Marriott: Franklin 10

Chair: **Margaret Peteraf**, Dartmouth College

Discussant: **William Bogner**, Georgia State U.

→ The Influence of Organizational Capacity and

Environmental Dynamism on First Moves | **Vera L. Street**, Salisbury U.; **Marc D. Street**, Salisbury U.; **Bruce T. Lamont**, Florida State U.; **Hugh Marble**, U. of Florida

The Performance Life Cycle of Actions: A Dynamic Perspective on Firm Performance | **Flore Bridoux**, U. Catholique de Louvain

→ R&D Intensive Target Firms: Performance Implications of Firm Resource Interactions | **David R. King**, U.S. Air Force; **Rebecca J. Slotegraaf**, Indiana U.; **Idalene F. Kesner**, Indiana U.

→ What are Dynamic Capabilities and Does it Matter? | **Christopher B. Bingham**, U. of Maryland; **Kathleen M. Eisenhardt**, Stanford U.; **Nathan Furr**, Stanford U

488 : (Paper Session) - (BPS) **Corporate Strategy: Downsizing and Restructuring**

8:30am - 10:20am Philadelphia Marriott: Franklin 9

Chair: **Susan H Godar**, William Paterson U.

Discussant: **Vincent L Barker**, U. of Kansas

→ Examining Downsizing Activity: Hints of Trouble to Come or Managing the Future? | **Frank Butler**, Florida State U.; **Annette L. Ranft**, Florida State U.; **Patricia M. Norman**, Baylor U.

→ Response to Image Crisis--Restructurings of China Listed Companies after Financial Fraud Punishment | **Pengji Wang**, National U. of Singapore

→ Towards Unlocking the Full Potential of Acquisitions: The Role of Organizational Restructuring | **Harry G. Barkema**, Tilburg U.; **Mario Schijven**, Tilburg U.

→ Value Creation and Valuation: The Role of Private Equity in the Market for Divested Assets | **Aseem Kaul**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania

489 : (BPS) **What is Strategy's Distinctive Competence?**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom D

Organizer: **William S Schulze**, U. of Utah

Participants: **Rita Gunther McGrath**, Columbia U.; **Richard Reed**, Washington State U.; **William S Hesterly**, U. of Utah; **Michael A. Roberto**, Bryant U.; **Anita McGahan**, Boston U.; **Patricia G Clifford**, McKinsey & Co.

490 : (Paper Session) - (BPS) **Strategic Change and Organization Design**

8:30am - 10:20am Philadelphia Marriott: Room 406

Chair: **Carol M. Connell**, City U. of New York - Brooklyn College

Discussant: **Yves Doz**, INSEAD

→ When do Firms Imitate: A Study on Diversification Changes of Chinese Pharma Producers, 1998-2001 | **Tiemin Wang**, Peking U.

→ Strategic Character: Virtues that Lead to Competitive Advantage | **R H Hamilton**, U. of Mississippi

The Business Model Concept: A Strategic Management Approach | **Martin H. Klein**, Erasmus U.

→ Strategy: The More We Change, the More We Stay the Same | **Daniela Blettner**, U. of North Carolina, Chapel Hill; **Fernando R. Chaddad**, U. of North Carolina, Chapel Hill; **Richard A Bettis**, U. of North Carolina, Chapel Hill

491 : (Paper Session) - (BPS) **Cognition within Organizational Economics: RBV, TCE, and Real Options**

8:30am - 10:20am Philadelphia Marriott: Room 407

Chair: **John Patrick Orr**, Webster U.

Discussant: **Jack A Nickerson**, Washington U.

Bridging the Trust--Opportunism Divide: Bounded Reliability as an Extension to TCE | **Nathan Sidney Greidanus**, U. of Calgary

→ Using Psychological Theories to Understand the Impact of Contracts on Partner Relationships | **Libby Weber**, U. of Southern California; **Kyle J Mayer**, U. of Southern California

Options and Aspirations: Behavioral Theory Applied to Option Decision Making | **Richard John Gentry**, West Virginia U.

→ The Socio-Cognitive Foundations of Interfirm Heterogeneity in the Use of Knowledge as a Resource | **Rajiv Nag**, U. of Arkansas; **Dennis A Gioia**, Pennsylvania State U.

492 : (Paper Session) - (BPS) **Managing Family and Entrepreneurial Firms**

8:30am - 10:20am Philadelphia Marriott: Room 408

Chair: **Nancy Niles**, Concord U.

Discussant: **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

→ Ownership Structure and the Relationship Between Organizational Slack and R&D Investments in Korea | **Hicheon Kim**, Korea U.; **Heechun Kim**, Arizona State U.; **Peggy M. Lee**, Arizona State U.

→ Transformational CEOs and Firm Performance in SMEs and the Moderating Role of CEOs' Position | **Yan Ling**, George Mason U.; **Zeki Simsek**, U. of Connecticut; **Michael H. Lubatkin**, U. of Connecticut; **John F. Veiga**, U. of Connecticut

→ Strategy Absence in Culture Industries | **Caroline Quinn**, DIT; **James A. Cunningham**, National U. of Ireland, Galway; **Paul O'Reilly**, DIT

→ Managerial Turnover in Cyclical Transition: A Dynamic Perspective | **Jun Li**, U. of New Hampshire; **Kun Liu**, Washington State U.

493 : (Paper Session) - (BPS) **Boards of Directors and Incentives: Agency Theory Considerations**

8:30am - 10:20am Philadelphia Marriott: Room 409

Chair: **Martin R. Camarata**, U. of Akron

Discussant: **Bruce Walters**, Louisiana Tech U.

Investment Potential or Bankruptcy? The Effects of Ownership and Control in Distressed Firms | **William J Donoher**, Bradley U.

Entrepreneurship and Executive Compensation | **Martin J. Conyon**, Wharton School

Are the Wolves Watching Over the Sheep? The Effect of Board and CEO Incentives on Firm Risk-Taking | **Yuval Deutsch**, York U.; **Thomas Keil**, Helsinki U. of Technology; **Tomi M. M. Laamanen**, Helsinki U. of Technology

Effect of “Good” Corporate Governance: What Really Matters is a Strong Principal | **Juan Santalo**, Instituto de Empresa; **Luis Diestre**, U. of Southern California

494 : (JS: (BPS, ENT, RM) **New Approaches to Accessing Confidential Business Data**

8:30am - 10:20am Philadelphia Marriott: Franklin 12

Chair: **Tim Mulcahy**, U. of Chicago

Participants: **Stephanie Shipp**, National Institute of Standards and Technology; **Jeffrey H. Dyer**, Brigham Young U.; **Julia Lane**, U. of Chicago

495 : (JS: (BPS, OB) **What Makes CEOs Tick? New Insights About Executive Motives and Motivation**

8:30am - 10:20am Philadelphia Marriott: Franklin 1

Organizers: **Donald C. Hambrick**, Pennsylvania State U.; **Jennifer Kish Gephart**, Pennsylvania State U.

CEO Values, CEO-TMT Value Congruence and CEO Charisma | **Bradley R. Agle**, U. of Pittsburgh; **Sefa Hayibor**, Saint Mary's U.; **Jeffrey Alan Sonnenfeld**, Yale U.; **Andrew Ward**, U. of Georgia

From Humble Beginnings to Lofty Heights: How Low Social Class Background Affects CEO Psychology | **Jennifer Kish Gephart**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

Executive Personality and Maladaptive Motives: Understanding the Psychology of Executive Derailment | **D. Brent Smith**, London Business School; **Randall S. Peterson**, London Business School

Compensation as an Executive Motivational Tool: Agency and Stewardship Perspectives | **Wm. Gerard Sanders**, Brigham Young U.

Board Decision Control and CEO Helping Networks: A Social Identification Perspective | **Michael McDonald**, U. of Central Florida; **James Westphal**, U. of Michigan

496 : (JS: (BPS, OMT, RM) **Philosophy of Science and Strategic Organization**

8:30am - 10:20am Philadelphia Marriott: Franklin 2

Organizer: **Teppo Felin**, Brigham Young U.

Epistemology, Knowledge, and Strategic Organization | **Teppo Felin**, Brigham Young U.

Evaluating Causal Explanations of Samples of One | **Mark de Rond**, Cambridge U.; **Jochen Runde**, Cambridge U.

Philosophy of Science and Strategy | **JC Spender**, U. of Leeds

497 : (SHCS: (BPS, TIM, OMT) **How Changes in Industry Architectures Shape the Strategic Landscape**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom B

Chair: **Michael G. Jacobides**, London Business School

Discussants: **Giovanni Dosi**, Sant'Anna School of Advanced Studies; **Constance E Helfat**, Dartmouth College

Industry Architecture Dynamics in Automobiles and Personal Computers: Two Diverging Tales | **Michael G. Jacobides**, London Business School; **Carliss Baldwin**, Harvard U.; **Reza Dizaji**, MIT Sloan School of Management; **Christophe Gaillard**, How the Role within the Industry Architecture Shapes a Firm's Prospects | **Margaret Dalziel**, U. of Ottawa

The Dynamics of Industry Architecture in the US Healthcare Sector, 1981-2007 | **Myles P. Gartland**, Rockhurst U.; **Martin H. Stack**, Rockhurst U.

The Power of Integrality: Linkages between Product Architecture, Innovation, and Industry Structure | **Sebastian Fixson**, MIT Sloan School of Management; **Jin-Kyu Park**, Florida International U.

Platform Envelopment: Changing the Industry's Landscape | **Thomas R Eisenmann**, Harvard U.; **Geoffrey Parker**, Tulane U.; **Marshall Van Alstyne**, Boston U.

498 : (Paper Session) - (CAR) **Factors in Obtaining, Identifying and Managing Career Success**

8:30am - 10:20am Pennsylvania Convention Center: Room 111A

Chair: **Elizabeth F. Cabrera**, Arizona State U.

Discussant: **Astrid Reichel**, Vienna U. of Economics and Business Administration

Relationship of Core Self-Evaluations to Career Success Trajectories | **Charlice Hurst**, U. of Florida; **Timothy A. Judge**, U. of Florida

Organizational Innovation Champions' Career | **Georges Trepo**, HEC Paris; **Francois Grima**, U. of Paris XII

Sources of Differences between Asians and Whites in Evaluations of Their Managerial Potential | **Corinne Post**, Pace U.; **Nancy DiTomaso**, Rutgers U.; **George F Farris**, Rutgers U.; **Rene Cordero**, NJIT

Entrepreneurial Motivations: The Role of Identity in Minority Business Ownership | **Amy Myers Gannon**, Boston U.

Nominee for The Arnon Reichers Best Student Paper Award

Managerial Careers in the Arena | **Claartje J Vinkenburg**, Vrije U. Amsterdam; **Paul G W Jansen**, Vrije U. Amsterdam

499 : (JS: (CAR, HR, IM) **Commonalities, Differences and HR Implications of Careers Across National Contexts**

8:30am - 10:20am Pennsylvania Convention Center: Room 111B

Organizers: **Mila B. Lazarova**, Simon Fraser U.; **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Françoise Dany**, EM LYON

Chair: **Mila B. Lazarova**, Simon Fraser U.

Facilitators: **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Françoise Dany**, EM LYON

Change and Continuity in Career Success in Japan | **Mami Taniguchi**, Waseda U.

Career Development in the Chinese Institutional Context | **Yan Shen**, Boston U.; **Douglas T. Hall**, Boston U.; **Zhangfeng Fei**, Donghua U.

Conceptualizations of Careers in Austria and Their Consequences for HRM – A Qualitative Study | **Katharina**

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Visual Presentation | Best Paper Proceedings

Chudzikowski, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien
 Careers in The Russian Context: Implications for Human Resource Management | **Svetlana Khapova**, Vrije U. Amsterdam; **Konstantin Korotov**, ESMT
 One World, One Flow? HR Practices to Manage Organizational Careers - A Comparative Study | **Françoise Dany**, EM LYON; **Florian Hatt**, EM LYON; **Mila B. Lazarova**, Simon Fraser U.; **Wolfgang Mayrhofer**, WirtschaftsU. Wien
 HR Challenges of Managing Careers and Talent Development in the Global Context: Cases from the UK | **Noeleen Doherty**, Cranfield U.; **Shaun Tyson**, Cranfield U.

500 CAU: (CAU) Strategy and Organizational Theory Case Study Research

8:30am - 10:20am Pennsylvania Convention Center: Room 106A
 Organizer: **Jyoti Bachani**, U. of Redlands
 Participants: **Armand Gilinsky**, Sonoma State U.; **Joan Winn**, U. of Denver; **William Naumes**, U. of New Hampshire; **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

501 CAU: (CAU) The CSR Cross-Cultural Imperative for Improving Immigrant Adjustment and Assimilation

8:30am - 10:20am Pennsylvania Convention Center: Room 106B
 Organizers: **Gerhard Fink**, WU-Wien; **Charles M. Vance**, Loyola Marymount U.
 Participants: **Rosalie L. Tung**, Simon Fraser U.; **Nigel J. Holden**, U. of Central Lancashire; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **John L. Shields**, U. of Sydney; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Yongsun Paik**, Loyola Marymount U.

502 CAU: (CAU) Territoriality and Psychological Ownership

8:30am - 10:20am Pennsylvania Convention Center: Room 107A
 Organizer: **Graham Brown**, Singapore Management U.
 Participants: **Sandra L. Robinson**, U. of British Columbia; **Neal M. Ashkanasy**, U. of Queensland; **Laurie J. Barclay**, Wilfrid Laurier U.; **Craig D. Crossley**, U. of Nebraska, Lincoln; **Gary Greguras**, Singapore Management U.

503 ☒: (Paper Session) - (CM) Intra-Group Conflict: Task/Cognitive versus Relationship/Emotional

8:30am - 10:20am Pennsylvania Convention Center: Room 105A
 Chair: **Stephen E. Humphrey**, Florida State U.
 Discussant: **Yekaterina Bezrukova**, Rutgers U.
 The Relationship of Task and Relationship Conflict with Team Effectiveness | **Joy Oliver**, U. of Tennessee, Knoxville; **Taylor L. Poling**, U. of Tennessee, Knoxville; **Elizabeth A. McGee**, U. of Tennessee, Knoxville; **David J Woehr**, U. of Tennessee, Knoxville
 The Reciprocal Relationship Between Task Conflict And Relationship Conflict | **Sirkwoo Jin**, U. of Maryland; **Sheetal Singh**, U. of Maryland, College Park
 Manage Conflicts in Diverse Group: From a Socialization Perspective | **Yan Yan**, U. of Texas at Austin; **Ye Dai**, U. of Texas at Austin
 ☒ The Moderating Role of Relationship Quality on the Relationship Conflict-Group Outcomes Link | **Sonja Rispens**, Leiden U.

☒ The Relationship between Intra-group Conflict and Work Effectiveness | **Kjell B Hjertø**, Norwegian School of Management; **Bard Kuvaas**, Norwegian School of Management

504 ☒: (Paper Session) - (CM) What Creates Trust and Cooperation? Affect, Fairness, Social Motives, and Behavioral Integrity.

8:30am - 10:20am Pennsylvania Convention Center: Room 105B
 Chair: **Sabrina Deutsch Salamon**, York U.
 Discussant: **Matthew A. Cronin**, George Mason U.
 ☒ Disentangling Concepts: The Role of Affect in Trust Development and Cooperation | **Michele Williams**, Cornell U.
Winner of CM Division Best Paper Award - Empirical or Theoretical

☒ Behavioral Integrity: The Role of BI Referent Choice and Trust on Workplace Outcomes | **Rangapriya Kannan-Narasimhan**, UCLA; **Barbara S. Lawrence**, U. of California, Los Angeles

☒ Social Motives as Trait and State Factors: Implications for Joint Gains in Negotiations | **Shay Tzafir**, U. of Haifa; **Keren Tirosh-Ungar**, Technion Israel Institute of Technology

☒ Importance of Distributive Fairness Under Evolving Trust: A Test of Uncertainty Management Theory | **Kimberly K. Merriman**, Penn State Great Valley U.; **John M Maslyn**, Belmont U.; **Steven M Farmer**, Wichita State U.

505 ☒: (Paper Session) - (CMS) Critical Performativity and Perception in Critical Management Theorizing

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom I
 Chair: **Terrance G. Weatherbee**, Acadia U.
 ☒ QI & AOM Compared: Academic Tourism and Academic Identity | **Michael Humphreys**, U. of Nottingham; **Mark Learmonth**, U. of Nottingham
 ☒ Grafted logics; the problematics of market and professional logics in academic journal publishing | **Craig Prichard**, Massey U.
 Controlling Perceptual Space | **Craig R. Littler**, St. Andrews U.
 ☒ → Critical Performativity: The Unfinished Business of Critical Management Studies | **Andre Spicer**, U. of Warwick; **Mats G Alvesson**, Lund U.; **Dan Karreman**, Lund U.

506 ☒: (Paper Session) - (CMS) Critical Perspectives on Mergers, Quality and Knowledge Work

8:30am - 10:20am Philadelphia Marriott: Room 405
 Chair: **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil
 ☒ Critical perspectives on the stepfamily-metaphor for Merger and Acquisitions (M&A) | **Regine Bendl**, Vienna U. of Economics and Business Administration; **Helene Maria Mayerhofer**, Vienna U. of Economics and Business Administration; **Angelika Schmidt**, Vienna U. of Economics and Business Administration
 ☒ Managing Communities of Practice? Evidence from a Merger in the UK Brewing Sector | **Konstantinos Kakavelakis**, Cardiff School of Social Sciences
 ☒ ☒ From Purpose to Passivity: Tradition and Knowledge in Interorganizational Collaboration | **Paul Hibbert**, Strathclyde U.

Best CMS Paper Nominee

📄 The Power of Quality Models: The Example of the SIQ Model for Performance Excellence | **Johan Quist**, Karlstad U.; **Per Skälén**, Karlstad U.; **Stewart Clegg**, U. of Technology, Sydney

507 📄: (Paper Session) - (ENT) **Entrepreneurship Decision Making**

8:30am - 10:20am Philadelphia Marriott: Franklin 11

Chair: **Francine Schlosser**, U. of Windsor

Discussant: **Chien Sheng Richard Chan**, U. of Washington

📄 I Like How You Think: The Role of Cognitive Similarity as a Decision Bias | **Charles Murnieks**, U. of Colorado, Boulder; **James Haynie**, Syracuse U.; **Robert Wiltbank**, Willamette U.; **Troy Harting**, U. of Virginia

A Conceptual Model of Entrepreneurial Heuristics: Influences on Entrepreneurial Use and Success | **David Barsky**, Temple U.; **Robert D. Hamilton**, Temple U.

📄 The Effects of Entrepreneur Abusive Supervision | **Keith Hmieleski**, TCU; **Michael Ensley**, Rensselaer Polytechnic Institute

📄 The Influence of Leader Regulatory Focus on Employee Creativity | **Cindy Wu**, Baylor U.; **Mitchell J. Neubert**, Baylor U.; **Xiang Yi**, Western Illinois U.; **Jeffery S. McMullen**, Baylor U.

508 📄: (Paper Session) - (ENT) **Entrepreneurship and Thinking**

8:30am - 10:20am Philadelphia Marriott: Room 410

Chair: **Olga Petricevic**, Georgia State U.

Discussant: **Saras Sarasvathy**, U. of Virginia

📄 Counterfactual Thinking And Entrepreneurial Self-Efficacy: A Contingency Model | **Punit Arora**, Syracuse U.

Discovering The Unimagined: Entrepreneurship as The Exploitation of Other Actors' Biases | **Stratos E Ramoglou**, Cambridge U.

📄 Cognitive Foundations of Entrepreneurial Success: Insights From Research on Expert Performance | **Robert Baron**, Rensselaer Polytechnic Institute; **Rebecca A. Henry**, Rensselaer Polytechnic Institute

🗣️ The Rise and Fall of Ideas: Attention Structure, Policy Window, and Intrapreneurial Process | **Charlotte R. Ren**, Purdue U., West Lafayette; **Chao Guo**, Arizona State U.

509 📄: (Paper Session) - (ENT) **Examining the Venture Capital Setting**

8:30am - 10:20am Philadelphia Marriott: Room 411

Chair: **Robert Joseph Wuebker**, Rensselaer

Discussant: **Oksana Koryak**, Instituto de Empresa Business School

📄 Diversity Wins: The Syndication Network and Deal Flow of Venture Capital Firms | **Malte Brettel**, Aachen U. (RWTH); **Ingo Boehner**, Aachen U. (RWTH)

Do As I Say and Not As I Do: Social Advice Networks, Venture Capitalists, & Escalation of Commitment | **Carolyn Birmingham**, U. of Idaho

📄 Venture Capital Syndications: Strategic Networks for Risk Diversification or Resources Sharing? | **Michel Ferrary**, Ceram Sophia Antipolis

📄 Property Rights Theory and Venture Capital Firms: Portfolio Composition and New Sector Entry | **Eric R Gedajlovic**, U. of Connecticut; **Dimo Dimov**, U. of Connecticut

510 📄: (Paper Session) - (ENT) **Entrepreneurial Orientation and Friends**

8:30am - 10:20am Philadelphia Marriott: Room 412

Chair: **Mark Weaver**, Rowan U.

Discussant: **Mattias Nordqvist**, Jönköping Int'l Business School

📄 Driving Forces in Technology Transfer – the Impact of Entrepreneurial Orientation at Universities | **Jan Boehm**, Aachen U. of Technology (RWTH); **René Mauer**, Aachen U. of Technology (RWTH); **Ralf Schmelter**, Aachen U. of Technology (RWTH); **Steven Neubauer**, Aachen U. of Technology (RWTH)

📄 Knowledge Spillovers through FDI and Trade and Entrepreneurs' Export Orientation | **Dirk De Clercq**, Brock U.; **Jolanda Hessels**, EIM; **André van Stel**, EIM

📄 Entrepreneurial Orientation, Competitive Aggressiveness, and Store Performance among Supermarkets | **Goce Andrevski**, U. of Kentucky; **Jason D. Shaw**, U. of Minnesota

Entrepreneurial Orientation, Generic And Technological Strategies And SME's Performance | **Isabel Gutierrez**, U. of Carlos III de Madrid; **Ester Martinez-Ros**, U. of Carlos III Madrid; **Julio DeCastro**, Instituto de Empresa

511 📄: (Paper Session) - (GDO) **Relational Demography/Dissimilarity Across Cultures: Evidence From China and Korea**

8:30am - 10:20am Pennsylvania Convention Center: Room 104A

Chair: **Rhonda J. Jones**, U. of Maryland, U. College

Discussant: **Roxanne Beard**, Ohio Dominican U.

📄 Complementary Effects of Relational Dissimilarity and Group Faultlines | **Kenneth H. Price**, U. of Texas, Arlington; **Kathleen M. Shumate**, U. of Texas at Arlington; **Nancy A Rowe**, U. of Texas at Arlington; **James J. Lavelle**, U. of Texas, Arlington; **Amy B. Henley**, Kennesaw State U.

Work Outcomes of Relational Demography in Chinese Vertical Dyads | **Raymond Loi**, City U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong

📄 The Role of the Distinctiveness Motive within Demographically Similar and Diverse Groups | **Margaret Ormiston**, U. of California, Berkeley

📄 What Motivates Diversity Management in a Homogeneous Society? Evidence from Korean Companies | **Si Ahn Mehng**, Yonsei U.; **Sang Hyeon Sung**, Dongguk U.; **Eunmi Chang**, Yonsei U.; **Hun-Joon Park**, Yonsei U.

512 📄: (Paper Session) - (GDO) **Migrant and Immigrant Workers: Strain, Attitudes, and Culture**

8:30am - 10:20am Pennsylvania Convention Center: Room 104B

Chair: **Donna Maria Blancero**, National Society of Hispanic MBAs

Discussant: **Michal Frenkel**, Hebrew U. of Jerusalem

📄 Effects of Intergroup Contact on Chinese Migrants' Attitudes to Urban Locals | **Ingrid Nielsen**, Monash U.; **Jianjian Li**, Fujian Normal U.; **Jie Shen**, U. of South Australia; **Russell Smyth**, Monash U.

A Critical Review of Hofstede's Mas/Fem Dimension with Propositions for Further Research | **Carolyn Erdener**, Middle East Technical U.

🗨️🗨️ Facing “El Norte”: Examining Predictors of Strain in Recent Hispanic Immigrant Workers | **Carolina Y. Rivera-Minaya**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

513 🗨️🗨️: (GDO) **GDO Continental Breakfast Welcome**

8:30am - 10:20am Pennsylvania Convention Center: Room 107B

We want to welcome all new and international GDO Members and thank GDO Committee members. Everyone please join us!

Division Chair: Myrtle P. Bell, U. of Texas, Arlington

514 🗨️🗨️: (Paper Session) - (HCM) **Critical Perspectives on Health Care Work Climates**

8:30am - 10:20am Loews Philadelphia: Commonwealth A2

Chair: Timothy Hoff, State U. of New York, Albany

Discussant: Diane Brannon, Pennsylvania State U.

🗨️ Workplace Safety and Job Stress: When Caring Compromises Personal Well-Being | **Deirdre McCaughey**, U. of Manitoba/St Boniface Hospital; **Nealia Sue Bruning**, U. of Manitoba

➔ 🗨️🗨️ The Impact of Role Overload on the Mental Health of Nurses: A Multi-nation Study | **Vishwanath V. Baba**, McMaster U.; **Louise Tourigny**, U. of Wisconsin, Whitewater; **Xiaoyun Wang**, U. of Manitoba; **Silvia Ines Monserrat**, U. Nacional del Centro; **Silvia Mayoral**, U. Nacional del Centro

🗨️ Empowerment, Engagement and Effectiveness in Nursing Work Environments: Effect of Age and Experience | **Heather Spence Laschinger**, U. of Western Ontario; **Piotr Wilk**, Middlesex -London Health Unit; **Julia Cho**, Ontario Ministry of Health and Long Term Care; **Paula Greco**, London Health Sciences Centre

HCM Best Theory-to-Practice Paper Nominee

The Role of Continuous Quality Improvement and Psychological Safety in Predicting Workarounds | **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Cheryl Rathert**, U. of Missouri, Columbia

515 🗨️➔🗨️: (HCM) **Generating Research that Matters: Three Initiatives in Cooperative Health Services Research**

8:30am - 10:20am Loews Philadelphia: Commonwealth B

Moderator: Michael I. Harrison, Agency for Healthcare Research and Quality

Participants: Cynthia Palmer, Agency for Healthcare Research and Quality; **Thomas Rundall**, U. of California, Berkeley; **Susan Law**, Canadian Health Services Research Foundation; **Sujha Subramanian**, RTI International; **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Dylan Taylor**, Capital Health, Edmonton & Area

516: (HR) **Welcome and Awards Ceremony**

8:30am - 10:20am Pennsylvania Convention Center: Room 113B

Division Chair: Joseph J. Martocchio, U. of Illinois, Urbana-Champaign

Distinguished Speakers: Paul R. Sackett, U. of Minnesota; **David Pace**, Executive Vice President, Partner Resources, Starbucks

517: (Paper Session) - (HR) **Antecedents of Turnover**

8:30am - 10:20am Pennsylvania Convention Center: Room 113C

Chair: Michael Abelson, Texas A&M U.

Discussant: Stacie Furst, U. of Cincinnati

🗨️ Organizational Efforts to Lower Employees' Turnover Intentions and the Role of Locus of Control | **Thomas Ng**, U. of Hong Kong; **Marcus M. Butts**, U. of Texas, Arlington

🗨️ Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

➔ Experience Required: The Effects of Previous Work Experience on Attitudes, Tenure and Turnover | **Mary S. Logan**, London School of Economics and Political Science

🗨️ The Impact of Community Embeddedness on Turnover Intentions in the U.S. Military | **Sharon Gibson Heilmann**, Air Force Institute of Technology

🗨️ The Application of Intuitive and Utility-Based Decision Making in the Voluntary Turnover Process | **Napatsorn Jiraporn**, Binghamton U.; **Michael E. Palanski**, Binghamton U.

🗨️➔ 🗨️ Replicating and Extending Job Embeddedness across Cultures: The Role of Family Opinions in Turnover | **Anuradha Ramesh**, U. of Maryland, College Park; **Michele J. Gelfand**, U. of Maryland

518 ➔ 🗨️ JS: (HR, IM) **Building Bridges in IHRM Research: Linking Structures, Strategy, Technology, Process and Sourcing**

8:30am - 10:20am Pennsylvania Convention Center: Room 112A

Organizer: Paul Sparrow, Lancaster U.

Chair: Peter J. Dowling, Victoria U. of Wellington

International Human Resource Management: A Thematic Update and Suggestions for Future Research | **Randall S. Schuler**, Rutgers U.; **Ibraiz Tarique**, Pace U.

Disentangling the Context of Technology, Process Streamlining, and Sourcing | **Paul Sparrow**, Lancaster U.; **Chris Brewster**, Henley Management College

Globalization of Human Resource Management: Line Managers and HR Business Partners | **Helen DeCieri**, Monash U.; **Anne Bardoel**, Monash U.

Knowledge Management Through International Assignees: A Theoretical Framework | **Jaime Alfonso Bonache**, Carlos III U.

519 🗨️🗨️ JS: (HR, OB) **360-Degree Feedback Processes: Insights from Empirical Investigations of Practice**

8:30am - 10:20am Pennsylvania Convention Center: Room 112B

Organizer: Anne Elizabeth Herman, U. of Nebraska, Omaha

Discussant: Lynn Harland, U. of Nebraska, Omaha

The Effects of Employee Commitment on Rater Performance in 360-Degree Feedback | **David W. Bracken**, Kenexa, Inc.

A 360-Perspective of the Characteristics that Lead to Derailment | **William A. Gentry**, Center for Creative Leadership

The Relationship Between Skill and Importance Ratings in Multisource Feedback | **Guangrong Dai**, Lominger International - A Korn/Ferry Company

A Field Study on the Impact of Multisource Feedback on Leadership Competency Development | **Clarke Peterson**, Atlanta Leadership Consulting, LLC

520 ➔ 🗨️: (Paper Session) - (IM) **National Context, CSR, Organizational Practices and Economic Development**

8:30am - 10:20am Philadelphia Marriott: Room 413

Chair: Paola Perez-Aleman, McGill U.

Discussant: Douglas A Schuler, Rice U.

➔ 🗨️ Attitudes towards Corporate Responsibilities in Western Europe and in Central and Eastern Europe | **Olivier Furrer**, Radboud U. Nijmegen; **Carolyn Egri**, Simon Fraser U.; **David A. Ralston**, U. of Oklahoma; **Wade Danis**, Georgia State U.; **Emmanuelle Reynaud**, U. Aix-Marseille 3; **Irina Naoumova**, U.

of Tennessee; **Mario Molteni**, Catholic U. of Louvain; **Arunas Starkus**, CIBER-Vilnius; **Fidel Leon Darder**, U. of Valencia, Spain; **Marina Dabic**, U. of Osijek; **Amandine Perrinjaquet**, U. de Lausanne

📖 Divergent Paths: Historical Roots of Organizational Differences in Banking in OECD Countries | **Daniel Wadhvani**, U. of the Pacific

🗣️ → 🗣️ Does Country Influence Capacity to Do Well and Do Good? Effect of Country on Organizational Climates | **Judith Sylvia MacCormick**, U. of New South Wales

→ Collectivism & Economic Success: A cultural Model of Economic Development | **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Vijayan P. Munusamy**, Center for Creative Leadership; **David J. Bechtold**, U. of Hawaii; **Keith Sakuda**, U. of Hawaii

521 → 📖: (Paper Session) - (IM) **Subsidiary Mandates and Knowledge Flows**

8:30am - 10:20am Philadelphia Marriott: Room 414

Chair: **Eileen Kaplan**, Montclair State U.

Discussant: **Randi Lunnan**, Norwegian School of Management

→ 📖 Asymmetries Between 'Traditional' and Reverse Knowledge Flows: A Study in Transition Economies | **Qin Yang**, Temple U.; **Ram Mudambi**, Temple U.; **Klaus Meyer**, U. of Reading

→ Quo vadis? The Entry Into New Technologies in Foreign Subsidiaries of the Multinational Corporation | **Katarina Blomkvist**, Uppsala U.; **Philip Kappen**, Uppsala U.; **Ivo Zander**, Uppsala U.

→ 📖 Mandates and Mechanisms: Reverse Knowledge Transfer in MNEs | **Susan Mudambi**, Temple U.; **Lucia Piscitello**, Politecnico di Milano; **Larissa Rabbiosi**, Politecnico di Milano

→ The Impact of Resources, Knowledge, and Agglomeration on Innovation of Foreign Firms in China | **Tsai-Ju Liao**, National Taichung Institute of Technology

522 → 📖: (Paper Session) - (IM) **Cultural Impact on Work Orientations**

8:30am - 10:20am Philadelphia Marriott: Room 415

Chair: **Neusa Maria Bastos F. Santos**, Pontificia U. Catolica de Sao Paulo

Discussant: **Margaret Groeneveld**, Bocconi U.

→ 📖 Cross-Cultural Nature of Impression Management Strategies at Work | **Shaista Ehsan Khilji**, George Washington U.; **Nurit Zaidman**, Ben-Gurion U. of the Negev; **Amos Drory**, Ben-Gurion U. of the Negev; **Aqeel Tirmizi**, School for International Training; **E. S. Srinivas**, XLRI

🗣️ → 📖 A Test of the Cross-Cultural Equivalency of the Resistance to Change Scale in Russia and Ukraine | **Ruth C May**, U. of Dallas; **Wayne Stewart**, Clemson U.; **Daniel J McCarthy**, Northeastern U.; **Sheila M. Puffer**, Northeastern U.; **Donna Ledgerwood**, U. of North Texas

→ A Cross-Cultural Study of Motivation for Self-Employment: Comparing China, Mexico, and the US | **Lei Wang**, U. of Texas, Pan American; **Leonel Prieto**, Texas A&M International U.; **Kim T. Hinrichs**, Minnesota State U., Mankato; **Homero Aguirre Milling**, Texas A&M International U.; **Liliang Sun**, Shanghai Institute of Technology; **Hong Zhang**, Shanghai Marine U.; **Rui Zhang**, Shanghai Patent & Trademark Law Office

🗣️ → Cultural Influences on the Emotional Capability of International Acquisitions | **Taco Reus**, Florida Atlantic U.; **Bruce T. Lamont**, Florida State U.

523 → 📖 JS: (IM, BPS) **Business Groups in Asia: The New Multinationals?**

8:30am - 10:20am Philadelphia Marriott: Franklin 3

Organizer: **Elizabeth L. Rose**, Victoria U. of Wellington

Product and International Diversification of Business Groups in China | **Tailan Chi**, U. of Kansas

Business Groups in India: The Old Guard and the New Kids on the Block | **Anju Seth**, U. of Illinois

Do Business Groups Breed Multinationals? The Korean Experience | **Hicheon Kim**, Korea U.

Business Groups in the Japanese Service Sector: Managing in a Changing Environment | **Kiyohiko Ito**, U. of Hawai'i, Manoa; **Elizabeth L. Rose**, Victoria U. of Wellington; **Eleanor Westney**, Massachusetts Institute of Technology

524: (Paper Session) - (IP) **Affect in Organizations**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Markus Vodosek**, U. of Utah

📖 OB: How Discrete Emotions Relate To Status Conferral in First Impression Interactions | **Shimul Melwani**, Wharton School, U. of Pennsylvania; **Jennifer Mueller**, U. of Pennsylvania; **Jennifer R. Overbeck**, U. of Southern California
OB: Affect: It's Concept Clean-Up Time | **Jonathan D. Raelin**, George Washington U.

OB: Effect of Supervisor-Rated Members' Emotional Intelligence on Performance: Roles of LMX and Trust | **Ziguang Chen**, City U. of Hong Kong; **Wing Lam**, Hong Kong Polytechnic U.

📖 OB: Emotions and Economics | **Arijit Chatterjee**, Pennsylvania State U.

OB: Development of a Theory and Measure of Molar Work Climate | **Maribeth Kuenzi**, U. of Central Florida

525: (Paper Session) - (IP) **Attributes of Entrepreneurs I**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **George A. Redmond**, Franklin U.

📖 ENT: The Image of the Entrepreneur and the Self-Perception of German Business Owners | **Andrea Dorothea Buehrmann**, U. Muenster; **Katrin Hansen**, Gelsenkirchen U. of Applied Sciences; **Martina Schmeink**, Gelsenkirchen U. of Applied Sciences; **Aira Schöttelndreier**, U. Hagen

📖 ENT: Feeling and Thinking: An Infusion Perspective on the Entrepreneurial Decision to Start New Ventures | **Elena Dalpiaz**, Bocconi U.

📖 SIM: Exploring Social Entrepreneurs' Motivation: A Theory of Moral Engagement | **Constant D. Beugre**, Delaware State U.

📖 MOC: When is Enough, Enough? Cognitive and Personality Dimensions of Entrepreneurial Failure | **Alan D. Boss**, U. of Maryland, College Park

📖 ENT: The Transformational Entrepreneur: The New Paradigm of Leadership as a Key to New Venture Success | **James Edward Wilbanks**, U. of Missouri at Columbia; **Thomas W. Dougherty**, U. of Missouri, Columbia

526 : (Paper Session) - (IP) Doing Well for Doing Good

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Nardia Haigh**, U. of Queensland

🗨️ **ONE**: The Business Case for Biodiversity: Towards a Comprehensive Compilation of the Key Drivers | **Erica Wiseman**, McGill U.; **Nicolas Bertrand**, Secretariat of the Convention on Biological Diversity

🗨️ **ONE**: Organizational Change Towards Sustainable Development: Learning From a Best-Practice Zoo | **Hodge Annelies**, U. du Québec à Montréal; **Marie-France B. Turcotte**, Université du Québec à Montréal; **Danielle Desbiens**, U. of Quebec, Montreal

🗨️ **TIM**: Technological and Innovation Factors Relationships to Environmental and Technical Efficiency | **Joseph Sarkis**, Clark U.; **James J Cordeiro**, State U. of New York, Brockport

527 : (Paper Session) - (IP) Human Resource Management II

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **James S Pepitone**, Pepperdine U.

ODC: Balancing Retrenchment and Recovery in Corporate Restructuring Approaches | **Achim Schmitt**, HEC Geneva

HR: Plant Closures and Downsizing: Integrating Overlapping Literatures | **Craig R. Littler**, St. Andrews U.; **Magnus Hansson**, Örebro U.

🗨️ **HR**: High-Performance Work Systems and Labor Productivity in a Downsizing Environment | **Roderick D Iverson**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.

HR: Does the Tortoise Beat the Hare? The Impact of Employment Instability on Firm Performance | **Yong-Yeon Ji**, U. of Kansas; **Jake Messersmith**, U. of Kansas

528 : (Paper Session) - (IP) Integration Post-M&A

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Stephen V Horner**, Arkansas State U.

🗨️ **OMT**: Antecedents to Changing Identifications in a Merger: A Three-Stage Empirical Study. | **Audrey Rouzies**, EM Lyon

🗨️ **BPS**: Dating Before Marriage? Experience, Target Familiarity and Acquisition Success | **Andreas Al-Laham**, U. of Kaiserslautern; **Lars Schweizer**, Grenoble Ecole de Management; **Terry Amburgey**, U. of Toronto

🗨️ **BPS**: An Integrative Perspective to the Management of Cross-Border Acquisitions | **Satu Päivi Teerikangas**, Helsinki U. of Technology

🗨️ **BPS**: Resource Allocation in Acquisitions: Tradeoffs Between Integration and Operations | **Saikat Chaudhuri**, U. of Pennsylvania; **Abhijit Mandal**, U. of Warwick

529 : (Paper Session) - (IP) Intellectual Property

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Joan Ernst Van Aken**, Eindhoven U. of Technology

➔ **IM**: Rhetoric & Reality of International Intellectual Property Regimes: Copyright Protection for Software | **Srividya Jandhyala**, Wharton, U. of Penn

🗨️ **TIM**: Intellectual Property Awareness | **Robert Hamilton Pitkethly**, U. of Oxford

➔ **BPS**: Institutional Analysis of Strategies Against Piracy | **Arnaldo Luiz Ryngeblum**, U. Paulista-UNIP

➔ **TIM**: What Determines the Value of Patented Technology? A Theoretical Framework and Empirical Test | **Nils Omland**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management

🗨️ **BPS**: Liability of Foreignness in International Patenting | **Yoon-Suk Baik**, Korea Advanced Institute of Science & Technology; **Jaeyong Song**, Seoul National U.

530 : (Paper Session) - (IP) Inter-firm Collaboration

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Emery Yao**, U. of Kentucky

OMT: When Do Rivals Unite? A Test of Variation in Trade Association Activity | **Michael L. Barnett**, U. of South Florida

➔ **BPS**: Is the Relationship between Competitive Intensity and Collaborative Linkages Bidirectional? | **Jie Wu**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

🗨️ **CM**: Interorganizational Collaboration: Collective Mind, Beliefs and Behaviors in CyberTerror Exercises | **Stephanie Thomas Solansky**, U. of Houston-Victoria; **Tammy E. Beck**, U. of Houston, Clear Lake

🗨️ **BPS**: Resource Based Explanations of Make or Buy Decisions: Moderating Role of Environmental Uncertainty | **Werner Helmut Hoffmann**, Vienna U. of Economics and Business Administration; **Kerstin Neumann**, Vienna U. of Economics and Business Administration; **Gerhard Speckbacher**, Vienna U. of Economics and Business Administration

🗨️ **BPS**: Cooperating with the Competition to Develop the Industry in China: The Role of Goal Interdependence | **Dean Tjosvold**, Lingnan U.; **Peng Chunyan**, Lingnan U.; **Yi Feng Chen**, Lingnan U.; **Fang Sofia Su**, Shanghai U. of Finance and Economics

531 : (Paper Session) - (IP) Inter-team Relations

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Nathanael Fast**, Stanford U.

🗨️ **OB**: Beyond the Shadow of the Future: How Competitive Dynamics Generate Cooperation | **Corinne Coen**, U. at Buffalo, SUNY

🗨️ **MOC**: The Whole Versus the Sum of the Parts: Trust Differences in Individual and Collective Evaluations | **Charles E. Naquin**, DePaul U.; **Terri R. Kurtzberg**, Rutgers U.

🗨️ **CM**: The Effect of the Consensus-Making on Intergroup Trust and Reciprocity in Strategic Interactions | **Fei Song**, Ryerson U.

🗨️ **OB**: Perceived Intergroup Threat and the Status-Dominance Relationship | **Kimberly Rios Morrison**, Stanford U.; **Nathanael Fast**, Stanford U.

532 : (Paper Session) - (IP) Investment in Technology

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **James Harvey Moore**, Louisiana State U.

TIM: The Relatedness of New Technology Investments: Knowledge Breadth and Organizational Inertia | **Hsuan Lo**, Chia Nan U. of Pharmacy & Science

IM: Resource Linkages and Competitive Advantages in Foreign Direct Investment | **Tain-Jy Chen**, National Taiwan U.; **Homin Chen**, National Taiwan U.; **Ying-Hua Ku**, Chung-Hua Institution for Economic Research

- 📖 **TIM:** Stranded Asset Analysis in Strategic Technology Investment Decision Making | **Steven R. Harper**, U. of Illinois, Urbana-Champaign; **Deborah Thurston**, U. of Illinois at Urbana-Champaign
- 📖 **OB:** Top Management Emotions: Feeling Out a Firm's Investment in R&D | **Olivia Amanda O'Neill**, U. of Georgia; **Laura J. Stanley**, U. of Georgia; **Andrew Ward**, U. of Georgia
- 📖 **TIM:** Relationship between a Formal Education and a Successful Information Technology (IT) Manager | **Denise Eggersman**, Capella U.

533 : (Paper Session) - (IP) Organizational Design I

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C2
 Facilitator: **Michael J. Provitera**, Barry U.

- 📖 **OMT:** The Complexity of Organization Forms: The Creation of the Las Vegas Casino Gaming Population | **Jisung Kim**, Fordham U.; **Todd H Chiles**, U. of Missouri - Columbia
- 🗣️ **BPS:** Building Routinization Model: Organizational Routines, Capabilities and Performance | **Chi-Yu Huang**, Tung-Fang Institute of Technology/ I-Shou U.; **Chen-Wei Yang**, Fooyin U.
- 📖 **OM:** Organizing Remanufacturing Operations: A Transaction Cost Framework | **Pinar Martin**, Bocconi U.; **Daniel Guide**, Pennsylvania State U.
- 🗣️ **PNP:** Dissolving the Standoff between Traditional Bureaucracy and New Public Management | **Michel Ehrenhard**, U. of Twente; **Jeffrey N. Hicks**, U. of Twente; **Celeste P. M. Wilderom**, U. of Twente; **Dennis Muntslag**, U. of Twente
- 📖 **GDO:** Pleading the Fifth: Refocusing Acker's Gendered Substructure through the Lens of Organizational Logic | **Kelly Elizabeth Dye**, Acadia U.; **Albert J. Mills**, St. Mary's U.

534 : (Paper Session) - (IP) Women Managers

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C3
 Facilitator: **Lynn Bowes-Sperry**, Western New England College

- 📖 **ENT:** The Effect of Gender Stereotype Assimilation and Contrast on Entrepreneurial Intention | **Vishal K. Gupta**, U. of Nebraska Omaha; **Daniel Turban**, U. of Missouri, Columbia; **Nachiket Bhawe**, U. of Minnesota, Twin Cities
- GDO:** Do Female Top Managers Promote a Family-Friendly Work Climate? | **Caroline Straub**, Ph.D. Student
- GDO:** A Shoulder to Cry On? Exploring the Links Among Emotion, Gender & Perceived Organizational Support | **Sinead G. Ruane**, U. of Massachusetts, Amherst; **Emily T. Porschitz**, U. of Massachusetts, Amherst
- 📖 **ENT:** Are All Women Created Equal? Leadership Styles Of Business Owners And Business Executives | **Cheryl Ann Tibus**, Mercer U.
- 📖 **CAR:** Differential Correlates of Ambition with Career Outcomes for Men and Women | **Wendy C. Marcinkus**, Northern Illinois U.

535 : (Paper Session) - (IP) Citizenship Behaviors

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C4
 Facilitator: **Linn Van Dyne**, Michigan State U.

- 📖 **OB:** Coworker Provision and Individual Work Outcomes: A Theoretical Framework and Meta-Analysis | **Dan S.**

Chiaburu, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.

- ODC:** Alternatives to Reciprocity in Unprescribed Cooperation | **Joao Cunha**, U. Nova de Lisboa
- 📖 **OB:** Downsides of Guanxi Practices in Chinese Organizations | **Weiling Hsu**, INSEAD; **An-chih Wang**, National Taiwan U.
- 📖 **HCM:** Impact of Culture on Commitment, Satisfaction, and Extra-Role Behaviors among Canadian ER Physicians | **Eric S. Williams**, U. of Alabama; **Kent Rondeau**, U. of Alberta; **Louis H Francescutti**, U. of Alberta

536 🗣️ → 📖: (Paper Session) - (MC) The Currency of Consulting: Growing and Deploying Intellectual Capital

8:30am - 10:20am Loews Philadelphia: Regency Ballroom C1
 Chair: **Norma L. Davis**, Connective Edge Resources

- Discussants:* **Matthew Semadeni**, Kelley School of Business, Indiana U.; **Danna Greenberg**, Babson College
- 🗣️ → 📖 **Strategic HRM and Intellectual Capital in Australian Professional Service Firms** | **Karen Ly**, U. of Technology, Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney
- Layoff Alternatives in Knowledge-Intensive Firms: An Exploratory Study of Management Consulting** | **Marla Kameny**, U. of St. Gallen; **Andreas Schwab**, Louisiana State U.
- 📖 **Building Cross-Cultural Cooperation in a Small Size Business. Phase 1: Organizational Diagnosis** | **Andres Fernando Davila**, ISEOR, U. of Lyon 3
- Winner of the Bentley College/HEC Outstanding Student Paper Award**
- 🗣️ **Management Control Consulting in Independent Professions: Problematics, Stakes and Methods** | **Laurent Cappelletti**, ISEOR, U. of Lyon 3; **Emmanuel Beck**, ISEOR, U. of Lyon 3; **Djamel Khouatra**, ISEOR, U. of Lyon 3

537 📖 🗣️: (MED) Career Development in the Twenty-First Century: Effects on Management Education and Entrepreneurship

8:30am - 10:20am Pennsylvania Convention Center: Room 108B
 Chair: **Dorothy Perrin Moore**, College of Charleston

- Career Development in the Twenty-First Century: Effects on Management Education and Entrepreneurship** | **Steven Armstrong**, U. of Hull; **Eugene Sadler-Smith**, U. of Surrey; **Shawn M. Carraher**, Cameron U.; **Madeline M. Crocitto**, SUNY College at Old Westbury; **Sherry E. Sullivan**, Bowling Green State U.; **Lisa A Mainiero**, Fairfield U.; **Sally J. Power**, U. of St. Thomas; **M Alix Valenti**, U. of Houston, Clear Lake; **Kevin Wooten**, U. of Houston, Clear Lake; **Louis White**, U. of Houston, Clear Lake
- Presenters:* **Steven Armstrong**, U. of Hull; **Shawn M. Carraher**, Cameron U.; **Madeline M. Crocitto**, SUNY College at Old Westbury; **Sally J. Power**, U. of St. Thomas; **M Alix Valenti**, U. of Houston, Clear Lake
- Participants:* **Eugene Sadler-Smith**, U. of Surrey; **Sherry E. Sullivan**, Bowling Green State U.; **Lisa A Mainiero**, Fairfield U.; **Kevin Wooten**, U. of Houston, Clear Lake; **Louis White**, U. of Houston, Clear Lake

538 📖 🗣️ 📖: (Paper Session) - (MED) Internship and Action Learning: Innovations and Options

8:30am - 10:20am Pennsylvania Convention Center: Room 109A

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

Chair: **Carolyn Wiley**, Roosevelt U.

Discussant: **Jim Lyttle**, Long Island U.

- ☞ → 📖 Preparing Internationally Minded Business Graduates: The Role of International Mobility Programs | **Claude Marcotte**, Concordia U.; **Jocelyn Desroches**, U du Québec à Montréal; **Isabelle Poupard**, U. du Québec à Montréal
- 📖 Utilizing Business Advisory Groups to Increase Student Self-Efficacy | **Jack Ryan**, King's College; **Joan M. Blewitt**, King's College
- 📖 📖 Learning Fast: Understanding MBA Internship Effectiveness | **Gerard Beenen**, Carnegie Mellon U.
- International Action Learning: A Vehicle for Developing Criticality? | **Amanda Hay**, Nottingham Trent U.

539 📖 📖 📖: (Paper Session) - (MED) Positioning Business Schools for the Future

8:30am - 10:20am Pennsylvania Convention Center: Room 109B

Chair: **Eric G Kirby**, Texas State U.

Discussant: **Frank M Shipper**, Salisbury U.

- ☞ → The Dual Market Structure in Executive Education and the Challenges for Business Schools | **Graeme Martin**, U. of Glasgow; **Ian Robson**, Glasgow Caledonian U.
- 📖 📖 📖 Building a Competency-Based MBA from the Ground up: Curriculum Design and Program Delivery | **Alan T Belasen**, State U. of New York, Empire State College; **Rosalyn Rufer**, State U. of New York, Empire State College
- 📖 📖 Developing Paradigmatic Awareness in Business Schools: the Challenge for Executive Education | **Richard T. Harrison**, Queen's U. Belfast; **Robert Chia**, U. of Aberdeen; **Claire M Leitch**, Queen's U. Belfast
- ☞ 📖 Management Education as a Transformational Space: A Systems Psychodynamics Perspective | **Gianpiero Petriglieri**, INSEAD; **Jennifer Louise Petriglieri**, INSEAD

540 📖 📖: (Paper Session) - (MH) Understanding Management: Searching the Archives

8:30am - 10:20am Loews Philadelphia: Congress A

Chair: **David D Van Fleet**, Arizona State U.

Discussants: **David A Lamond**, Wuhan U.; **Michele A Govekar**, Ohio Northern U.; **Sharon Topping**, U. of Southern Mississippi; **Eldon H Bernstein**, Lynn U.

- 📖 The Myth of Modern Management: Agrarian Origins of Administrative Theory | **Martin Ruef**, Princeton U.; **Alona Harness**, Hebrew U. of Jerusalem
Winner of John F. Mee Management History Contribution Award
- 📖 The Man in the Gray Flannel Suit in the Executive Suite: American Corporate Movies in the 1950s | **Bert Alan Spector**, Northeastern U.
- 📖 A Product of 'His' Time? Exploring the Construct of the Ideal Manager in the Cold War Era | **Patricia Genoe McLaren**, Saint Mary's U.; **Albert J. Mills**, St. Mary's U.
- 📖 The Search for "Hawthorne": Old Industrial Films Reveal New Insights into Management History | **Charles D. Wrege**, Cornell U.

541 📖: (Paper Session) - (MOC) Innovation, Creativity, and Knowledge Transfer

8:30am - 10:20am Pennsylvania Convention Center: Room 110A

📖 Teaching-oriented | 📖 Practice-oriented | → International-oriented | 📖 Theme-oriented | 📖 Research-oriented | 📖 Visual Presentation | 📖 Best Paper Proceedings

Chair: **Jeroen Kraaijenbrink**, U. of Twente, NIKOS

Discussant: **Jamal Shamsie**, Michigan State U.

- Organizational Slack as a Moderator of the Relation Between Innovation and Organizational Climate | **Ignacio Tamayo**, U. of Granada; **Teresa Ortega**, U. of Granada; **Antonio Ruiz-Moreno**, U. of Granada; **F. Javier Llorens Montes**, U. of Granada
- 📖 A Theory of Relationship Creativity | **Subrata Chakrabarty**, Texas A&M U.; **Richard W. Woodman**, Texas A&M U.
- 📖 📖 What's in a Tie? Knowledge Transfer and the Dimensions of Dyadic Social Capital | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, Portland State U.; **Melissa M. Appleyard**, Portland State U.
- 📖 📖 Overcoming Contextual Barriers In Knowledge Transfer: Making The 'Invisible' Salient | **James F. Nebus**, U. of North Carolina, Charlotte; **Kah-Hin Chai**, National U. of Singapore

542 📖 📖: (Paper Session) - (MSR) Spirit and Work Structures, Paradigms, and Contexts

8:30am - 10:20am Loews Philadelphia: Congress B

Chair: **Pedro David Perez**, Cornell U.

Discussant: **Michaela Driver**, East Tennessee State U.

- 📖 → 📖 Practical Compassion: Towards a Critical Spiritual Foundation for Corporate Responsibility | **Marjolein Lips-Wiersma**, U. of Canterbury; **Venkataraman Nilakant**, U. of Canterbury
- 📖 📖 Mind [Mine] the Gaps: Strategic Employment of Stillness | **David A. Cowan**, Miami U.
- 📖 📖 Technical Spirituality at Work: Jacques Ellul on Workplace Spirituality | **Cathy A Driscoll**, Saint Mary's U.; **Elden Wiebe**, Saint Mary's U.

543 → 📖: (Paper Session) - (OB) Feeling Your Way: Emotional Labor in Organizations

8:30am - 10:20am Philadelphia Marriott: Independence I

Chair: **Kimberly Dean Dorsey**, Delta State U.

Discussant: **Alicia A. Grandey**, Pennsylvania State U.

- 📖 📖 Distinguishing Between Types of Surface Acting and Active Deep Acting Emotional Labor | **Gary J. Blau**, Temple U.; **Jason Fertig**, Temple U.; **Donna Surges Tatum**, Meaningful Measurement Inc; **Stacey Lea Connaughton**, Purdue U. Indiana; **Dong Soo Park**, Yeungnam U.; **Catherine Marshall**, Temple U.
- 📖 Effects of Transformational Leadership on Customer Service: The Role of Emotional Labor | **Aichia Chuang**, National Taiwan U.; **Yuann Jun Liaw**, National Taiwan U.
- 📖 Emotion Regulation Strategies at Work and Their Relation to Perceived Leadership Behaviors | **Jochen I. Menges**, U. of St. Gallen
- 📖 📖 Acting and Performing: The Mediating Role of Manager Emotional Intelligence | **Lillis Melita Prati**, East Carolina U.; **Joy Humphries Karriker**, East Carolina U.

544 📖: (Paper Session) - (OB) Transformational Leadership: New Applications

8:30am - 10:20am Philadelphia Marriott: Independence II

Chair: **Veronica B. Manlow**, Brooklyn College

Discussant: **Charles G. Capps**, Lipscomb U.

→ Spirituality, Values and Transformational Leadership: Relationship with Identity and Performance | **Niti Singh**, Gallup Organization; **Venkat R. Krishnan**, Great Lakes Institute of Management

📖 The Influence of Transformational Leadership on Newcomers' Union Attitudes: A Longitudinal Study | **Anthony Edward Carroll**, Queen's School of Business, Canada; **Julian Barling**, Queen's U.; **Daniel G. Gallagher**, James Madison U.; **Paul Clark**, Pennsylvania State U.; **Clive J. A. Fullagar**, Kansas State U.

🗣️ Moderator or Mediator? Examining the Role of Trust in the Transformational Leadership Paradigm | **J. Lee Whittington**, U. of Dallas; **Vicki L. Goodwin**, U. of North Texas; **Brian Murray**, U. of Dallas; **Thomas Nichols**, U. of North Texas

📖 Goal Commitment and Transformational Leadership: The Role of Productive Organizational Energy | **Sabine Poralla**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen; **Frank Walter**, U. of St. Gallen

545 → 📖: (Paper Session) - (OB) **Trust in Whom? Trust Across Multiple Foci**

8:30am - 10:20am Philadelphia Marriott: Independence III

Chair: **Filiz Tabak**, Towson U.

Discussant: **Mark Gavin**, Oklahoma State U.

📖 Effects of Trusting, Feeling Trusted, and Mutual Trust Within Vertical Dyads | **Dora C. Lau**, Chinese U. of Hong Kong; **Long Wai Lam**, U. of Macau

→ Refraining from Help: Co-workers' Antisocial Behaviors, Trust in Employer, and Helping Behaviors | **Stefan Thau**, London Business School; **Rebecca J. Bennett**, Louisiana Tech U.; **Christian Troester**, Rotterdam School of Management, Erasmus U.; **Rafael Wittek**, U. of Groningen

📖 Similarity, Trust, and Disagreement: A Reassessment of Calls for Independent Boards of Directors | **Gerwin Van der Laan**, U. of Groningen; **Gijsbert Willenborg**, U. of Groningen; **Hans Van Ees**, U. of Groningen

📖 What Matters to Whom? - Managing Trust Across Multiple Stakeholder Groups | **Michael Andreas Pirson**, Harvard U.; **Deepak Malhotra**, Harvard U.

546 🗣️ 📖: (Paper Session) - (OB) **Getting Into It: Job Engagement and Involvement**

8:30am - 10:20am Philadelphia Marriott: Room 301

Chair: **Spencer Harrison**, Arizona State U.

Discussant: **C. V. Harquail**, Independent Scholar

📖 Followership as a Mediator Between Job Involvement and Affective Organizational Outcomes | **Anita Blanchard**, U. of North Carolina, Charlotte; **Jennifer Welbourne**, U. of North Carolina, Charlotte; **David C. Gilmore**, U. of North Carolina, Charlotte; **Angela Bullock**, U. of North Carolina, Charlotte

📖 An Expanded Model of Employee Engagement: An Organizational Test of Determinants and Outcomes | **Christopher H. Thomas**, Northern Illinois U.

🗣️ 📖 Job Engagement: More Than Just Old Wine in a New Bottle | **Bruce Louis Rich**, U. of Florida; **Jeffrey LePine**, U. of Florida

🗣️ 📖 Work Engagement: A Meta Analytic Review and Directions for Research in an Emerging Area | **Michael Christian**, U. of Arizona; **Jerel Slaughter**, U. of Arizona

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

547 → 📖: (Paper Session) - (OB) **Give and Take: Exchange Relationships in Organizations**

8:30am - 10:20am Philadelphia Marriott: Room 309

Chair: **Michele L. Swift**, CSU Bakersfield/Oregon State U.

Discussant: **Tracey Rockett**, U. of Texas, Dallas

📖 Organizational Support and Obstruction: An Expanded View of Exchange in Organizations | **Ray Gibney**, U. of Pittsburgh; **Thomas J. Zagenczyk**, Clemson U.; **Jerry Bryan Fuller**, Louisiana Tech U.; **Kim Hester**, Arkansas State U.; **Turanay Caner**, North Carolina State U.

→ 🗣️ 📖 The Roles of Exchange Ideology for Both Sides of the Social Exchange Equation | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Xiaoye Wang**, Hong Kong U. of Science and Technology; **Emily M. Nason**, Hong Kong U. of Science and Technology

The "Social" Aspect of Social Exchange Relationships: The Roles of Relational Exchange Ideology | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Seokhwa Yun**, Seoul National U.; **Emily M. Nason**, Hong Kong U. of Science and Technology; **Xiaoye Wang**, Hong Kong U. of Science and Technology

🗣️ 📖 Authenticity, Commitment, and Trust in Exchange Relations | **Matthew D. Hoffberg**, Cornell U.

Negative Exchange Relationships at Work: Their Antecedents and Consequences | **Vijaya Venkataramani**, Purdue U., West Lafayette; **Subrahmaniam Tangirala**, U. of Maryland, College Park

548 🗣️ 📖: (Paper Session) - (OB) **Justice Perceptions and Their Impact**

8:30am - 10:20am Philadelphia Marriott: Room 310

Chair: **Whitney B. Berta**, U. of Toronto

Discussant: **Kelly E. See**, New York U.

📖 Global Justice Perceptions as Mediators of Specific Justice Dimension Effects | **Brian C. Holtz**, U. of Calgary; **Crystal M. Harold**, Indiana U. Purdue U. Indiana

🗣️ 📖 Fairness Heuristic Theory: Do Overall Fairness & Trust Certainty Mediate & Moderate Justice Effects? | **David A. Jones**, U. of Vermont; **Martin L. Martens**, Concordia U.

📖 Fairness Perceptions and Policy Changes: The Role of Social Comparison Processes and Identity | **Jesus Bravo**, Arizona State U.

🗣️ 🗣️ 📖 Doing Well By Doing Good: Effects of Multi-Foci Justice on Performance and Organizational Learning | **Fred O. Walumbwa**, Arizona State U.; **Russell Cropanzano**, U. of Arizona

549 → 📖: (OB) **Organizational Constraints at Work: New Findings Regarding Well-Being and Performance**

8:30am - 10:20am Pennsylvania Convention Center: Room 103C

Chair: **Charlotte Fritz**, Bowling Green State U.

Organizational Constraints and Performance-Related Outcomes | **Charlotte Fritz**, Bowling Green State U.; **Erin N. Smith**, Bowling Green State U.; **Bing C. Lin**, Bowling Green State U.

Necessity is the Mother of Behavior | **Suzy Fox**, Loyola U. Chicago; **Paul E. Spector**, U. of South Florida; **Kari Bruursema**, U. of South Florida; **Stacey Robin Kessler**, U. of South Florida/Montclair State U.; **Angeline Goh**, U. of South Florida

Organizational Constraints in China and the U.S. | **Cong Liu**, Illinois State U.; **Margaret M. Nauta**, Illinois State U.; **Chaoping Li**, Renmin U.

Putting Workload-Strains Relationship Into "Context" | **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Tammy D. Allen**, U. of South Florida; **Cary L. Cooper**, Lancaster U.; **Laurent M. Lapierre**, U. of Ottawa; **Ivonne Moreno-Velázquez**, U. of Puerto Rico - Rio Piedras; **Steven A. Y. Poelmans**, IESE, U. of Navarra; **Oi Ling Siu**, Lingnan U.

Situational Constraints and Interpersonal Conflict | **Steve Jex**, Bowling Green State U.; **Christopher J. L. Cunningham**, U. of Tennessee at Chattanooga

550 📄: (Paper Session) - (OB) Abusive Supervision

8:30am - 10:20am Pennsylvania Convention Center: Room 110B

Chair: **Elizabeth Anne Christo-Baker**, U. of Toledo

Discussant: **Gergana T. Markova**, Wichita State U.

📄 Linking Abusive Supervision, Surface Acting and Deep Acting, and Subordinates' Well-being | **Tsung-yu Wu**, Soochow U.; **Changya Hu**, National Taiwan U. of Science and Technology

Abusive Supervision and Subordinate Aggression: The Role of Self-Esteem and Narcissism | **James Paul Burton**, Northern Illinois U.; **Jenny M. Hoobler**, U. of Illinois, Chicago

Perceived Similarity with Supervisor, Victim Precipitation, and Abusive Supervision | **Sherry E. Moss**, Wake Forest U.; **Bennett J. Pepper**, Georgia State U.

Perceived Accountability and Abusive Supervision: Who's Really in Control? | **Denise Marie Breaux**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Pamela Perrewe**, Florida State U.

551 🗣️📄 SHCS: (OB, GDO, CM) Does it Pay to be Sensitive? Unexpected Consequences of Avoiding Prejudice

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom C

Strategic Colorblindness and Interracial Interaction: Playing the "Political Correctness Game" | **Michael Norton**, Harvard U.; **Samuel R. Sommers**, Tufts U.; **Evan Apfelbaum**, Tufts U.; **Dan Ariely**, Massachusetts Institute of Technology

Avoiding the Appearance of Bias in Evaluative Groups | **Denise Lewin Loyd**, Massachusetts Institute of Technology

On the Cognitive Consequences of Avoiding Prejudice | **Sophie Trawalter**, Northwestern U.; **Jennifer Richeson**, Northwestern U.

Political Correctness and Creativity in Demographically Homogeneous and Heterogeneous Groups | **Jack Anthony Goncalo**, Cornell U.; **Jennifer A. Chatman**, U. of California, Berkeley; **Michelle Duguid**, Cornell U.

Participant: **Adam Galinsky**, Northwestern U.

552 📄 JS: (OB, GDO, CM) The Role of Dyads in Small Group Research

8:30am - 10:20am Pennsylvania Convention Center: Room 103A

Organizers: **Lindred Greer**, Leiden U.; **Karen A. Jehn**, Leiden U.

Facilitator: **Katherine Klein**, U. of Pennsylvania

The Relational Underpinnings of Conflict and Cohesion in Teams | **Andrew P. Knight**, U. of Pennsylvania; **Katherine Klein**, U. of Pennsylvania; **Archie L. Bates**, United States Military Academy

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 🏆 Best Paper Proceedings

Dyadic Expertise Differences and Complementarity in Teams | **Aad Oosterhof**, U. of Groningen; **Gerben S. Van Der Vegt**, U. of Groningen; **Evert Van de Vliert**, U. of Groningen; **Karin Sanders**, U. Twente, The Netherlands

The Impact of Dyadic Communication Awareness on the Quality of Group Decisions | **Roderick Swaab**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.; **Daniel Diermeier**, Northwestern U.; **Victoria Husted Medvec**, Northwestern U.

The Effects of Team Composition on Dyadic Interactions | **Karen A. Jehn**, Leiden U.; **Lindred Greer**, Leiden U.

553 🗣️📄 JS: (OB, HR, MED) Group Learning: Overcoming Challenges from Theory to Application

8:30am - 10:20am Pennsylvania Convention Center: Room 103B

Chairs: **Valerie I. Sessa**, Montclair State U.; **Manuel London**, Stony Brook U.

Fitness Peaks and Gravity Wells: How Complex Adaptive Systems Learn | **Holly Arrow**, London Business School; **Jonathan Cook**, U. of Oregon

Aligning Group Learning with Learning Triggers and Readiness to Learn | **Valerie I. Sessa**, Montclair State U.; **Manuel London**, Stony Brook U.

Crossing the Chasm of Culture and Distance: Special Challenges Global Virtual Teams Encounter | **Norhayati Zakaria**, U. Utara Malaysia; **Andrea Amelinckx**, U. of Lethbridge; **David Wilemon**, Syracuse U.

Team Learning on Messy Problems | **Etienne Rouwette**, Radboud U. Nijmegen; **Jac A. M. Vennix**, U. of Nijmegen

Timing, Conflict, and Competencies: Developing Best Practices in Team Interventions | **Joyce Silberstang**, Adelphi U.

Assessing Group Learning Interventions: What Difference Does it Make? And Who Cares? | **Richard J. Klimoski**, George Mason U.; **Ted Gessner**, George Mason U.

554 📄 JS: (OB, TIM, MOC) New Frontiers in Creativity: Exploring Levels of Analysis and Organizational Change

8:30am - 10:20am Philadelphia Marriott: Liberty Ballroom B

Chairs: **Shalini Khazanchi**, Rochester Institute of Technology; **Holly S. Slay**, Seattle U.

Discussant: **Lucy L. Gilson**, U. of Connecticut, Storrs

Multilevel Creative Tensions: Managing Paradoxes of Organizational Creativity | **Amy Ingram**, U. of Cincinnati; **Marianne W. Lewis**, U. of Cincinnati; **Konstantinos Andriopoulos**, Brunel U.; **Manto Gotsi**, Aberdeen U.

Team Leadership, Team Dynamics, and Team Innovation: An Ethnographic Investigation | **Henry P. Sims**, U. of Maryland

Creativity in Organizational Routines: Translating Individual Agency Into Organizational Flexibility | **Walter Davis**, U. of Mississippi; **W. Randy Evans**, U. of Arkansas, Little Rock; **Lucy L. Gilson**, U. of Connecticut, Storrs

Creativity During an Organizational Change | **Shalini Khazanchi**, Rochester Institute of Technology; **Holly S. Slay**, Seattle U.; **Mathew L. Sheep**, Illinois State U.; **Sandra Rothenberg**, Rochester Institute of Technology

555 ➔ 📄: (Paper Session) - (OCIS) Software Development -- Cross-Cultural Issues and Shared Meaning

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom J

Chair: **Michael Boyer O'Leary**, Boston College

- Discussant: Elizabeth Davidson*, U. of Hawai'i, Manoa
 ➔📄 Intercultural Interaction in Distributed Teams: Saliency of and Adaptations to Cultural Differences | **Catherine Cramton**, George Mason U.; **Pamela Hinds**, Stanford U.
 📄 Knowledge Sharing in Cross-Cultural Software Teams | **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, Imperial College London
 📄 On the Same Page: Collective Hermeneutics in a Systems Development Team | **Sean William Hansen**, Case Western Reserve U.; **Julie Rennecker**, Rennecker Research & Consulting

556 📄: (Paper Session) - (OCIS) **Agility, Resilience, and IT Strategy**

8:30am - 10:20am Philadelphia Marriott: Room 307

Chair: Alexandre Barsi Lopes, U. of Cincinnati

Discussant: Robert G. Fichman, Boston College

- ➔📄 When Do Improvisational Capabilities Trump Dynamic Capabilities? | **Paul A. Pavlou**, U. of California, Riverside; **Omar A. El Sawy**, U. of Southern California
 📄 A Systematic Assessment of Methodological Issues in IT-Strategy Research | **Angel J. Salazar**, Manchester Metropolitan U.
 🗣️📄 A Framework for Building Organizational Resilience Through IT-Enabled Enterprise Risk Management | **Lih-Bin Oh**, National U. of Singapore; **Teck-Wee Phua**, National U. of Singapore
 📄 Information Technology Outsourcing Alliances: A Strategic Alternative for IT-Capable Companies | **Theophanis C. Stratopoulos**, U. of Waterloo; **Mihir A. Parikh**, U. of Central Florida; **Peter J Lane**, U. of New Hampshire

557 : (Paper Session) - (ODC) **Organizational Learning**

8:30am - 10:20am Loews Philadelphia: Commonwealth D

Chair: Garry L. Adams, Auburn U.

Discussant: Sandra M. Martinez, US Army War College

- Sustainable Change: Long-term Efforts Toward Developing a Learning Organization | **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Petra M. Eggenhofer**, U. Bundeswehr, Munich; **Martin Friesl**, U. Bundeswehr, Munich
 📄 Development and Validation of Competency Iceberg Model | **Angela Shin-yih Chen**, National Chung Hsing U.; **Yi-chun Lin**, Department of International Business, I-Shou U. Taiwan; **Kai-Tang Fan**, National Chung Hsing U.; **Min-dau Bian**, Chaoyang U. of Technology
 📄 Partner Similarity: Organizational Learning and Knowledge Transfer in Strategic Alliances | **Lina Deng**, U. of Illinois at Urbana-Champaign; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign
 ➔🗣️ Transformative Learning & Appreciative Inquiry: A More Perfect Union for Deep Organizational Change | **Loretta L. Donovan**, Columbia U.; **Susan R. Meyer**, Columbia U.; **Stephen P Fitzgerald**, Touro U. International
 📄 Environmental Uncertainty, Organizational Culture, Learning and Performance | **Baiyin Yang**, U. of Minnesota; **Zhang Mian**, Tsinghua U.; **Li Hai**, Beijing Normal U.

558 : (ODC) **ODC Theme Session: What Good is Theory for the Practice of Organizational Change?**

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | ➔ Best Paper Proceedings

Chair: Frank J. Barrett, Naval Postgraduate School
Presenters: Karl E Weick, U. of Michigan, Ann Arbor; **Kenneth Gergen**, Swarthmore College; **Jean M. Bartunek**, Boston College; **Steven Kelman**, Harvard U.

559 : (OM) **OM Division Welcome & Breakfast**

8:30am - 9:00am Philadelphia Marriott: Franklin 13

The OM Division welcomes all members to breakfast and opening session.

560 📄: (OMT) **Grade of Membership: Meaning, Constraints, and Consequences of Partial Categorical Membership**

8:30am - 10:20am Philadelphia Marriott: Franklin 6

Organizer: Ming D. Leung, Stanford U.

Discussants: Michael T Hannan, Stanford U; **Ezra Zuckerman**, Massachusetts Institute of Technology

- The Similarity Structure of Organizational Populations: The Case of U.S. Higher Education | **Balazs Kovacs**, Stanford U.
 Which One of These Does Not Belong? Grade of Membership Effects on Audience Schema Development | **Ming D. Leung**, Stanford U.
 Negative Categories and the Transmission of Stigma | **Elizabeth G. Pontikes**, Stanford U; **Hayagreeva Rao**, Stanford U.
 Network Mobility and the Impact on Organizational Identity: The U.S. Film Industry, 1900-2005 | **Jarrett Spiro**, Stanford U.

561 📄: (OMT) **OMT Breakfast and Distinguished Scholar Presentation**

8:30am - 10:20am Philadelphia Marriott: Franklin 7

Introduction: Henrich R. Greve, BI Norwegian School of Management

Division Chair: Gerald F Davis, U. of Michigan, Ann Arbor

Program Chair: William Ocasio, Northwestern U.

Distinguished Speaker: Ronald S. Burt, U. of Chicago

"Clues to a General Foundation for Social Capital Theory from Returns to Your Neighbor's Network" | **Ronald S. Burt**, U. of Chicago

562 📄: (Paper Session) - (OMT) **Emergence and Dynamics of Organizational Routines**

8:30am - 10:20am Philadelphia Marriott: Room 402

Chair: Georg Schreyogg, Freie U. Berlin

- 📄 Developing a Co-organizing Model of Organizational Routines from Garbage Cans | **Scott F. Turner**, U. of Maryland; **Violina Rindova**, U. of Texas, Austin
 📄 A Situation-Behavior Model of the Emergence of the Firm | **Peter Bryant**, Macquarie U., Sydney
 📄 Contested Practices in Routines | **Irma Bogenrieder**, RSM Erasmus U.; **Slawomir Magala**, Erasmus U. Rotterdam
 ➔ Institutionalizing Change in Organizations: Structures, Routines and Symbols | **Anna Canato**, Bocconi U.

563 📄: (Paper Session) - (OMT) **Entrepreneurship in Organizations**

8:30am - 10:20am Philadelphia Marriott: Room 403

Chair: Christopher I. Rider, U. of California, Berkeley

Discussant: Elaine Romanelli, Georgetown U.

- 📖 Organizational Transformation in the Creation of Chinese Private Entrepreneurs | **Dali Ma**, U. of Chicago
- 📖 How Do Young Firms Grow? Scalability as a Driver of Boundaries in Nascent Markets | **Filipe Manuel Simoes Dos Santos**, INSEAD
- The Differential Impact of Intangible Resources on the Growth of Young and Old Firms | **Mukti V Khaire**, Harvard U.; **Heather Haveman**, UC Berkeley
- 📖 Capabilities & Technological Change: Science vs Business-Based Entrepreneurs In Venture Performance | **Alva Taylor**, Dartmouth College; **Miguel Angel Campo-Rembado**, Dartmouth College

564 📖: (Paper Session) - (OMT) Institutionalization and Deinstitutionalization in Organizational Fields

8:30am - 10:20am Philadelphia Marriott: Room 404

Chair: **Florian A. Taeube**, Imperial College London

Discussant: **Andrew J. Hoffman**, U. of Michigan

- 📖 The Discursive and Practical Mechanisms of Organizational Imprinting | **Victoria Johnson**, U. of Michigan
- 📖 The Institutionalisation of Management Fashions as a Process of Professionalisation | **Markus Perkmann**, Loughborough U.
- 📖 Institutions in Action: Tenure Systems and Faculty Employment in Colleges and Universities | **Wesley Sine**, Cornell U.; **Pamela S. Tolbert**, Cornell U.; **Sangchan Park**, Cornell U.
- 📖 The Deinstitutionalization of a FCE at the End of the 19th Century in the French Art Field | **Helene Delacour**, IAE of Toulouse; **Bernard Leca**, Nottingham U. Business School

565 → 📖 JS: (OMT, BPS) Beyond Received Wisdom: Professionals and Professional Service Firms

8:30am - 10:20am Philadelphia Marriott: Room 401

Organizers: **Laura Empson**, U. of Oxford; **Joseph Broschak**, U. of Arizona

- Demise of Professional Partnership? Emergence and Diffusion of Publicly-traded PSFs | **Andrew von Nordenflycht**, Simon Fraser U.
- Is Reputation Unequivocally Good? Reputation and Path-dependency in Large U.S. Law Firms | **Peter D Sherer**, U. of Calgary
- Rhetoric that Matters: How PSFs Integrate Legitimation and Differentiation | **Candace Jones**, Boston College; **Reut Livne-Tarandach**, Boston College
- Understanding Organization of PSFs: Structure of Professions and Professional Careers | **Huseyin Leblebici**, U. of Illinois
- Organizing and Strategizing for the Three E's of PSFs: Continuous Compromises or Achievable Optimum? | **Bente Lowendahl**, BI Norwegian School of Management

566 📖 JS: (OMT, CMS, ODC) The Micro-Mechanisms of Institutional Change: Transforming Institutions in Everyday Action

8:30am - 10:20am Philadelphia Marriott: Franklin 5

Chair: **Walter Powell**, Stanford U.

Discussant: **Stephen Barley**, Stanford U.

- The Grooming of Political Opportunity in Institutional Change Processes | **Douglas Creed**, U. of Rhode Island; **Elizabeth A. Cooper**, U. of Rhode Island
- From Photos to Pixels: Micro-institutional Dynamics in Institutional Change | **Kamal Munir**, U. of Cambridge; **Matthew Jones**, Cambridge U.; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **Jochen Runde**, Cambridge U.; **Lynne Nikolychuk**, Kings College, U. of London
- Defending Micro-institutional Stability: Countermobilization in Two Surgical Teaching Hospitals | **Katherine C. Kellogg**, Massachusetts Institute of Technology
- Extinguishing Institutions: A Case Study of Traditions as Institutionalized Practice | **Tina Dacin**, Queen's U. Canada; **Peter Dacin**, Queen's U. Canada

567 📖: (Paper Session) - (ONE) Environmental Management Systems

8:30am - 10:20am Loews Philadelphia: Regency Ballroom C2

Chair: **Frances E Bowen**, U. of Calgary

- 📖 Substantive versus Symbolic Implementation of ISO 14001: The Role of Corporate Headquarters | **Deepa Aravind**, Rutgers U.; **Petra Christmann**, Rutgers U.
- 📖 Does Sponsorship Matter? Assessing the Pressures to Participate in Voluntary Environmental Programs | **Nicole Darnall**, George Mason U.; **Matthew Potoski**, Iowa State U.; **Aseem Prakash**, U. of Washington
- 📖 Satisficing Signaling: Corporate Social Strategy and Certified Management Standards | **Ann Katrin Terlaak**, U. of Wisconsin, Madison
- 📖 Substance, Symbol and Signal in Environmental Performance | **Dror Etzion**, IESE, U. of Navarra

568 📖: (Paper Session) - (PNP) Networked, Partnered, and Otherwise Connected: Interorganizational Relations between the Public and Private Sector

8:30am - 10:20am Loews Philadelphia: Howe

Chair: **Kira Kristal Reed**, Syracuse U.

Discussant: **Jessica Word**, U. of Nevada, Las Vegas

- 📖 Conceptualizing Coordination Problems in Temporary Interorganizational Networks | **Bas Rietjens**, Netherlands Defense Academy; **Paul C Van Fenema**, Netherlands Defense Academy; **Peter van Baalen**, RSM Erasmus U.
- 📖 Mobile Trust, Enacted Relationships: Social Capital in a State-Level Policy Network | **R. Karl Rethemeyer**, U. at Albany, SUNY; **Deneen M. Hatmaker**, U. at Albany, SUNY
- 📖 Between Commonwealth and Competition: Understanding Public-Private Partnerships | **Miguel Rivera-Santos**, Babson College; **Carlos Rufin**, Babson College
- 📖 Network Characteristics and the Impacts on Network Performance | **Sang Ok Choi**, California State U. Dominguez Hills; **Seung-Bum Yang**, California State U. Fullerton

569 📖: (PNP) Service Learning: Doing Good for Both Students and Communities

8:30am - 10:20am Loews Philadelphia: Lescaze

Organizer: **Dean F. Eitel**, DePaul U.

Presenters: **Tim O Peterson**, Texas A&M U.; **Regan Harwell Schaffer**, Pepperdine U.; **Tracey Honeycutt Sigler**, Northern Kentucky U.

570 📄: (Paper Session) - (RM) **Qualitative & Quantitative Methods**

8:30am - 10:20am Philadelphia Marriott: Franklin 8

Chair: **Margaret Williams**, Virginia Commonwealth U.

Discussant: **Andrea Casey**, George Washington U.

- 📄 Re-using Qualitative Data in Management Sciences: A Second Choice? | **Olivier Germain**, Normandy Business School; **Didier Chabaud**, Ecole de Management de Normandie
- 📄 Using Set-theoretic Approach to Configurations: A Study of Business Strategies and Resources | **Na Ni**, U. of Manitoba; **Parshotam Dass**, U. of Manitoba; **Kenneth Zantow**, U. of Southern Mississippi
- 📄 Doing Well with Multi-level Mix-methods: Stories from an Empirical Study of Knowledge Creation | **Margaret D Gorman**, George Washington U.

571 : (SIM) **SIM Welcoming Session**

8:30am - 9:00am Loews Philadelphia: Washington A

Division Chair-Elect.: **Thomas J. Donaldson**, U. of Pennsylvania

Program Chair: **Linda K. Trevino**, Pennsylvania State U.

Professional Development Workshop Chair: **Ann K. Buchholtz**, U. of Georgia

Chair: **Duane Windsor**, Rice U.

572 📄: (Paper Session) - (TIM) **Knowledge and New Product Development**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom L

Chair: **Federica Ceci**, U. G. d'Annunzio

Discussant: **Peter Cebon**, U. of Melbourne

Managing Work Design In Product Development Projects: A Configuration Approach | **Anant Mishra**, U. of Minnesota; **Kingshuk Sinha**, U. of Minnesota

Knowledge Transfer in Joint New Product Development Projects - The Impact of the Knowledge Owner | **Anja Schulze**, U. of St. Gallen; **Kay Oppat**, U. of St.Gallen

📄 Does Creativity Impact on New Product Quality in High-Technology Firms? | **Chiayu Tu**, National Chung Cheng U.

📄 Intellectual Capital, Organizational Learning Capability, and New Product Development Performance | **Ya-Hui Hsu**, National Taipei U.; **Christine Chou**, U. of Pennsylvania; **Wen-Chang Fang**, National Taipei U.

🗣️📄 Intellectual Capital and New Product Development | **Chung-Jen Chen**, National Taiwan University; **Mo-An Chu**, National Cheng Kung U.

573 📄: (Paper Session) - (TIM) **Multinationals, R&D, and Innovation**

8:30am - 10:20am Philadelphia Marriott: Room 303

Chair: **Sharen Ann Bakke**, Cleveland State U

Discussant: **Kallol Kumar Bagchi**, U. of Texas, El Paso

➔ Home base-substituting R&D and National R&D Reform: A Co-evolutionary Model | **Kazuhiro Asakawa**, Keio U.; **Mark Lehrer**, Suffolk U.

➔ 📄 Do Information Technologies Make the World Smaller? A Closer Look at the Role of Firm Organization | **Mazhar Islam**, U. of Minnesota; **Minyuan Zhao**, U. of Michigan

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

➔ 📄 Beyond the TNC Paradigm in Research on International Innovation | **Marcus M Keupp**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen

R&D, Productivity and Foreign Direct Investment - Firm Level Evidence from China | **Zhe Qu**, Georgia Institute of Technology; **Can Huang**, U. of Aveiro; **Mingqian Zhang**, Hebei U.; **Yanyun Zhao**, Renmin U. of China

➔ 📄 R&D Productivity in Firms: The Role of Country Environments | **Desiree Pacheco**, U. of Colorado, Boulder; **Sharon F. Matusik**, U. of Colorado, Boulder

574 📄: (Paper Session) - (TIM) **Intellectual Property and Innovation**

8:30am - 10:20am Philadelphia Marriott: Room 304

Chair: **Anna H. Gibson**, Case Western Reserve U.

Discussant: **Mattia J Gilmartin**, Insead HMI

Alternatives to the Patent Arms Race: An Empirical Study of Defensive Publishing | **Joachim Henkel**, Technical U. of Munich; **Stefanie Pangerl**, Technical U. of Munich

📄 The Double Helix of Knowledge Diffusion and Technology Innovation: Impact of Patenting Human Genes | **Kenneth Guang-Lih Huang**, Singapore Management University

📄 Characterizing Life Science Innovations: Corporate Versus University Intellectual Property | **Kenneth Guang-Lih Huang**, Singapore Management University

➔ The Market Value of R&D with Weak Intellectual Property Rights Protection: The Case of India | **Raffaele Oriani**, Luiss Guido Carli U.

575 📄: (Paper Session) - (TIM) **Social Networks, Mobility and Knowledge Flows**

8:30am - 10:20am Philadelphia Marriott: Room 305

Chair: **John Clarry**, The College of New Jersey

Discussant: **James Gerard Conley**, Northwestern U.

📄 Where Do Creative Interactions Come from? The Role of Tie Content and Social Networks | **Manuel Sosa**, INSEAD
How the Mobility of Scientists Affects Patent Citation Patterns | **Ryan Michigan**, Columbia U.

📄 Embodied Knowledge Transfer in Innovation: Labor Mobility in Music and Manufacturing Industries | **Silvia Rita Sedita**, U. of Padua

The Impact of Group Factors on Technological Innovation: The Case of Taiwan | **Tsun-Jui Hsieh**, Asia U.; **Ryh-Song Yeh**, National Chi-Nan U

📄 The Network Structure of Scientists: An Empirical Analysis of Academic Patenters and Non-Patenters | **Enrico Forti**, U. of Bologna; **Chiara Franzoni**, Polytechnic of Turin; **Maurizio Sobrero**, U. of Bologna

576 📄: (Paper Session) - (TIM) **Organizational Relationships in the Management of Technology**

8:30am - 10:20am Philadelphia Marriott: Room 306

Chair: **Gregory D. Saxton**, State U. of New Jersey, Brockport

Discussant: **Jasjit Singh**, INSEAD

🗣️📄 Competition in the Context of Technological Innovation: A Conceptual Model | **Byung Jin (Robert) Park**, Virginia Tech; **Devi R Gnyawali**, Virginia Tech

Systems Integration and Inter-Industry Architectural Innovation: The Case of Mobile Payment | **Ferdinand**

Jaspers, Erasmus U.; **Andrea Prencipe**, U. G. d'Annunzio; **Jan Van Den Ende**, RSM Erasmus U.; **Geerten Van de Kaa**, RSM Erasmus U.

Technological Search: Do CVC Investments Lead to Better Innovation Performance? | **Vaeska Van De Vrande**, Eindhoven U. of Technology; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology; **Nadine Roijackers**, Eindhoven U. of Technology

Commercialization of Breakthrough Medical Technologies: the Case of Structural Tissue Engineering | **Anna Goussevskaia**, Fundação Dom Cabral; **Sue Newell**, Bentley College, USA and Warwick U., UK; **Mike Bresnen**, U. of Leicester, UK; **Jacky Swan**, U. of Warwick; **Maxine Robertson**, Queen Mary College, U. of London; **Ademola Obembe**, U. of Warwick

577 JS: (TIM, BPS) Knowledge and User Innovation: Co-creation of Knowledge by Firms, Users, and Communities

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom K

Organizers: **Georg von Krogh**, ETH Zurich; **Stefan Haefliger**, ETH Zurich; **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne
Distinguished Speaker: **Ikujiro Nonaka**, Hitotsubashi U.

Facilitator: **Georg von Krogh**, ETH Zurich

Sustainable Innovation through Knowledge Co-Creation with Customers: The Concept of 'Ba' Revisited | **Ikujiro Nonaka**, Hitotsubashi U.; **Florian Kohlbacher**, Hitotsubashi U.; **Ryoko Toyama**, Japan Advanced Institute of Science & Technology
An Evolutionary Approach to User Innovation: How Ducati Motor Reinvented itself through the Internet | **Emanuela Prandelli**, Bocconi U.; **Gianmario Verona**, Bocconi U.; **Giada Di Stefano**, Bocconi U.

Coordination Mechanisms in Innovation Communities: Firm vs. Volunteer Focused Processes | **Sonali K. Shah**, U. of Illinois, Urbana-Champaign

The Structure of Collaborative Networks in Innovation Communities | **George Kuk**, U. of Nottingham

Contribution Behavior in User Innovation Communities: A Dynamic Perspective | **Christian Luethje**, Technical U. of Hamburg; **Alexandra Huener**, U. of Bern

Lead Users as Facilitators of Knowledge Sharing in a Community Setting | **Lars Bo Jeppesen**, Copenhagen Business School; **Keld Laursen**, Copenhagen Business School

Monday 8:40AM

578 SHCS: (BPS, TIM) Academic Entrepreneurship, Tech-Transfer, Corporate Innovation: The Road to Commercialization

8:40am - 10:30am Loews Philadelphia: Commonwealth C

Organizers: **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Maryanne P Feldman**, U. of Georgia

Stars and Their Constellations: Great Person or Great Team? | **Janet E.L. Bercovitz**, U. of Illinois, Urbana-Champaign; **Maryanne P Feldman**, U. of Georgia

My Star is Not Your Star: Sources of Value Creation in University-Firm Research Collaborations | **Denisa Mindruta**, U. of Illinois at Urbana-Champaign

Does Science Chase Money? - The Impact of Industry Research on the Selection of Research Topics Among

📖 Teaching-oriented | 🗣️ Practice-oriented | 🌐 International-oriented | 🎤 Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

Academic Scientists | **Waverly W. Ding**, U. of California, Berkeley; **Richard Wang**, U. of California, Berkeley
Licensing University Inventions to Start-ups and Established Firms | **Brent Goldfarb**, U. of Maryland; **Rachelle Sampson**, U. of Maryland; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

Monday 8:50AM

579 JS: (SIM, MED, ONE) Sustainability in Management Education

8:50am - 10:20am Loews Philadelphia: Washington B

Organizer: **Charles Wankel**, St. Johns U.

Sustainability in Management Education: An Overview | **Charles Wankel**, St. Johns U.

Educating for Global Sustainability: Building an Integrated Bridge While Walking On It | **James A F Stoner**, Fordham U.

Creating a Capstone Course About the Impact of Environmental Concerns | **Mark White**, U. of Virginia; **Edeltraud Günther**, Technische U. Dresden

Reincorporating the "Needs of the Present" in the Teaching of Sustainable Business | **Bruce Paton**, San Francisco State U

Sustainability Education for Operations Research: Approach Derived From Three Systems Theories | **Terry B. Porter**, U. of Maine; **Jose Rodrigo Cordoba**, U. of Hull

Making a Difference: The Oikos international approach to Business Education for Sustainability | **Claude Patrick Siegenthaler**, Hosei U.

Global Perspectives on Sustainability and Management Education | **Jacob Park**, Green Mountain College

Principles for and Desired Attributes of Management Education for Sustainability | **Gordon P. Rands**, Western Illinois U.

Monday 9:00AM

580 : (AAA) Conference Exhibits

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.

Organizer: **Ayman Tarabishy**, George Washington U.

581 : (AAA) Membership

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

582 : (AAA) Placement Services

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

Placement Services - Registration and Information

Organizer: **Janice A. Black**, New Mexico State U

583 👁️: (Paper Session) - (BPS) Alliances and Networks

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 1-11

🗣️🗣️📄 The Moderating Effects of Network on Different Uncertainty | **Uihyun Lee**, Texas A&M U.

👁️ An Empirical Taxonomy of Technology Alliance Contracts | **Marco Furlotti**, Bocconi U.

- 👁️📄 Does Multimarket Contact Affect Service Quality? Toward a Distinctive Competencies View of MMC | **Thomas Will**, Agnes Scott College
- 👁️📄 Effects of Direct and Indirect Relationships on Contracting Behaviors | **Nan Jia**, Joseph L. Rotman School of Business, U. of Toronto
- 👁️📄 Interconnect to Win: An Empirical Test of Performance Effects of Software Ecosystems, 1990-2002 | **N Venkatraman**, Boston U.; **Chi-Hyon Lee**, George Mason U.; **Bala Iyer**, Babson College
- ➔👁️📄 Cross-border Mega-mergers as Socio-cognitive Events: Network Position and Foreign Direct Investment | **Weilei (Stone) Shi**, U. of Pittsburgh; **Ravi Madhavan**, U. of Pittsburgh
- 👁️📄 Navigating through Extreme Asymmetry: Entrepreneurial Firms' Partnerships with an Established Firm | **Qing Cao**, U. of Connecticut; **Anil K Gupta**, U. of Maryland, College Park
- 👁️📄 Network Configuration, Strategic Action and Firm Performance | **Yi-Ju Lo**, National Taiwan U.; **Ming-Je Tang**, National Taiwan U.
- 👁️📄 Calculative Relationships: Relational Contracting in Strategic Alliances | **Jongwook Kim**, Western Washington U.; **Thomas Roehl**, Western Washington U.
- 👁️📄 Benefiting From Network Structure: Network Density, Network Heterogeneity, and Firm Performance | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Hongjin Zhu**, National U. of Singapore
- 👁️📄 Clusters of Innovation: Integrating Institutional, Interfirm, and Firm Level Factors | **Luiz F. Mesquita**, Arizona State U.; **Robert E. Hoskisson**, Arizona State U.; **Viet Duc Nguyen**, Arizona State U.

584 👁️: (Paper Session) - (CM) **Avoiding Conflict**

Breakdowns

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - CM
Presented on Panels 33-37

- 👁️📄 The Choice Of Bargaining Approaches For Negotiators In The Airline And Rail Industries | **Jane Giacobbe Miller**, U. of Massachusetts, Amherst; **Kevin P. Farmer**, California Polytechnic State U., Pomona; **Linda M. Peters**, U. of Massachusetts, Amherst; **Daniel J Miller**, Central Connecticut State U.
- 👁️📄 Once Godot Comes in the Venice Lagoon: Stalemates and Breakthroughs in Multi-party Issues. | **Daniela Cristofoli**, Bocconi U.; **Greta Nasi**, Bocconi U.; **Alex Turrini**, Bocconi U.; **Giovanni Valotti**, Bocconi U.
- ➔👁️📄 Can Management and Unions Collaborate to Ensure Acceptable Restructurings? | **Pierre Garaudel**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Florent Noel**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; **Géraldine Schmidt**, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises
- 👁️📄 Interactional Justice, Negotiator Outcome Satisfaction, and Desire for Future Negotiations | **Edward Eli Kass**, St. Joseph's U.
- 👁️📄 After Escalation: The Effects of Regret in Escalation of Commitment | **Gillian Ku**, London Business School

585 👁️: (Paper Session) - (CMS) **Power, Discourse and Organizational Fields**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - CMS
Presented on Panels 17-24

- 👁️📄 Power, Discourse, and Organizational Fields | **Alketa Peci**, EBAPE-FGV
- 👁️📄 Non-Standard Work and Standard Workers: Perceptions of Job Security and Work Attitudes | **Mallika Banerjee**, Cornell U.; **Pamela S. Tolbert**, Cornell U.
- 👁️📄 Keeping Their Jobs: Strategies of Survival of Middle Managers in Brazil. | **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil; **Marco Bastoni**, Fundação Getulio Vargas
- ➔👁️📄 Resistance Strategies in Restructuring Organization: Discursive Analysis of Knowledge Transfer | **Niina Erkama**, Researcher
- 👁️📄 Epistemology Informing the Practice of Knowledge Management | **Peter Holdt Christensen**, Copenhagen Business School
- ➔👁️📄 Off-shoring and Value-creation Architecture: the Case of Automotive Product Development | **Susan Helper**, Case Western Reserve U.; **Surendra Khambete**, Case Western Reserve U.
- 👁️📄 A Bias for Inaction: Towards a model of organizational procrastination | **Rita Campos Cunha**, U. Nova de Lisboa; **Miguel Pina Cunha**, U. Nova de Lisboa
- 🏆👁️📄 A Multidimensional Framework for Studying Money in Organizations | **Sarah Stookey**, Central Connecticut State U.
Best CMS Paper Nominee

586 👁️: (Paper Session) - (ENT) **Venture Capital**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - ENT 1
Presented on Panels 25-28

- 👁️📄 Help Wanted: Determinants of Effective Venture Capitalist Involvement with Portfolio Companies | **Cheryl Mitteness**, U. of Louisville; **Melissa S. Baucus**, U. of Louisville
- 👁️📄 VC-Financing and Capital Structure Choice: A Panel Study of German Growth Companies | **Dietmar Grichnik**, Witten/Herdecke U.; **Dirk Schiereck**, EBS International U.; **Andreas Wenzel**, Witten/Herdecke U.
- 👁️📄 Entrepreneur's Goal Orientation, Venture Capitalist's Involvement, and Organizational Performance | **Frits Wijbenga**, U. of Durham; **Dirk Van Dierendonck**, RSM Erasmus U.
- ➔👁️📄 Pre-Investment Negotiation Characteristics and CEO Dismissal in Venture Capital Backed Firms | **Truls Erikson**, Norwegian U. of Science and Technology; **Terje Berg-Utby**, Norwegian U. of Science and Technology

587 👁️: (Paper Session) - (ENT) **Venture Teams**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - ENT 2
Presented on Panels 29-32

- 👁️📄 Birds of a Feather Get Lost Together? Homogeneity and New Venture Persistence and Performance | **Paul Richard Steffens**, Queensland U. of Technology; **Siri Ann Terjesen**, Queensland U. of Technology; **Per Davidsson**, Queensland U. of Technology
- 👁️📄 Similarity-Attraction or Strategic Choice? Effects of Ownership Structure on New Venture Core Teams |

Aegean Oi Kam Leung, U. of Victoria; **Poh Kam Wong**, National U. of Singapore

- 👁️📖 The Influence of Prior Shared Experience of Founders on New Banks Performance: A Contingent View | **Michael L. DeVaughn**, U. of Minnesota
- 👁️ Entrepreneurial Team Demography and New Venture Performance: A Meta-Analysis | **Zhen Zhang**, U. of Minnesota

588 👁️📖📄: (Paper Session) - (HCM) **Service Quality:**

Patient Perspectives

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - HCM 1
Presented on Panels 49-52

- ➔👁️📖 Does Emotional Intelligence Matter? Emotional Intelligence and Patient-physician Relationship | **Hui-Ching Weng**, I-Shou U., Taiwan; **Ben-Chih Yuan**, Military Kaohsiung General Hospital

HCM Best Paper Award Nominee

HCM Best Theory-to-Practice Paper Nominee

- 👁️📖 Trust but Verify: The Interactive Effects of Trust and Autonomy Preferences on Health Outcomes | **Yin-Yang Lee**, I-Shou U. / YongKang Veterans Hospital, Taiwan; **Julia L. Lin**, I-Shou U., Taiwan
- 👁️👁️📖 Does Service Quality by Physicians Matter? Varying Patient Knowledge and Perceived Switching Costs | **Hsiu-Ling Wang**, Graduate School of Management, I-Shou U.; **Yuan-che Hsiao**, Graduate School of Management, I-Shou U.; **Junying Huang**, Graduate School of Management, I-Shou U
- 👁️ Service Quality in Health Care: A Challenge for Both Public and Private Hospitals | **Alev Katrinli**, Izmir U. of Economics; **Remziye Gulem Atabay**, Izmir U. of Economics; **Gonca Gunay**, Izmir U. of Economics; **Burcu Guneri**, Izmir U. of Economics

589 ➔👁️📄: (Paper Session) - (IM) **Innovation and Knowledge Management**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - IM 1
Presented on Panels 53-56

- 📖👁️➔👁️ Putting Responsiveness Back Into the Integration-responsiveness Framework | **Stephanie Hurt**, Meredith College; **Marcus James Hurt**, EDHEC Business School
- ➔👁️ Organisational Influences on Innovation Transfer in Multinational Corporations | **Hsin-Ju Stephe Tsai**, U. of Manchester; **Mo Yamin**, U. of Manchester
- 📖👁️➔👁️ Asian Biotechnological Firms' Foreign Partner Selection in Liberal & Coordinated Market Economies | **Klaus Nielsen**, Birkbeck College, U. of London
- 👁️📖 How Does Experience Matter? Imitation, Experiential Learning and Sequential Investment | **Baujung Chang**, National Taiwan U.

590 ➔👁️📄: (Paper Session) - (IM) **National Institutions and Political Economy**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - IM 2
Presented on Panels 57-60

- ➔👁️ Corporate Governance in Japanese MNCs' Internationalization Strategies | **George Z. Peng**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario
- ➔👁️📖 Importance of Social Responsibility in Collectivist and High Power Distance Societies | **Chia-Ching Fatima**

Wang, International U. of Monaco; **Yu-Chiang Hu**, International U. of Monaco; **David C.K. Wong**, U. of Cambridge

- ➔👁️📖 Predicting Democracy with Economic Freedom and Culture: Doing Well by Doing Good | **Paul G Wilhelm**, Kentucky State U.; **Timothy George Wilhelm**, Texas Tech U.
- ➔👁️📖 Indirect Consequences of Environmental Regulations on International Business and Trade | **Anjula Gurtoo**, Indian Institute of Science; **S. Joseph Antony**, U. of Leeds

591 👁️: (Paper Session) - (MH) **Management History: Examining the Past to Understand the Present**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - MH
Presented on Panels 12-16

- 📖👁️📖 The Development of Leadership as a Subset of Management: A Historical Analysis | **Barbara Banda**, Ashridge Management College
- 👁️➔👁️📖 Organizational Identity: Urban Developer and Media Enterprise Exemplar – the Case of Parco Co., Ltd. | **Toyoko Sato**, Copenhagen Business School
- 👁️📖 The Catholic Church's "NEW COKE" Strategic Management Failure: Vatican II | **John T. Lambert**, U. of Southern Mississippi
- 👁️ Outstanding Management Historians: Biographical Analysis of Wren and Bedeian | **Dannie Reed Abraham**, U. of Mississippi; **Michael Chad Gibson**, U. of Mississippi; **Milorad M. Novicevic**, U. of Mississippi; **Dawn M. Clement**, U. of Mississippi
- ➔👁️📖 Development of a logic-in-use: The Diffusion of Theoretical Concepts in Organization Sciences | **Suleika Bort**, U. of Mannheim

592 👁️: (Paper Session) - (MOC) **Empirical Strides in MOC**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - MOC
Presented on Panels 38-48

- 👁️ Negligence to Benevolent and Endorsement to Malevolent Technologies: A Diffusion Paradox | **Klaus Nielsen**, Birkbeck College, U. of London
- 👁️ When Work Stress Leads to Job Satisfaction and Creativity: Role of Task Feedback from Supervisor | **Alice H Y Hon**, HK Baptist U.
- 👁️📖 A Dramaturgical Inquiry Into Sensemaking and Sensegiving Processes During an Organizational Crisis | **Paresha N Sinha**, U. of Waikato; **Brad Jackson**, U. of Auckland
- 👁️📖 Transactive Memory in Action: The Behavioral Elements of a Cognitive System | **Naina Gupta**, Nanyang Business School
- 👁️📖 Knowledge, Cognition and Ambiguity Management in a Small Software Team During Requirement Definition | **Corrado Lo Storto**, DIEG/ U. of Naples Federico II
- 👁️ Does What Top Executives Think Affect Firm Performance? | **Kwangho Kim**, Pennsylvania State U.
- 👁️📖 Social Capital, Knowledge Storage, and Value Creation: The Role of the Organizational Memory | **Hao-Chen Huang**, National Taiwan U.; **Mei-Chi Lai**, National Taiwan U.; **Lu-Jui Chen**, Yuan Ze U.; **Yu-Tzu Lin**, National Taiwan U.
- 👁️ Exploring Knowledge Delivery from Senders and Receivers: A Case Study | **Chiung-Hui Huang**, National Sun

Yat-Sen U.; **Tsuang Kuo**, National Sun Yat-Sen U.; **Iuan-Yuan Lu**, National Sun Yat-Sen U.; **Guo-Chiang wu**, Southern Taiwan U. of Technology

- 👁️📄 Brokerage and/or Closure: An Exploration of the Dynamic between Social Capital and Ideas | **Jordi Comas**, Bucknell U and IESE Business School
- 👁️👁️ An Empirical Study of the Effects of Innovation, OL, and Performance in Large and Small Firms. | **Victor Garcia-Morales**, U. of Granada (Spain); **Ignacio Tamayo**, U. of Granada; **María Magdalena Jimenez**, U. Granada; **Leopoldo Gutiérrez Gutiérrez**, U. of Granada (Spain)
- 👁️📄 Learning Dynamics in Organizations: Exploring Change in Performance Measurement Systems | **Ignacio J. Martinez-Moyano**, Argonne National Laboratory

593 📄: (MOC) **Welcome Session - Changing Cognition: The Intersection of Research and Practice**

9:00am - 10:20am Pennsylvania Convention Center: Room 113A
 Organizer: **Luis Martins**, Georgia Institute of Technology
 Distinguished Speaker: **Denise M. Rousseau**, Carnegie Mellon U.

594: (Paper Session) - (OM) **The Soft Side of OM**

9:00am - 10:20am Philadelphia Marriott: Franklin 13
 Chair: **Arun Madapusi**, U. of North Texas
 Discussant: **Michael David Bedell**, California State U, Bakersfield
 Do We Need Organisation Theory in Operations Management? | **Kathryn Lee Blackmon**, Oxford U.; **Dirk Pieter van Donk**, Groningen U.

Organizational Theory: The Missing Link in Supply Chain Theory. | **Patti Lynn Collett**, U. of Texas at Arlington; **Grant Miles**, U. of North Texas

- 📄 An Organizational Entrepreneurship Model of Supply Management Integration and Performance Outcomes | **Robert Handfield**, North Carolina State U.; **Benn Lawson**, Queen's U. Belfast; **Kenneth J Petersen**, Colorado State U.; **Paul D. Cousins**, U. of Manchester

- ➔📄 Political Decision-Making Processes in Outsourcing Relationships | **Donna Marshall**, U. of College Dublin

595 👁️: (Paper Session) - (OMT) **Organizational and Managerial Cognition**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - OMT 1
 Presented on Panels 61-64

- 👁️👁️📄 Evaluating Causal Explanations of Samples of One | **Jochen Runde**, Cambridge U.; **Mark de Rond**, Cambridge U.
- 👁️ Strategy as Synthesis: Dialectics and Coherence in the Formation of Strategy | **Pamela Sloan**, HEC Montreal
- 👁️ Social and Cognitive Mechanisms for Knowledge Sharing in Interorganizational Network | **Yio-Eih Shih**, Cheng-Shiu U./I-Shou U.
- 👁️ A Theoretical Contribution to the Application of Complex Thinking in Formulating Strategy | **Paula Esteban Jardim**, IBMEC, Rio de Janeiro; **Luiz Alberto Nascimento Campos Filho**, IBMEC, Rio de Janeiro

596 👁️: (Paper Session) - (OMT) **Institutional Change**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - OMT 2
 Presented on Panels 65-68

- ➔👁️📄 Strategic Postures in Face of Institutional Change | **Marleen Dieleman**, Leiden U.; **Wladimir M. Sachs**, ESC Rennes School of Business
- ➔👁️📄 Legal Professionals and Transnational Lawmaking | **Sigrid Quack**, Wissenschaftszentrum, Berlin
- 👁️ Modeling the Stages of Institutional Change Through Dynamic Contestation | **Emily S. Block**, U. of Illinois, Urbana-Champaign
- 👁️ An Attention-based Lens to Understand Organizational Responses to Institutional Pressures | **Karan Sonpar**, U. Manitoba

597 🗣️📄: (Paper Session) - (SIM) **Normative and Critical Perspectives on Business and Society**

9:00am - 10:20am Loews Philadelphia: Washington A
 Facilitator: **Duane Windsor**, Rice U.

- 🗣️📄 Freedom as the Purpose of Business | **Francisco J Benzoni**, Duke U.; **Kimberly A Wade-Benzoni**, Duke U.
 - 👁️🗣️📄 Questioning the Ethical in Social and Ethical Auditing | **Michelle Greenwood**, Monash U.
 - 🗣️📄 Amartya Sen's Capabilities Approach: Do We Have a New View of Enterprise Strategy? | **Subodh P. Kulkarni**, Howard U.
- Does Business & Society Scholarship Matter to Society? | **Tyler Earl Wry**, U. of Alberta

598 📄: (Paper Session) - (SIM) **Corrupt Individual and Corporate Behavior**

9:00am - 10:20am Loews Philadelphia: Washington C
 Facilitator: **Brian W. Kulik**, Central Washington U.

- Corrupt Behavior at Work: Taxonomy, Tactics, and Rationalizations | **Deborah Vaughan**, U. of Washington, Seattle; **Xiao-Ping Chen**, U. of Washington
- 🗣️📄 Undesirable Corporate Behavior and Social Capital's Dark Side | **Jamie D. Collins**, Baylor U.; **Michael A. Hitt**, Texas A&M U.
- 🗣️📄 Anticorruption Interventions in Organizations: Incentives, Irrational Biases, and Moral Principles | **Miguel Alzola**, Rutgers U.
- 📄 Emerging from Ethical Scandal: Can Corruption Really Have a Happy Ending? | **Wendy O'Connell**, Claremont Graduate U.; **Michelle C. Bligh**, Claremont Graduate U.

599 👁️📄: (Paper Session) - (TIM) **Strategy, Technology, and Innovation**

9:00am - 10:20am Pennsylvania Convention Center: Exhibit Hall C - TIM 1
 Presented on Panels 69-75

- 👁️👁️ University Commercialization Strategies in the Development of Regional Bioclusters | **Shiri Breznitz**, U. of Cambridge; **Rory P. O'Shea**, U. College Dublin; **Thomas J Allen**, Massachusetts Institute of Technology
- 👁️ Learning and the Paradox of Innovation | **Changsu Kim**, Ewha Womans U.; **Jaeyong Song**, Seoul National U.
- 🗣️👁️ The Presence or the Absence of Environmental Innovation Strategy? Does it really Matter? Yes. | **Yousef Eiadat**, U. of College Dublin; **Aidan Kelly**, U. College Dublin; **Husein Eiadat**, Yarmok U.

- 👁️📄 Actor Oriented Analysis of Innovation Systems | **Jochen Markard**, Cirus - Innovation Research in Utility Sectors; **Bernhard Truffer**, Cirus - Innovation Research in Utility Sectors
- 👁️ Knowledge Network Evolution: Performance Effects of Tying Unrelated Areas for Semiconductor Patents | **Rafael A. Corredoira**, U. of Pennsylvania; **Preeta Banerjee**, U. of Illinois, Urbana-Champaign
- 👁️📄 Vertical Disintegration and Industry Evolution: The Case of the IT Sector | **Jeffrey Lee Funk**, Hitotsubashi U.
- 👁️📄 Assessing the Capability of Taiwan's IC Fabless Firms | **Shiu-Wan Hung**, National Central U.; **Wen-Min Lu**, National Defense U.

Monday 10:15AM

600 : (AAA) All Academy Break

10:15am - 10:45am Philadelphia Marriott: Franklin Prefunction

Sponsored by: *Carnegie Mellon University, Tepper School of Business***601 : (AAA) All Academy Break**

10:15am - 10:45am Loews Philadelphia: Regency Prefunction

Sponsored by: *Carnegie Mellon University, Tepper School of Business***602 : (AAA) Conference Break**

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.

Monday 10:30AM

603 : (AAS) Academy of Management Public Affairs Forum on Immigration in the U.S.

10:30am - 12:30pm Philadelphia Marriott: Grand Ballroom F

Chair: **Wayne F. Cascio**, U. of Colorado, Denver; **Cary Cooper**, Lancaster U.Speakers: **Peter Cappelli**, U. of Pennsylvania; **Eliseo Medina**, Executive Vice President, Service Employees International Union; **Sam Rovit**, CEO, Swift & Co.; **Spencer Clark**, Chief Learning Officer, Cadence Design Systems

Monday 10:40AM

604 : (AAA) Meeting the Academy's Editors

10:40am - 12:00pm Loews Philadelphia: Commonwealth A1

Organizers: **Sara L Rynes**, U. of Iowa; **Peter Cappelli**, U. of Pennsylvania; **James R Bailey**, George Washington U.; **Martin J. Kilduff**, U. of Texas, AustinParticipants: **James P. Walsh**, U. of Michigan, Ann Arbor; **Arthur P. Brief**, U. of Utah**605 : (AAS) Life of an Academic After Katrina: What are the Lessons from a Disaster?**

10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom C

Organizer: **Sharon Topping**, U. of Southern Mississippi
Discussant: **Sharon Topping**, U. of Southern Mississippi
Presenters: **Jon C. Carr**, U. of Southern Mississippi; **Sharon Topping**, U. of Southern Mississippi; **Dana L. Haggard**, U. of Southern Mississippi; **Kenneth Zantow**, U. of Southern Mississippi**606 : (AAS) Doing Well by Doing Good: Creating Companies with Meaning**

📄 Teaching-oriented | 👁️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom B

Participants: **David Finegold**, Rutgers U.; **Sharon Beesley**, Isis Limited; **Audette Exel**, Isis Limited; **Ellen Goldberg Luger**, General Mills; **Samir A. Khalil**, Merck & Co., Inc.; **Timothy Smith**, Walden Asset Management**607 : (AAS) The Emergence of Cleantech: Venture Capital and the Emergence of a New Clean Technology Industry**

10:40am - 12:00pm Pennsylvania Convention Center: Room 108A

Organizer: **Anastasia Rose O'Rourke**, Yale U.; **Kathryn Aten**, U. of OregonDistinguished Speakers: **Tucker Twitmyer**, EnerTech Capital Partners; **Joyce Ferris**, Blue Hill PartnersModerator: **Alan D. Meyer**, U. of OregonPresenters: **Michael V. Russo**, U. of Oregon; **Thomas J Dean**, U. of Colorado, Boulder; **Suzanne Gladys Tilleman**, U. of Oregon; **Samuel Holloway**, U. of Oregon; **Kathryn Aten**, U. of Oregon; **Anastasia Rose O'Rourke**, Yale U.**608 : (Paper Session) - (BPS) Startups and Venture Capital**

10:40am - 12:00pm Philadelphia Marriott: Franklin 10

Chair: **Jason Woodard**, Singapore Management U.Discussant: **Sandip Basu**, U. of Washington, Seattle📄 Cross-Application of Technology in Entrepreneurial Firms | **Preeta Banerjee**, U. of Illinois, Urbana-Champaign; **Douglas J. Miller**, U. of Illinois at Urbana-Champaign🏆 Does Money Cost Too Much? The Effect of Going Public on Innovation in High-Technology Firms | **Geraldine A. Wu**, New York U.

📄 Product Diversification and Organizational Adaptation:

Evidence from Microdata | **Evan Rawley**, Wharton, U. of Penn🏆 How Do Entrepreneurs Attract (High Valuation From) Outsiders? | **Gary Dushnitsky**, U. of Pennsylvania**609 : (Paper Session) - (BPS) Industry Dynamics and Competitive Interaction**

10:40am - 12:00pm Philadelphia Marriott: Franklin 2

Chair: **Rocki-Lee DeWitt**, U. of VermontDiscussant: **Govert Vroom**, Purdue U.📄 A Complexity Approach to Performance Differentials between Diversifying Entrants and Start-ups | **Martin Ganco**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-ChampaignToward A Formal Model of Competitor Analysis and Interfirm Rivalry: Revisiting Chen (1996) | **Mu-Yen Hsu**, National Chengchi U., Taiwan; **Ming-Jer Chen**, U. of Virginia🏆 📄 Milking the Cash Cow: Earnings Pressure and Output Competition in the US Electricity Industry | **Yu Zhang**, INSEAD; **Javier Gimeno**, INSEAD📄 Multimarket Contact and On-Time Performance in the U.S. Airline Industry | **Jeffrey T. Prince**, Cornell U.; **Daniel H. Simon**, Cornell U.**610 : (Paper Session) - (BPS) Diversification Strategy: An Agency Theory Perspective**

10:40am - 12:00pm Philadelphia Marriott: Franklin 9

Chair: **Stephen V Horner**, Arkansas State U.Discussant: **Constantinos Markides**, London Business School➔ 📄 The Effect of Variation in Business Group Affiliation on Diversification Performance Relationship | **Weiwei Xu**,

National U. of Singapore; **Andrew Delios**, National U. of Singapore

- 🗄️ Firm Diversity as an Antecedent to Resource Allocation Efficiency within Multidivisional Firms | **Mehmet Nasih Tag**, Mersin U.
- 🗄️ The Heterogeneous Effects of Diversification on Firm Value | **Tyson Brighton Mackey**, Texas A&M U.
- ➔ 🗄️ Do Corporate Expenditures Reflect Information Sharing? | **Abigail S. Hornstein**, Wesleyan U.; **Minyuan Zhao**, U. of Michigan

611 : (Paper Session) - (BPS) Interfirm Alliances and Dynamic Capabilities

10:40am - 12:00pm Philadelphia Marriott: Room 406

Chair: **Al Warner**, Pennsylvania State U., Erie

Discussant: **Jeffrey Furman**, Boston U.

- 🗄️ Organizational Routines as Alliance Capabilities: The Missing Link | **Oliver S. Schilke**, Stanford U.
- ➔ Value Creation, Resource Complementarity and Incompatibility in Multilaterally Connected Firms | **Pierre Dussauge**, HEC Paris
- Collaborative Capability of the Firm and its Impact on Alliance Process and Firm Success | **Melanie Schreiner**, U. of Konstanz; **Daniel Corsten**, London Business School; **Prashant Kale**, U. of Michigan, Ann Arbor
- 🗄️ Evolution of Alliance Portfolio Diversity and Firm Performance: The Case Of Global Telecom Industry | **Qingjiu Tao**, Lehigh U.; **Michael D Santoro**, Lehigh U.; **Ruihua Joy Jiang**, Lehigh U.; **Zhen Tang**, Nanjing Hehai U.

612 : (Paper Session) - (BPS) Dynamic Capabilities and Organizational Change

10:40am - 12:00pm Philadelphia Marriott: Room 407

Chair: **Karynne L. Turner**, Georgia State U.

Discussant: **Thomas P. Moliterno**, U. of South Carolina

- 🗄️ Dynamic Capabilities in Volatile Environments: Strategy Coordination and Reconfiguration | **JiFeng Yu**, U. of Nevada, Las Vegas; **Yijia Lin**, U. of Nebraska-Lincoln
- 🗄️ Extending Strategic Management's Reach: Towards A Resource Investment Explanation for Firm Existence | **Angelina Zubac**, U. of Adelaide; **Graham Hubbard**, U. of Adelaide; **Lester Johnson**, U. of Melbourne
- 🗄️ Beyond Competitive Advantage: What Can Theories of Strategy Explain? | **J.W. Stoelhorst**, U. of Amsterdam; **Flore Bridoux**, U. Catholique de Louvain
- 🗄️ ➔ 🗄️ How Much Does History Matter? Traditions as Imprinted Dynamic Capabilities of Transformation | **Manuel Hensmans**, Advanced Institute of Management Research/Lancaster U. Management School; **Gerry Johnson**, Lancaster U.

613 : (Paper Session) - (BPS) Technology Strategy: Patents and R&D Strategies

10:40am - 12:00pm Philadelphia Marriott: Room 408

Chair: **Lois Shelton**, California State U. Northridge

Discussant: **Atul Nerkar**, U. of North Carolina, Chapel Hill

- Prune to Grow: The Role of Abandonment in Technological Resource Creation | **Sali Li**, U. of Utah; **Anupama Phene**, U. of Utah; **Nile W. Hatch**, Brigham Young U.

Value Appropriation as an Organizational Capability: The Case of IP Protection Through Patents | **Markus Reitzig**, London Business School; **Phanish Puranam**, London Business School

- 🗄️ Market Power, Productivity & Organizational Capabilities in US Manufacturing | **Panayiota Konstantina Kiouis**, Ohio State U.
- 🗄️ Do Firms Benefit from Strategic Disclosures About R&D Projects? | **Sharon D. James**, Ohio State U.

614 : (Paper Session) - (BPS) Corporate Governance, Boards of Directors and Group Decision-Making

10:40am - 12:00pm Philadelphia Marriott: Room 409

Chair: **Rubina Mahsud**, St. John's U.

Discussant: **Jay J Janney**, U. of Dayton

- 🗄️ Board Effectiveness and Tunneling Behavior of Controlling Shareholder | **Zhonghua Wu**, National U. of Singapore
- 🗄️ Does Knowledge Matter? The Influence of Non-Executive Directors on Board Decision Making | **Jun Xu**, National U. of Singapore
- 🗄️ The Effect of Dominant CEOs: An Empirical Study | **Jianyun Tang**, U. of Western Ontario; **Mary M Crossan**, U. of Western Ontario; **Glenn Rowe**, U. of Western Ontario
- 🗄️ Performance Consequences of CEO Selection: Does Board Experience Matter? | **Jie Jenny Tian**, U. of Southern California; **Jerayr M Haleblian**, U. of California, Riverside; **Nandini Rajagopalan**, U. of Southern California

615 : (Paper Session) - (BPS) Boards of Directors

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 1-10

- 🗄️ Executives' Roles and Action Arenas: Impact on Firm Performance and Shareholders' Wealth | **Flore Bridoux**, U. Catholique de Louvain; **Jean J Boddewyn**, Baruch College
- 🗄️ CEO Compensation: An Organizational Behavior Perspective | **Yongheng Angus Yao**, Concordia U.; **Steven Appelbaum**, Concordia U.
- 🗄️ Increasing Board Effectiveness by Overcoming Barriers to Knowledge Sharing among Directors | **Michael K. Bednar**, U. of Texas, Austin
- 🗄️ CEOs vs. Boards of Directors: Drivers of Board Composition | **Scott G. Johnson**, Oklahoma State U.; **Karen Schnatterly**, U. of Missouri-Columbia; **Richard A Johnson**, U. of Missouri - Columbia
- 🗄️ The Impact of Board Processes and Institutional Contexts on Board Tasks: An Empirical Examination | **Alessandro Zattoni**, SDA Bocconi - Parthenope U.; **Alessandro Minichilli**, Bocconi U.; **Morten Huse**, BI Norwegian School of Management
- 🗄️ Firm Performance, Stock Analyst Ratings, and CEO Succession | **Margarethe F Wiersema**, U. of California, Irvine; **Mark Washburn**, U. of California, Irvine
- 🗄️ When Managers as Directors: The Influences on Firm's Strategic Behavior and Performance | **Cheng-Yu Lee**, National Cheng Kung U.
- 🗄️ Strategic Flexibility, Governance and Knowledge in Threshold Firms | **Igor Filatotchev**, King's College London;

🗄️ Teaching-oriented | 🗄️ Practice-oriented | ➔ International-oriented | 🗄️ Theme-oriented | 🗄️ Research-oriented | 🗄️ Visual Presentation | 🗄️ Best Paper Proceedings

👁️➔👁️ The Market for Corporate Control in China: An Agency Theory and Upper Echelon Perspective | **Jiatao Li**, Hong Kong U. of Science and Technology; **Cuili Qian**, Hong Kong U. of Science & Technology

👁️📄 Claims to Fame: Linking the Availability of CEO Press Attention to CEO Compensation | **Markus A. Fitz**, U. of Colorado, Boulder; **Kai R. Larsen**, U. of Colorado, Boulder; **Mathew Hayward**, U. of Colorado, Boulder

616 📄 JS: (BPS, OMT) **After the Ink Has Dried: Post-Contracting Processes in Inter-Firm Relationships**

10:40am - 12:00pm Philadelphia Marriott: Franklin 1

Chairs: **Fabrice Lumineau**, HEC-Paris School of Management; **Joanne Oxley**, U. of Toronto

Discussant: **Laura Poppo**, University of Kansas

Contractual Complexity and Alliance Dynamics | **Africa Arino**, IESE Business School; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

The Determinants of Settlement Mode in Inter-firm Contract Disputes | **Fabrice Lumineau**, HEC-Paris School of Management; **Joanne Oxley**, U. of Toronto

Extending and Terminating Inter-Firm Relationships: Bringing Psychology into the Study of Contracts | **Kyle J Mayer**, U. of Southern California; **Libby Weber**, U. of Southern California; **Jeff Macher**, Georgetown U.

The Many Faces of Contract: Psychological Contracting and Relational Quality in Inter-firm Alliances | **Marc Frechet**, IAE Toulouse/ U of Toulouse 1

617 📄 JS: (BPS, TIM) **The Legacy of a Region Identity: When & How do Geographical Factors Matter?**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom D

Organizers: **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U Carlos III de Madrid

Chair: **Elaine Romanelli**, Georgetown U.

Discussant: **Giovanni Valentini**, Bocconi U.

The Role of Licensing in Bio-Pharmaceuticals: An Analysis of the Geography of Drug Development | **Juan Alcacer**, New York U.; **John Cantwell**, Rutgers U.; **Michelle Gittelman**, New York U.

On How Organization Archetypes Influence the Distribution of Rewards in a Region | **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U Carlos III de Madrid

The New Argonauts and Entrepreneurship in the Periphery | **AnnaLee Saxenian**, U. of California, Berkeley

The Development of Regional Industrial Identities in the US Biotherapeutics Industry | **Olga Khessina**, Cornell U.; **Elaine Romanelli**, Georgetown U.

618 : (Paper Session) - (CAR) **Values: How do They and How Should They Influence Career Decisions?**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111A

Chair: **David Kaplan**, St. Louis U.

Discussant: **Barbara A. Ribbens**, Western Illinois U.

🗨️📄 Career Social Responsibility: A Consideration for Discerning the Next Step Along Your Career Path? | **Peter A. Heslin**, Southern Methodist U.

📄 Perceived Ethical Values and Altruism: The Mediating and Moderating Impact of Career Satisfaction | **Sean Valentine**, U. of Wyoming; **Lynn Godkin**, Lamar U.; **Gary M. Fleischman**,

📖 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

U. of Wyoming; **Roland E. Kidwell**, U. of Wyoming; **Karen L. Page**, U. of Wyoming

🗨️📄 The Development of Calling: A Longitudinal Study of Musicians | **Shoshana Dobrow**, Fordham U.
Nominee for The Best Paper Award

619 🗨️➔📄 JS: (CAR, MED, HR) **Development Experiences in an Indian Context: How Indian Managers Learn to Lead**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111B

Chair: **Ellen Van Velsor**, Center for Creative Leadership

Developmental Experiences in an Indian Corporate Context from a Comparative Perspective | **Abinash Panda**, Tata Management Training Centre

Towards a Theory of Boundary Crossing and Leadership Development | **Jeff Yip**, Center for Creative Leadership

Developing Subordinates for High Performance: Insights from Indian Executives | **Sangeeta Mathur**, Tata Management Training Centre

Unique Challenges of Leadership and Career Development in India | **Meena Surie Wilson**, Center for Creative Leadership

620 CAU: (CAU) **How CEO's Behaviors and Motivations Impact Their Companies**

10:40am - 12:00pm Pennsylvania Convention Center: Room 106A

Organizers: **John Perry**, Wichita State U.; **Xin Yao**, Wichita State U.

Participants: **Noam Wasserman**, Harvard U.; **Warren Boeker**, U. of Washington Seattle; **Michael L Frandsen**, Albion College; **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Florian A. Taeube**, Imperial College London; **Qing Cao**, U. of Connecticut; **Joshua B. Wu**, U. of Miami

621 CAU: (CAU) **Effectuation: What's Been Done So Far and What We Can Do Next**

10:40am - 12:00pm Pennsylvania Convention Center: Room 106B

Organizer: **Saras Sarasvathy**, U. of Virginia

Participants: **Shaker A. Zahra**, U. of Minnesota; **Dean A Shepherd**, Indiana U.; **Ronald K. Mitchell**, Texas Tech U.; **Stuart Read**, IMD, Lausanne; **Robert Wiltbank**, Willamette U.

622 CAU: (CAU) **Transformation, Change, and Organizational Development: Creating a Global Academic Endeavour**

10:40am - 12:00pm Pennsylvania Convention Center: Room 107A

Organizers: **Ashley Braganza**, Cranfield U.; **Steve Leybourne**, Plymouth U.

Participants: **Gerard P. Hodgkinson**, U. of Leeds; **Kevin Clyde Desouza**, U. of Washington, Seattle; **Gavin M. Schwarz**, U. of New South Wales; **George P. Huber**, U. of Texas, Austin; **Terry McNulty**, U. of Liverpool; **Ray Hackney**, Brunel U.

623 🗨️: (Paper Session) - (CM) **Feeling Powerful in Negotiations: Strong Offers, Impatience, and the Status Quo**

10:40am - 12:00pm Pennsylvania Convention Center: Room 105A

Chair: **Terry W. Conry**, Ohio U.

Discussant: **Bruce Barry**, Vanderbilt U.

📄 Antecedents of Low Power Attempts to Change Power Hierarchies | **Paul V. Martorana**, U. of Texas, Austin

🗨️📄 Why Negotiators Should Reveal Their Deadlines: Disclosing Weaknesses Can Make You Stronger |

Francesca Gino, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

- 📖 The Psychological Experience of Power and Improved Negotiation Outcomes | **Scott Wiltermuth**, Stanford U.; **Margaret A. Neale**, Stanford U
- 📖 The Impact of the First Offer on Negotiation Impasse: Negotiating Roles Matter | **Min Wang**, Peking U.; **Zhi-Xue Zhang**, Peking U.; **Yulan Han**, Peking U.

624 📖: (CMS) **Sex Differences and Evolutionary Psychology: Are Women Genetically Inferior to Men?**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom I

Chair: **Alison Konrad**, U. of Western Ontario

Discussant: **Miriam Solomon**, Temple U.

Are Women Evolved So Differently from Men That We Really Shouldn't Hope for Equality? | **Alison Konrad**, U. of Western Ontario

Tipping Point versus Evolutional Psychology: Explaining Sex Segregation in the Workplace | **Audrey Murrell**, U. of Pittsburgh

Interventions and Evolution in Creating Female Entrepreneurs | **Shima Barakat**, Manchester U.

'Caution Men at Work': Notes on How Men Might Respond to Evolutionary Psychology | **Craig Prichard**, Massey U.

Exterminating the Coelecanth: 'Scientific' Truth and the 'Reality' of Gender | **Roy Stager Jacques**, Massey U. - Auckland

625 →: (Paper Session) - (CMS) **Transnational Knowledge Work Over Time: From Cold War to Post-Colonialism**

10:40am - 12:00pm Philadelphia Marriott: Room 405

Chair: **Latha Poonamallee**, Case Western Reserve U.

Excellence in Transnational Knowledge Work: Lessons from a Counter-Establishment Global Social Change Organization | **Param Srikantia**, Baldwin Wallace College; **Jessica Heineman-Pieper**, Not specified

🗣️ Doing Well By Doing Good – A Critical Assessment | **Bert Alan Spector**, Northeastern U.

Jarred or Canned: A Discussion of Environmental Change Terminology | **Sheryllynn Roberts**, U. of Texas at Arlington

→ Toward a Critical Brazilianization of Organization and HRM | **Thomaz Wood Jr.**, Escola de Administracao de Empresas de Sao Paulo; **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil; **Bill Cooke**, Lancaster U.

626 👁: (Paper Session) - (CMS) **The Writing on the Wall: Trends in Management Thought**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - CMS

Presented on Panels 33-38

→ 👁 Management of Meaning or Sociology of Relevance? The (Re)Making of Cross-Cultural Studies | **Slawomir Magala**, Erasmus U. Rotterdam

👁 📖 A Queer Model of the Organization | **Yvon Pesqueux**, CNAM Paris (France)

👁 📖 'Entrepreneurialization' of the University: Shadows of the US History on the Ongoing Mexican Reform | **Eduardo Ibarra-Colado**, U. Autónoma Metropolitana-Cuajimalpa
Best CMS Paper Nominee

👁 Graffiti and Organization: Backstage Discourse and the Emergence of Organizational Voices | **Gazi Islam**, ibmec sao paulo

👁 📖 "If Beauty Is In the Eye of the Beholder, So Is Ugliness": A Comment on Trends in Management Thought | **Jose Castillo**, U Texas of Permian Basin

→ 👁 📖 Architectural Work as Practice: Materialized Semiosis | **Mats Sundgren**, Chalmers U. of Technology

627 📖: (Paper Session) - (ENT) **Family Business Governance**

10:40am - 12:00pm Philadelphia Marriott: Franklin 11

Chair: **Michael Carney**, Concordia U.

Discussant: **Pramodita Sharma**, Wilfrid Laurier U.

🗣️ 📖 Governance and Environmental Performance in Family-controlled Public Corporations | **Pascual Berrone**, Carlos III U.; **Cristina Cruz**, Instituto de Empresa; **Luis R. Gomez-Mejia**, Arizona State U.; **Martin Larraza-Kintana**, U. Pública de Navarra
Trust and Control in the Board-Management Relationship: An Assessment of Family Firm Governance | **Yannick Bammens**, Hasselt U.; **Wim Voordeckers**, Hasselt U.; **Anita Van Gils**, Maastricht U.

📖 Agency in Family Business: The Board of Directors and the Moderating Effect of Ownership Structure | **Edith C. Busija**, U. of Richmond

🗣️ Divided Loyalties: Governance, Conduct and Performance In Family and Entrepreneur Businesses | **Danny Miller**, HEC / U Alberta; **Isabelle Le Breton-Miller**, U. of Alberta; **Richard Lester**, Texas A&M U.

628 📖: (Paper Session) - (ENT) **Entrepreneurial Careers**

10:40am - 12:00pm Philadelphia Marriott: Franklin 12

Chair: **Shruti R Sardeshmukh**, Rensselaer Polytechnic Institute

Discussant: **Kelly Moyers**, U. of Central Oklahoma

Goal Orientation, Commitment, and Coping of Entrepreneurs: Implications on Entrepreneurial Outcomes | **Marilyn Ang Uy**, U. of Colorado, Boulder; **Maw-Der Foo**, U. of Colorado, Boulder; **Zhaoli Song**, National U. of Singapore

📖 Parent Entrepreneurs' Influence on Children's Entrepreneurial Career: A Theoretical Framework | **Edward Mungai**, IESE Business School; **S. Ramakrishna Velamuri**, IESE Business School

📖 The Dynamics of Combining Self-Employment and Employment | **Frederic Delmar**, EM Lyon; **Timothy B Folta**, Purdue U.; **Karl Wennberg**, Stockholm School of Economics
Perceptions Of Success Of Male And Female Entrepreneurs: A Social Identity Approach | **Rachida Justo**, Instituto de Empresa; **Cristina Cruz**, Instituto de Empresa; **Julio DeCastro**, Instituto de Empresa

629 📖: (Paper Session) - (ENT) **Entrepreneurship Research Narratives**

10:40am - 12:00pm Philadelphia Marriott: Room 410

Chair: **Ana Maria Peredo**, U. of Victoria

Discussant: **Marilyn L Taylor**, U. of Missouri

🗣️ 📖 Entrepreneurial Strategy Narratives and Resource Acquisition in IPOs | **Martin L. Martens**, Concordia U.; **Jennifer E Jennings**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 👁 Visual Presentation | 🗣️ Best Paper Proceedings

Towards a Theory of Embedded Business Intermediation: A Case Study of Young Fashion Firms | **Sara Jonsson**, Royal Institute of Technology - KTH

🗨️ Technology Commercialization, Ontogenic Capabilities, and Equity Carve-Outs: Thermo's Experience | **Benjamin C. Powell**, U. of Alabama

🗨️ The Linguistic Environment and New Venture Legitimation Strategy | **Josh W. Keller**, U. of Texas, Austin; **Ye Dai**, U. of Texas at Austin

630 🗨️: (Paper Session) - (ENT) Governance, Resources, and Performance

10:40am - 12:00pm Philadelphia Marriott: Room 411

Chair: **Olga Bruyaka**, E.M. Lyon

Discussant: **Dominic S. K. Lim**, U. of Western Ontario

🗨️→ Governance and Performance of IPOs: The Impact of Private Equity Investors and Legal Institutions | **Igor Filatotchev**, King's College London; **Garry D Bruton**, Texas Christian U.; **Salim Chahine**, American U. of Beirut; **Mike Wright**, Nottingham U.

🗨️ The Effect of Status on Performance for Different Types of Uncertainty in Venture Capital Industry | **umit ozmel yavuz**, Columbia U.

🗨️ Pre-Entry Capabilities, Entrepreneurial Human Capital, and Start-up Success | **Rui Baptista**, Instituto Superior Tecnico; **Murat Karaöz**, Instituto Superior Tecnico; **Joana Mendonça**, Instituto Superior Tecnico

🗨️ Board Representation by U.K. VC Firms | **Reddi Kotha**, London Business School; **Eli Talmor**, London Business School

631 🗨️: (Paper Session) - (ENT) Running the Family Business

10:40am - 12:00pm Philadelphia Marriott: Room 412

Chair: **Thomas A. Bryant**, Rowan U.

Discussant: **Ritch L Sorenson**, Texas Tech U.

Chip Off the Old Block? Socialization, Information, and Intergenerational Work Role Transfer | **Jason Greenberg**, MIT Sloan School of Management

🗨️ The Accumulation Process of Knowledge in Family Firms | **Francesco Chirico**, School of Business & Economics, Wilfrid Laurier U.

🗨️ The Effects of Family Involvement in Family Firms: Moderating Role of Information Exchange Frequency | **Yan Ling**, George Mason U.; **Franz W. Kellermanns**, Mississippi State U.

🗨️ Are Family Firms Family-Friendly? An Exploratory Look at Employees as Stakeholders | **Manisha Singal**, Virginia Tech; **Virginia Gerde**, Duquesne U.

632 🗨️: (Paper Session) - (ENT) Entrepreneurial Strategies

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 17-20

→🗨️🗨️ The Contrary Technology Strategies of International and Domestic Entrepreneurs | **Joerg Zimmermann**, Max Planck Institute of Economics, Jena; **Raquel Ortega-Argiles**, European Commission - JRC - Institute for Prospective Technological Studies

🗨️🗨️ What Are the Entrepreneurial Strategies in China? | **Zhi Tang**, Rochester Institute of Technology; **Jintong Tang**, Saint Louis U.; **Yuli Zhang**, Nankai U.; **Qianwen Li**, Nankai U.

🗨️ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

🗨️🗨️ Measuring Firm-level Entrepreneurship: The Role of Strategic Renewal | **Patrick Kreiser**, Ohio U.; **Louis Marino**, U. of Alabama; **Choonwoo Lee**, U. of Seoul; **Justin L. Davis**, Ohio U.

→🗨️🗨️ A Framework for Aligning the ERP System with the International Strategy of Small Firms | **Arun Madapusi**, U. of North Texas; **Derrick E. D'Souza**, U. of North Texas

633 🗨️: (Paper Session) - (ENT) Geography and Technology Entrepreneurship

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - ENT 2

Presented on Panels 21-24

🗨️🗨️🗨️ Determinants of Innovations in Small Chinese Manufacturing Firms: An Empirical Examination | **Jun Yan**, California State U. Long Beach

🗨️ Building Technology-based Entrepreneurship in an Emerging Regional High-Tech Cluster in Europe | **Frank Roche**, U. College Dublin; **Thomas J Allen**, Massachusetts Institute of Technology; **Dan Breznitz**, Georgia Tech; **Rory P. O'Shea**, U. College Dublin

🗨️🗨️ Regional Innovation Systems: A Supervenient Approach to Developing Technology Entrepreneurship | **Malin Brannback**, Abo Akademi U.; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Alan L Carsrud**, Florida International U.; **Jennie Elfving**, Abo Akademi U.

634 🗨️🗨️🗨️: (Paper Session) - (GDO) Using Student Populations to Understand Organizational Problems

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - GDO 1

Presented on Panels 25-29

🗨️🗨️🗨️ Taboo Questions about Diversity: What Do Management Students Really Want to Know? | **Lisa Vargo Williams**, State U. of New York, Buffalo

🗨️🗨️🗨️ A Preliminary Assessment of Undergraduate Perceptions of Sexual Harassment in the Workplace | **Stephanie R. Sipe**, Georgia Southern U.; **C Douglas Johnson**, Georgia Gwinnett College; **Donna Fisher**, Georgia Southern U.

🗨️🗨️ How Did You Get In? Attributions of Preferential Selection In College Admissions | **Archie L. Bates**, United States Military Academy

🗨️🗨️ Affirmative Action Effects: Student Outcomes in a College Admissions Program | **Marcus Maharg Stewart**, Bentley College; **Brock Tibert**, Bentley College; **Adam Michael Payne**, Bentley College

🗨️ From Scout Leader to Business Leader: How Participation in Multiple Roles Shapes Behavior at Work | **Taryn Lyn Stanko**, U. of California, Irvine

635 🗨️: (Paper Session) - (GDO) Women on Corporate Boards: Shareholder Reactions, Global Issues, and Making a Difference

10:40am - 12:00pm Pennsylvania Convention Center: Room 104A

Chair: **Lindsay Thompson**, Johns Hopkins U.

Discussant: **Jeanie M. Forray**, Western New England College

🗨️→🗨️🗨️ Global Prerequisites of Politics, Pay and Pipeline for the Presence of Women Corporate Directors | **Siri Ann Terjesen**, Queensland U. of Technology; **Val Singh**, Cranfield U.

- Do Women on Corporate Boards Matter? Yes, But It Depends on the Context | **Cara Christina Maurer**, U. of Western Ontario
- Shareholder Reactions to Announcements of Women in Top Management | **Alison Cook**, Utah State U.; **Christy Glass**, Utah State U.

636 📄: (Paper Session) - (GDO) **Privilege, Racioethnic Diversity, and Inclusiveness**

- 10:40am - 12:00pm Pennsylvania Convention Center: Room 104B
 Chair: **Donna Chrobot-Mason**, U. of Cincinnati
 Discussant: **Raymond N. C. Trau**, Monash U.
- Denying White Privilege: Perceptions of Race-Based Advantages as Social Norms | **Ashleigh Shelby Rosette**, Duke U.; **Leigh Plunkett Tost**, Duke U.
 - Racioethnic Diversity and Leadership: What Do We Know and Where Do We Go? | **Beth G Chung-Herrera**, San Diego State U.; **Melenie J. Lankau**, U. of Georgia
 - What Makes an Organization Inclusive? The Case of Ethnic Minorities in Operative Jobs | **Maddy Janssens**, Catholic U. of Leuven; **Patrizia Zanoni**, Tilburg U.

637 🗣️📄JS: (GDO, OB) **Understanding Whites' Reactions to Diversity: How Threat Can Undermine Diversity-Oriented Policies**

- 10:40am - 12:00pm Pennsylvania Convention Center: Room 107B
 Chairs: **Kimberly Rios Morrison**, Stanford U.; **Caitlin Miller Hogan**, Stanford U.
- Ethnic Identification Moderates Whites' Reactions to Multiculturalism and Colorblindness | **Kimberly Rios Morrison**, Stanford U.
- Hiding the Hierarchy: Whites' Strategic Assertion of Color-Blind Ideology | **Eric David Knowles**, Stanford U.; **Rosalind M. Chow**, Stanford U.; **Brian Lowery**, Stanford U.
- Obscured Oppression: How Whites' Support for Affirmative Action Can Maintain Racial Inequality | **Caitlin Miller Hogan**, Stanford U.; **Brian Lowery**, Stanford U.
- The Ironic Effect of Fear of Appearing Racist on Implicit Expressions of Racism | **Amy J. C. Cuddy**, Northwestern U.

638 🗣️📄SHCS: (GDO, OB, CM) **Why So Few? An Exploration of the Processes and Structures Underlying the Dearth of Women Leaders**

- 10:40am - 12:00pm Loews Philadelphia: Regency Ballroom A
 Organizers: **Susan F. Cabrera**, Cornell U.; **Katherine W. Phillips**, Northwestern U.; **Melissa C. Thomas-Hunt**, Cornell U.
- Claiming Authority: Women's Climb to Top Leadership Positions | **Hannah Riley Bowles**, Harvard U.; **Kathleen L. McGinn**, Harvard U.; **Dina Pradel**, College Media Network
- Differential Attributions of Credit for Successful Group Outcomes | **Michelle C. Haynes**, U. of Massachusetts, Lowell; **Madeline E. Heilman**, New York U.
- Gender Stereotypes and Social Influence: The Problem of the Double Bind | **Linda Carli**, Wellesley College
- If Only They Would Ask: Expertise, Solicitation and Gender Task-Typing in Groups | **Melissa C. Thomas-Hunt**, Cornell U.; **Katherine W. Phillips**, Northwestern U.; **Susan F. Cabrera**, Cornell U.

- Relief Versus Regret: The Effect of Gender on Reactions to Having One's First Offer Accepted | **Laura Kray**, U. of California, Berkeley; **Michele J. Gelfand**, U. of Maryland

639 🗣️📄: (Paper Session) - (HCM) **Organizational Perspectives on Patient Safety**

- 10:40am - 12:00pm Loews Philadelphia: Commonwealth A2
 Chair: **Thomas E. Vaughn**, U. of Iowa
 Discussant: **Jenny W. Rudolph**, Boston U.
- The Impact of Health Network and System Configurations on Patient Safety Initiative Responses | **Eric W. Ford**, Texas Tech U.; **Jeremy Collin Short**, Texas Tech U.; **Lori T. Peterson**, Texas Tech U.
 - Nurse Burnout and Patient Safety Outcomes: Safety Perception vs. Reporting Behavior | **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Bonnie J. Wakefield**, Harry S. Truman Memorial Veterans' Hospital; **Douglas S Wakefield**, U. of Missouri - Columbia; **Lynn B Cooper**, Harry S. Truman Memorial Veterans' Hospital
- HCM Best Theory-to-Practice Paper Nominee**
- Relationship of Safety Climate and Safety Performance in Hospitals | **Sara J. Singer**, Harvard U.; **Laurence C. Baker**, Stanford U.

HCM Best Paper Award Nominee

- Anatomy of an Adverse Drug Event: The Politics of Organizational Learning from Error | **Michal Tamuz**, U. of Tennessee Health Science Center; **Eric J. Thomas**, U. of Texas Houston Medical School; **Keith Franchois**, U. of Texas Health Science Center

640 🗣️📄: (Paper Session) - (HCM) **Organizational Change Capacity: Making Clinical Innovation Happen**

- 10:40am - 12:00pm Loews Philadelphia: Commonwealth B
 Chair: **Sharon Schweikhart**, Ohio State U.
 Discussant: **Jon Chilingerian**, Brandeis U.
- Change Capacity; Linking Change Context; Actors; Substance and Change Progress | **Louise Fitzgerald**, De Montfort U.; **Ewan Ferlie**, Royal Holloway College, U. of London; **Rachael Addicott**, Royal Holloway College, U. of London; **Gerald McGivern**, Royal Holloway, U. of London; **David Buchanan**, Cranfield U.
 - This Is How It Can Happen. New E-Service Development in the Long-term Care Setting | **Anna Essén**, Stockholm U.
 - Implementing Complex Innovations: Adapting a Conceptual Model for Health Services Research | **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Megan Lewis**, RTI International; **Christian Helfrich**, U.S. Department of Veterans Affairs
 - Team Effectiveness and the Implementation of a Clinical Innovation | **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs; **David C. Mohr**, U.S. Department of Veterans Affairs; **Mark Meterko**, U.S. Department of Veterans Affairs

641 : (Paper Session) - (HR) **Work-Family Interface**

- 10:40am - 12:00pm Pennsylvania Convention Center: Room 112A
 Chair: **Jenny M. Hoobler**, U. of Illinois, Chicago
 Discussant: **Mary R. Watson**, New School U.
- Searching for a Balance: Work Team Design, Work-Family Practices, and Organizational Performance | **Nienchi Liu**, National Central U.; **Chih-Yuan Wang**, National Central U.

🗄️ Unintended Consequences of Absence Control Initiatives | **Michael David Johnson**, U. of Washington; **Frederick P. Morgeson**, Michigan State U.; **Adam Stetzer**, Nucleus Solutions; **Deborah Ladd**, Nucleus Solutions; **Erica Holley**, U. of Washington

🗄️ Telework's Role in Altering the Impact of Work-Family Conflict on Exhaustion: A Hindrance or Help? | **Timothy Golden**, Rensselaer Polytechnic Institute

🗄️ Exploring the Linkage Between Work Flexibility and Work-Life Balance in the Hospitality Industry | **Kathleen Geraldine Farrell**, Dublin Institute of Technology, Cathal Brugha Street

642 : (Paper Session) - (HR) Expatriates and HR

10:40am - 12:00pm Pennsylvania Convention Center: Room 112B

Chair: **Ronald B. Morgan**, George Washington U.

Discussant: **Arup Varma**, Loyola U., Chicago

➔ 🗄️ The Interaction of Expatriate Pay Differential and Expatriate Inputs on Locals' Pay Unfairness | **Jaime Alfonso Bonache**, Carlos III U.; **Juan I. Sanchez**, Florida International U.

➔ 🗄️ Expatriate Performance and Turnover Intentions: Congruence Between Expatriates and Supervisors | **Marshall Wilson Pattie**, Towson U.; **George Benson**, U. of Texas, Arlington

➔ 🗄️ The Power of an International Assignment to Enhance Creativity | **Anthony Fee**, U. of Sydney; **Sid Gray**, U. of Sydney

➔ Host Country Nationals' Reactions to Expatriate Pay Policies: The Case for a Cultural Alignment Model | **Ashish Mahajan**, New Mexico State U.

643 : (Paper Session) - (HR) Predictors of Organizational Performance

10:40am - 12:00pm Pennsylvania Convention Center: Room 113C

Chair: **Marc Thompson**, U. of Oxford

Discussant: **Chad H. Van Iddekinge**, Florida State U.

🗄️ ➔ 🗄️ Employee Voice and Organizational Performance | **John Paul MacDuffie**, U. of Pennsylvania; **Frits Pil**, U. of Pittsburgh

🗄️ An Integrative Framework for Understanding the Link Between HRM and Business Performance | **Anastasia A. Katou**, U. of Macedonia; **Pawan S. Budhwar**, Aston U.

🗄️ Human Resource Management and Firm Performance: Focusing on High Performer Turnover | **Kiwook Kwon**, U. of Illinois, Urbana-Champaign

➔ 🗄️ How Does a Group-Based Pay System Affect Organizational Performance? A Social Identity Perspective | **Hyondong Kim**, Dongguk U.; **Yaping Gong**, Hong Kong U. of Science and Technology

644 🗄️ 🗄️ JS: (HR, OB, GDO) Implementing Flexibility Across Contexts: Research Gaps and Future Directions

10:40am - 12:00pm Pennsylvania Convention Center: Room 113B

Organizer: **Ellen Ernst Kossek**, Michigan State U.

Chairs: **Ellen Ernst Kossek**, Michigan State U.; **Peter Berg**, Michigan State U.

Discussant: **Nancy Rothbard**, U. of Pennsylvania

Creating a Flexible – and Less Gendered – Organizational Culture? | **Erin Kelly**, U. of Minnesota; **Phyllis Moen**, U. of Minnesota

Adding a Collective Unionized Voice Perspective to Work-Life Research | **Ellen Ernst Kossek**, Michigan State U.; **Peter Berg**, Michigan State U.; **Kaumudi Misra**, Michigan State U.

Personal Flexibility and Independent Contracting: Evidence for a Contingency Approach | **Forrest Briscoe**, Pennsylvania State U.; **Steve Sawyer**, Pennsylvania State U.; **Mark Wardell**, Pennsylvania State U.

The Aging Workforce: Opportunities for Innovation in Talent Management | **Marcie Pitt Castsoughes**, Boston College; **Christina Matz-Costa**, Boston College; **Michael Smyer**, Boston College

645 ➔ 🗄️: (Paper Session) - (IM) Further Insights into Foreign Expansion

10:40am - 12:00pm Philadelphia Marriott: Franklin 3

Chair: **Marcus James Hurt**, EDHEC Business School

Discussant: **Bernard M Wolf**, York U.

➔ ➔ Home-Country Networks, Intangible Assets, and Foreign Expansion | **Isin Guler**, Boston U.; **Mauro F Guillen**, U. of Pennsylvania

🗄️ The International Dimensions of "Nonmarket" | **Jean J Boddewyn**, Baruch College; **Peter J. Buckley**, U. of Leeds

➔ Own and Other Firm Influences on Foreign Expansion across Value Chain Activities | **Heather Berry**, U. of Pennsylvania

646 ➔ 🗄️: (IM) Human Resource Management in Different Institutional Contexts: The Balanced Perspective

10:40am - 12:00pm Philadelphia Marriott: Franklin 4

Chairs: **Paul Boselie**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Patrick Wright**, Cornell U.

Participants: **Ingmar Bjorkman**, Swedish School of Economics and Business Administration; **Patrick Christopher Flood**, U. of Limerick; **Timothy M. Gardner**, Brigham Young U.; **Barry Gerhart**, U. of Wisconsin-Madison; **James P. Guthrie**, U. of Kansas; **Wolfgang Mayrhofer**, WirtschaftsU. Wien; **Luc Sels**, Katholieke U. Leuven; **Juani Swart**, U. of Bath

647 ➔ 🗄️: (Paper Session) - (IM) Cross-border Diffusion and Institutional Change

10:40am - 12:00pm Philadelphia Marriott: Room 413

Chair: **W James Jacob**, UCLA

Discussant: **Klaus Meyer**, U. of Reading

➔ Contested Capitalism: Financial Politics and Implications for China | **Richard Carney**, Nanyang Technological U.

➔ ➔ Diffusion Processes in IGO Networks: The Case of Democracy | **Magnus Torfason**, Columbia U.

Doug Nigh Award Finalist

➔ 🗄️ The institutional Reform of Intellectual Property Rights and FDI in Emerging Economies | **Theodore Andrew Khoury**, U. of Texas at Dallas; **Mike Peng**, U. of Texas at Dallas

➔ 🗄️ The Decision to Privatize: Economists and the Diffusion of Ideas | **J. Muir Macpherson**, Georgetown U.; **Bruce Kogut**, INSEAD

648 ➔ 🗄️: (Paper Session) - (IM) Inter-organizational Relationships and Firm Knowledge

10:40am - 12:00pm Philadelphia Marriott: Room 414

Chair: **Tagi Sagafi-Nejad**, Texas A&M International U.

Discussant: **Charles Thomas Tackney**, Copenhagen Business School

- The Role of R&D in Value Creation for Domestic and Foreign Firms in a Newly Industrialized Economy | **Eric WK Tsang**, Wayne State U.; **Paul S. L. Yip**, Nanyang Technological U.; **Mun Heng Toh**, National U. of Singapore
- Strategic Fit and the Performance of ISAs: The Mediating Role of Exploration and Exploitation | **Bo Bernhard Nielsen**, Copenhagen Business School; **Siegfried P. Gudergan**, U. of Technology, Sydney
- Learning from Client: the Setting of OEM Contracts | **Peng-yu Li**, National Chengchi U.; **Min-Ping Kang**, Shih Hsin U.; **Chow-Ming Yu**, National Chengchi U., Taiwan; **Dah-Hsian Seetoo**, National Chengchi U., Taiwan
- Leadership and the Performance of U.S.-Japanese Innovation Seeking Alliances | **Richard N Osborn**, Wayne State U.; **Russ Marion**, Clemson U.

649 → (Paper Session) - (IM) **Comparative Governance**

10:40am - 12:00pm Philadelphia Marriott: Room 415

Chair: **Arun Kumar Tripathy**, Indian Institute of Management Bangalore

Discussant: **Jordan Siegel**, HBS

- Legal System and Rule of Law Effects on US Cross-Listing to Bond by Emerging-Market Firms | **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **Burkhard N. Schrage**, Singapore Management U.
- Information Asymmetry in International Acquisitions: The Role of Information Institutions | **Qi Zhou**, Ohio State U.; **Jaideep Anand**, Ohio State U.; **Jiewei Yu**, Ohio State U.
- Delistings in Europe and the Costs of Governance | **Steen Thomsen**, Copenhagen Business School; **Frederik Vinten**, Copenhagen Business School
- Foreign Ownership and Post-privatization Performance: Moderator Effect of Institutional Embeddedness | **Zhenyan Lv**, Guanghua School of Management, Peking U.; **Guochen Du**, Nankai Business School Nankai University

650 → (Paper Session) - (IM) **IB Theory, FDI, and Entry Mode**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

Presented on Panels 39-46

- It's a Matter of (Industry) Perspective: The Relationship Between Market Information and FDI | **Mikelle A. Calhoun**, Ohio State U.
- Capital Structure and Internationalization: the Case of Taiwanese Firms | **Chiung-Jung Chen**, Chung Yuan Christian U.
- Clarifying the Costs (and Benefits) of Doing Business Abroad: A Conceptual Integration | **Deepak Sethi**, Old Dominion U.; **William Q Judge**, Old Dominion U.
- A New Framework for International Market Entry Strategies: the role of local market factors | **Jerome G. Couturier**, ESCP-EAP; **Davide Sola**, ESCP-EAP European School of Management; **Chris Halliburton**, ESCP-EAP
- Pervasive Uncertainty in the Internationalization of Firms | **Bo H. Eriksen**, U. of Southern Denmark

- Assessing the Organizational Justice Implications of Offshoring | **Constant D. Beugre**, Delaware State U.
- Network Effects on Internationalization Decisions of Small High-Tech Firms | **Zhirong Duan**, Faculty of Business/U. of New South Wales; **Zhenzhen Xie**, Tilburg U.; **M. B. Neace**, Mercer U.
- How Do Transaction and Institutional Traits Interact and Affect FDI Strategy? | **Hui-Mei Wang**, Fu Jen Catholic U.

651 → (Paper Session) - (IM) **MNC Strategy**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - IM 2

Presented on Panels 30-32

- Performance Implications of Internationalization and FSAs for International New Ventures | **Kuo-Pin Yang**, National Dong Hwa U.; **Yu-Ching Chiao**, National Chung-Hsing U.
- Foreign Direct Investment and Capability Development: A Dynamic Capabilities Perspective | **Chia-Wen Hsu**, National Taiwan U.
- Internationalization and Performance: Multinational Network Structures and Location-Specific Factors | **Winfried Ruigrok**, U. of St. Gallen

652 : (Paper Session) - (IP) **Innovation in a Multinational Environment**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Elizabeth A. Alexander**, U. of Washington, Tacoma

- **BPS**: Internationalization and the Balance of Power Between Law Firms and Clients | **Yuliani Suseno**, Robert Gordon U.; **Ashly H Pinnington**, Robert Gordon U.
- **TIM**: Innovation Activities Abroad and the Effects of Liability of Foreignness: Where it Hurts | **Wolfgang Sofka**, Centre for European Economic Research
- **TIM**: Multilevel Diffusion Curves: Modeling Innovation in Popular Music | **Gabriel Rossman**, UCLA; **Ming Ming Chiu**, Chinese U. of Hong Kong; **Joeri M. Mol**, U. of Melbourne
- **TIM**: Innovation Strategies and Firm Performance: Some Evidence from Beijing, China | **Jiancheng Guan**, School of Economics and Management, Beijing U.; **XiangJu Qu**, School of Aeronautic Science and Engineering, Beijing U.
- **BPS**: The Speed of Knowledge Transfer Within Multinational Corporation: The Role of Social Capital | **Jiun Shiu Chen**, McNeese State U.; **Alton AI Stanley Lovvorn**, U. of Memphis

653 : (Paper Session) - (IP) **International Business**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Taco Reus**, Florida Atlantic U.

- **IM**: On an International Vendor's Relative Integration Across Borders and Information Asymmetry | **Patrick Verghote**, Leuven U.
- **IM**: The Role of Industry in Firm Internationalization | **B Elango**, Illinois State U.; **Mona V Makhija**, Ohio State U.
- **IM**: Deconstructing the Effects of Foreignness: a Heterogeneous Stakeholder Perspective | **Jesper Edman**, Stockholm School of Economics; **Claes Bohman**, Stockholm School of Economics
- **IM**: Re-examining the Link Between Multinationality and Performance | **Alina Kudina**, Warwick Business School; **Alan M Rugman**, Indiana U.; **George S Yip**, London Business School

IM: Youth Bulges, Violent Conflicts and International Business Environment | **Alfred Allen Marcus**, U. of Minnesota; **Mazhar Islam**, U. of Minnesota; **John Moloney**, U. of Minnesota

654 : (Paper Session) - (IP) Inter-organizational Knowledge Transfer

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Lih-Bin Oh**, National U. of Singapore

ODC: The Political Aspects of Inter-Organizational Learning: The Case of Non-dominant Firms | **Hsiang-Lin Cheng**, Feng-Chia University, Taiwan

OMT: Shall We Interlock with an Internet Company? | **Qingyuan Lori Yue**, Columbia U.

TIM: Cooperation in Innovation: Empirical Evidence from an Innovation Survey | **Francisco Lima**, Instituto Superior Tecnico; **Pedro Faria**, Instituto Superior Tecnico; **Rui Santos**, FCSH, New U. of Lisbon

BPS: The Development of Odyssean Technologies | **William Tracy**, U. of California, Los Angeles

OMT: When Knowledge Isn't Just Knowledge: Empirical Analysis of interorganizational Knowledge Transfer | **Christiana Weber**, Social Science Research Center, Berlin; **Markus Goebel**, Helmut Schmidt U.; **Michael Gaitanides**, Helmut Schmidt U.

655 : (Paper Session) - (IP) Learning in the Context of Teams

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Ramon J. Aldag**, U. of Wisconsin, Madison

OM: Integrative Framework for Enhancement of Concurrent Engineering Team and Organizational Performance | **Anant Ravindra Deshpande**, U. of Texas Pan American

OB: Personal Learning in Teams: The Effects of Personality and Team Cohesiveness | **Dong Liu**, U. Washington; **Lillian H. Toy**, U. of Washington Business School

OB: Perceived Task Difficulty and Expected Longevity as Antecedents of Transactive Memory | **Michael R. Baumann**, U. Texas, San Antonio; **Bryan Bonner**, U. of Utah

BPS: A Reciprocity Model of Innovation in Teams: An Agent's Choice | **Angela Agnes Stanton**, Claremont Graduate U.

ODC: Knowledge Transfer and Learning on Virtual Design Teams | **Jude G. Olson**, Lockheed Martin Aeronautics Company

656 : (Paper Session) - (IP) Brand, Customers and Business Performance

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Paul J. Lu**, Embry-Riddle Aeronautical University

BPS: Customer Contact and the Performance of Business Units in Service Firms | **Inigo Echeveste**, ESSEC; **Martin Larraza-Kintana**, U. Pública de Navarra

IM: Iranian Attitudes toward American-Made Products and Brands: Implications for MNCs | **Mahmood Bahae**, Central Michigan U.; **Michael Pisani**, Central Michigan U.

BPS: Customer-based Brand Equity in Service Industries- An Empirical Investigation | **Hsin Hsin Chang**, National Cheng Kung U.; **Su Wen Chen**, National Cheng Kung U./Yung-Ta Inst. of Tech. & Commerce

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🎯 Theme-oriented | 📊 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

TIM: Inverse Demand Curves, New Industry Formation, and the Rewiring of Networks | **Jeffrey Lee Funk**, Hitotsubashi U.

IM: The Country of Origin Effect and the Relationship between Halo and Summary Construct Roles | **Theresa Loo**, Guanghua School of Management; **Gary Davies**, U. of Manchester; **Saumya Sindhwani**, U. of Manchester

657 : (Paper Session) - (IP) Attributes of Entrepreneurs II

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Rebecca Reuber**, U. of Toronto

OMT: When a Path Ends: Political Entrepreneurship and Institutional Change | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Kalle Pajunen**, U. of Tampere

ENT: On the Complementarities of Entrepreneurs' Competencies | **Mark Ciavarella**, Bucknell U.

ENT: Conceptualizing the Entrepreneurial Process Using Chinese Classics: A Paradoxical Perspective | **Pi-Shen Seet**, U. of Adelaide

ENT: Overconfidence Among Entrepreneurs: Explanations and Broader Implications | **Anthony Robinson**, U. of Alabama, Tuscaloosa

ENT: Bricolage as the Driver of Entrepreneurship | **Doan E. Winkel**, U. of Wisconsin, Milwaukee

658 : (Paper Session) - (IP) Expatriate Effectiveness

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Saba Colakoglu**, Rutgers U.

IM: Use of Expatriates in the U.S. Subsidiaries of MNCs: Does it Hurt or Help? | **Saba Colakoglu**, Rutgers U.

HR: Influence of Geographical Distance on Subjective Performance Measurement of Managerial Behavior* | **Neale Gilbert O'Connor**, U. of Hong Kong; **Johnny F Deng**, California State U.; **Michael D Shields**, Michigan State U.

IM: Expat Success through Positive Contact: Facilitating Host Country Nationals' Support for Expatriates | **Jesse E. Olsen**, Georgia Institute of Technology

PNP: Are Public Sector Expatriates Different in their Cross-Cultural Adjustment? | **Charles Roy Fenner**, SUNY - Canton; **Jan Selmer**, Aarhus School of Business, University of Aarhus

IM: Integrating Social Network Theory with Conceptualizations of Expatriate Effectiveness | **Jiao Li**, U. of Western Ontario; **Mitchell Rothstein**, Ivey School of Business

659 : (Paper Session) - (IP) Identities in Organizations

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Kent D. Fairfield**, Fairleigh Dickinson U.

MOC: Chocolate World: How the Hershey Company's Visitor Center Expresses Its Identity | **Linda L. Byington**, George Washington U.

MOC: When Members Have Multiple Beliefs about an Organization, Do They Construe One Unique Organization? | **Laura Illia**, LSE

GDO: Toward an Understanding of Social Identity Disconfirmation Encounters in Organizational Life | **Judith A. Clair**, Boston College; **Laura Morgan Roberts**, Harvard U.; **Heather M. Caruso**, Harvard U.

ODC: My Firm Versus Our Firm: The Challenge of Change in Growing the Small Professional Service Firm | **Karen S.**

Whelan-Berry, Utah Valley State College; **Ryan A Teeter**, Utah Valley State College

Best CMS Student Paper

660 : (Paper Session) - (IP) Issues in Research I

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Cynthia S. Cycyota**, U.S. Air Force Academy

📖 **RM**: Implications of Complexity Theory for Research Designing | **Reuben R McDaniel**, U. of Texas at Austin; **Holly Jordan Lanham**, U. of Texas at Austin; **Ruth A Anderson**, Duke U.

📖 **OB**: Personality Retest Effects: Guilt as the Underlying Mechanism in Generating Honest Scores | **Erin E. Coyne**, Ohio State U.; **Jill Ellingson**, Ohio State U.; **Eric Heggstad**, U. of North Carolina, Charlotte

📖 **RM**: Student-Manager Surrogacy Revisited: An Empirical Investigation | **Chanchai Tangpong**, North Dakota State U.; **Young Kyun Ro**, U. of Michigan - Dearborn; **Kuo-Ting Hung**, Suffolk U.

Sage Publications/RM Division Best Paper Winner

📖 **RM**: Choosing the Appropriate Method of Weighting Large Datasets with Complex Sampling Designs | **Sara Mann**, McMaster U.; **James Chowhan**, McMaster Research Data Centre

661 : (Paper Session) - (IP) Performance of M&As

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Corey Phelps**, U. of Washington

BPS: Diversity and Performance in Mergers and Acquisitions | **Andrew Papadopoulos**, HEC Montreal; **Louis Hebert**, HEC Montreal; **Yan Cimon**, HEC Montreal

📖 **ENT**: A Resource Dependence View on Post-Investment Value Creation in Buyouts | **Degenhard Meier**, Aachen U. (RWTH); **Oliver Gottschalg**, HEC Paris; **Malte Brettel**, Aachen U. (RWTH)

📖 **BPS**: Impacts of International Greenfield Investment on Firm Valuation | **Shao-Chi Chang**, National Cheng Kung U.; **Juei-Chi Chang**, National Cheng Kung U.

TIM: Corporate Venture Capitalists as Acquirers of Entrepreneurial Firms | **David Benson**, U. of Michigan, Ann Arbor; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

➔ **MOC**: Making Sense of the Puzzle: Cognitive Categorization in Resource Reconfiguration | **Andreea Noemi Kiss**, Georgia State U.

662 : (Paper Session) - (IP) Work-related Attitudes

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Vana R. Prewitt**, Touro Infirmary

🗣️ **OB**: Understanding Organizational Commitment: A Public Sector Model | **Sanjay K. Pandey**, U. of Kansas; **Bradley E. Wright**, U. of North Carolina, Charlotte; **Edmund C. Stazyk**, U. of Kansas

📖 **OB**: How to Claim Your Corner at Work: Assessing Employee Territoriality to Their Workspace | **Graham Brown**, Singapore Management U.

OB: Is Job Satisfaction Contagious?: Simultaneous Effects of Social Networks, Tasks, and Dispositions | **Daniel A. Newman**, Texas A&M U.

📖 **CMS**: How Images of Resistance Affect Audiences of Anti-Authoritarian Television Programming | **Jason Myrowitz**, Arizona State U.

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

663 : (Paper Session) - (IP) Workplace Deviance

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Debra J. Louis**, Touro U. International

📖 **MOC**: Good Organizational Design for Bad Motivational Dispositions? | **Katja Rost**, U. of Zurich; **Antoinette Weibel**, U. of Zurich; **Margit Osterloh**, U. of Zurich

🗣️ **CM**: Employee Legal Claiming | **Angela Hall**, Florida State U.

🗣️ **OB**: Taking a New Look at Workplace Deviance: Through the Eyes of Positive Deviants | **Catherine Williamson**, U. of Tasmania; **Jackie Wellen**, U. of Tasmania

OB: Workplace Bullying: Advances in Measurement and an Empirical Investigation of Victim Consequences | **Jennifer Nicol**, U. of Calgary; **Chelsea Willness**, U. of Calgary

📖 **OB**: The Devil Is in the Details: Judgments of Responsibility and Absence from Work | **Eric Patton**, Saint Joseph's U.

664 ➔ 📖 : (Paper Session) - (MC) Managing People, Knowledge, and Relationships in Professional Service Firms

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C1

Chair: **Aziza Laguecir**, Bordeaux Business School

Discussant: **Gabriel Morelli**, Cranfield U.

➔ **Boundary Constructions in Interorganizational Knowledge Relations** | **Jesper Blomberg**, Stockholm School of Economics; **Jan Lowstedt**, Mälardalen U.; **Andreas Werr**, Stockholm School of Economics

Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting

🗣️ **The Evolution of Knowledge Management in Practice** | **Taman Powell**, Warwick Business School

Winner of the Bentley College/HEC Outstanding Student Paper Award

➔ **Patterns of Human Resource Management in Consulting Firms** | **Ansgar Richter**, European Business School; **Michael Dickmann**, Cranfield U.; **Michael Graubner**, European Business School

665 📖 🗣️ 📖 : (Paper Session) - (MED) Classroom Attitudes: Developing Ethics and Sensitivity

10:40am - 12:00pm Pennsylvania Convention Center: Room 109A

Chair: **Dail Fields**, Regent U.

Discussant: **Thomas F Hawk**, Frostburg State U.

📖 **Upward Social Comparison Targets in the Classroom: Applying Theory from Organizational Behavior** | **Stephanie Case Henagan**, Northern Illinois U.

📖 **Political Trans-Correctness: Sensitivity & Authenticity in Diversity Management Education** | **Derek R. Avery**, Rutgers U.; **David S. Steingard**, Saint Joseph's U.

📖 **Ethnicity, Acculturation and Plagiarism: A Criterion Study of Unethical Academic Conduct** | **Daniel E. Martin**, California State U. East Bay; **Asha Rao**, California State U. East Bay

📖 **Academic Integrity: Personality or Perception of Academic Environment** | **Thomas H Stone**, Oklahoma State U.; **Jennifer Kisamore**, U. of Oklahoma; **I. M. Jawahar**, Illinois State U.

666 📖 🗣️ 📖 : (Paper Session) - (MED) MED Keynote Address: Transforming Business Education

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

10:40am - 12:00pm Pennsylvania Convention Center: Room 109B
 Hosts: **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Alvin Hwang**, Pace U.
 Speaker: **Joel M Podolny**, Yale School of Management

667 🗄️: (MH) **Management History According to Chuck Wrege: 50 years of Research**

10:40am - 12:00pm Loews Philadelphia: Congress A
 Distinguished Speaker: **Charles D. Wrege**, Cornell U.
 Discussant: **Daniel A Wren**, U. of Oklahoma
 Coordinator: **John G Joos**, Nova Southeastern U.
 Reflections on Chuck Wrege's Contributions to Management History | **Daniel A Wren**, U. of Oklahoma

668 👁️: (Paper Session) - (MOC) **Conceptual Developments in MOC**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - MOC
 Presented on Panels 47-56

- 🗄️ 🗄️ A Social-Cognitive Perspective on Firm Innovation | **Yang Xu**, Pennsylvania State U.
- 🗄️ 🗄️ The Influence of Regulatory Focus on Risky Decision Making | **Peter Bryant**, Macquarie U., Sydney; **Richard Dunford**, Macquarie U., Sydney
- 🗄️ 👁️ A Systemic Framework for Improving Control Center Cognition | **Christopher West**, Air Force Institute of Technology; **Rafael Landaeta**, Old Dominion U.
- 🗄️ 👁️ Is It Reasonable for One to Attribute an Event to Luck? | **Chengwei Liu**, U. of Cambridge
- 🗄️ 🗄️ Relatedness as a Context for the Experience of the Self: A Psychology of Organizing | **John Paul Stephens**, U. of Michigan, Ann Arbor
- 🗄️ 🗄️ Organizational Coordination of Interruptions: An Example of Positive Organizing? | **Philipp Kaser**, U. of Zurich
- 🗄️ 👁️ The Paradoxical Nature of Ingratiation Behavior in Organizational Settings: A Macro Perspective | **Manjula S Salimath**, U. of North Texas
- 🗄️ 🗄️ Everyone Fails! Using Emotion Regulation and Self-Leadership for Recovery | **Alan D. Boss**, U. of Maryland, College Park
- ➔ 👁️ Korean Organizations in Affective Perspective | **Inju Yang**, U. College Dublin; **Jacob Eisenberg**, U. College Dublin
- 🗄️ A Theory of Multi-Level Trust and Psychological Safety in Work Teams | **Christopher Jay Roussin**, Boston College

669 🗄️: (Paper Session) - (MOC) **Cognitive Foundations of Interpersonal Relationships I**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110A
 Chair: **Hilla Dotan**, U. of California, Los Angeles
 Discussant: **Gary A. Ballinger**, U. of Virginia
 The Formation of Networks: Cognition to Coordination | **Harry B. Knoche**, Florida Atlantic U.
 Friend or Foe? The Role of Rhetoric in Creating Trust in Temporary Relationships | **Lakshmi Balachandra**, Boston College
 Towards a Motivational Cognitive Model of Trust | **Svein Tvedt Johansen**, Norwegian School of Economics and Business Administration; **Marcus Selart**, Norwegian School of Economics and Business Administration; **Kjell Grønhaug**, Norwegian School of Economics and Business Administration

Organizational Evaluator Role: Motivation-Contingency Approach to Evaluators' Confirmatory Behavior | **Liviu Florea**, Washburn U.; **Thomas W. Dougherty**, U. of Missouri, Columbia

670 🗄️ JS: (MOC, OB, ODC) **Negotiating Shifting and Contested Identities as Organizations Change**

10:40am - 12:00pm Pennsylvania Convention Center: Room 113A
 Chair: **Barbara Gray**, Pennsylvania State U.
 From Exclusive to Inclusive Responses to an Organizational Identity Shift | **Elaine C. Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, U. of Cincinnati; **Mathew L. Sheep**, Illinois State U.
 How Interim CEOs Reconstruct Their Identities: Reaffirmation and Bifurcation | **Barbara Gray**, Pennsylvania State U.; **Sandra Schrujjer**, U. of Utrecht
 Shifting Identities in Call Centers | **Sumita Raghuram**, Pennsylvania State U.
 Entrenched Vs. Shifting Identities: Debating the Authorship of the Shakespeare Canon | **Sandra Schrujjer**, U. of Utrecht

671 🗄️ 🗄️ JS: (MSR, ENT) **Entrepreneurship and Spirituality: from Awareness to Discovery to Reality**

10:40am - 12:00pm Loews Philadelphia: Congress B
 Chair: **Sandra King Kauanui**, Florida Gulf Coast U.
 Presenters: **Cynthia L. Sherman**, California Polytechnic State U., Pomona; **Gerald Biberman**, U. of Scranton

672 ➔ 🗄️: (Paper Session) - (OB) **Team Processes and Evolution**

10:40am - 12:00pm Philadelphia Marriott: Independence I
 Chair: **Sharon P. McKechnie**, Emmanuel College
 Discussant: **Suzanne P. Weisband**, U. of Arizona

- 🗄️ Groups Not Working in Groups: Sequence of Labor Division in Self-Managed Groups | **Nora Ilona Grasselli**, HEC School of Management, Paris; **Gilles Amado**, HEC School of Management, Paris; **Valérie Gauthier**, HEC School of Management, Paris
- 🗄️ Evolutionary Perspective on Group Decision Making: A Within- and Between-Groups Simulation | **Shelley D. Dionne**, Binghamton U.; **Hiroki Sayama**, Binghamton U.; **Dene Farrell**, Binghamton U.; **Francis J. Yammarino**, Binghamton U.; **David Sloan Wilson**, Binghamton U.; **Jessica Federman**, Binghamton U.; **Elizabeth Carroll**, Binghamton U.; **Donald Gause**, Binghamton U.
- 🗄️ The Effect of Perceived Team Person-Environment Fit on Team Processes and Performance | **Yuhung Shin**, Sung Kyun Kwan

Happily Ever After? Toward a Theory of Late-Stage Group Development | **Charles Funk**, Washington State U.

673 ➔ 🗄️: (Paper Session) - (OB) **Putting New Ideas in Play: Implementing Creativity**

10:40am - 12:00pm Philadelphia Marriott: Independence II
 Chair: **Jonah Friedman**, Fordham U.
 Discussant: **Jim Lyttle**, Long Island U.
 Learning Orientation, Issue Selling, and Creativity at Work | **Kim Jaussi**, Binghamton U.; **Amy Randel**, San Diego State U.
 Employee Creativity After Mergers and Acquisitions: An Opportunity-Threat Perception Perspective | **Jing Zhou**,

Rice U.; **Shung Shin**, Washington State U.; **Albert Cannella**, Arizona State U.

The Implementation of Radical Ideas in Organizations | **Markus Baer**, Washington U., St. Louis

☑ Creative Deviance and the Evolution of New Ideas | **Babis Mainemelis**, London Business School

674 ☑: (Paper Session) - (OB) **New Directions in Transformational Leadership**

10:40am - 12:00pm Philadelphia Marriott: Independence III

Chair: **Bruce G. Hoag**, U. of Maryland

Discussant: **Chris A. Guarrero**, Northeastern U.

☑ Leader Profiles in the Transformational, Transactional, and Laissez-Faire Leadership Theory | **Olivier Doucet**, HEC Montreal; **Gilles Simard**, ESG-UQAM; **Michel Tremblay**, HEC Montreal

☑ Narcissism, Genuine Communication, and Transformational Leadership | **Benjamin M. Galvin**, Arizona State U.; **David Waldman**, Arizona State U.; **Pierre Balthazard**, Arizona State U.

Organizational Structure and Transformational Leadership Climate | **Frank Walter**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

☑☑ Servant, Transformational, and Transactional Leadership: Empirical Correlations with Work Attitudes | **Rynetta Washington**, Auburn U.

675 → ☑: (Paper Session) - (OB) **Who Am I? Identity and Identification in Groups and Organizations**

10:40am - 12:00pm Philadelphia Marriott: Room 301

Chair: **Amy C. Lewis**, Drury U.

Discussant: **David M. Sluss**, U. of South Carolina

☑ An Empirical Examination of Newcomer Expertise and Identification in Work Groups | **Sungu Armagan**, Florida International U.

☑→☑ Organizational Identification in M&A: Integration Dynamics and Performance Implications | **Satu Päivi Teerikangas**, Helsinki U. of Technology; **Tomi M. M. Laamanen**, Helsinki U. of Technology

Organizational and Workgroup Identification: An Investigation of Antecedents and Outcomes in Context | **Melissa Mayhew**, U. of Queensland; **John Gardner**, U. of Queensland

☑→☑ Importance of Being Something: Identity Centrality & Work Outcomes in Offshored Call Center in India | **Diya Das**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Pamela Brandes**, Syracuse U.

Winner of OB Division Best International Paper Award

676 ☑: (Paper Session) - (OB) **Leader-Member Exchange (LMX) Theory**

10:40am - 12:00pm Philadelphia Marriott: Room 309

Chair: **Nathan J. Hiller**, Florida International U.

Discussant: **David V. Day**, Singapore Management U.

The Interactive Effects of Job Embeddedness, LMX and Organization-Based Self-Esteem on Productivity | **Tomoki Sekiguchi**, Osaka U.; **James Paul Burton**, Northern Illinois U.; **Chris J. Sablynski**, California State U. Sacramento

☑☑ What About Us? Relative Deprivation Among Out-Group Members in LMX Relationships | **Mark C. Bolino**, U. of Oklahoma

☑ Antecedents of Leader-Member Exchange (LMX) Reciprocity | **Brian Christopher Glibkowski**, U. of Illinois, Chicago; **Anjali Chaudhry**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago

☑☑ Leader-Member Exchange, Differentiation, and Psychological Contract Breach: A Multilevel Approach | **David Henderson**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **William H. Bommer**, Cleveland State U.

677 → ☑: (Paper Session) - (OB) **Regulatory Focus and Self-Determination Theory**

10:40am - 12:00pm Philadelphia Marriott: Room 310

Chair: **Chu-Hsiang Chang**, Roosevelt U.

Discussant: **John Schaubroeck**, Drexel U.

Regulatory Focus Theory and Social Network Analysis | **Xi Zou**, Columbia U.; **Tory Higgins**, Columbia U.

☑ Regulatory Focus as a Mediator of Leadership Influence on Employee Behavior | **Mitchell J. Neubert**, Baylor U.; **K. Michele Kacmar**, U. of Alabama; **Dawn S. Carlson**, Baylor U.; **James Roberts**, Baylor U.; **Lawrence Chonko**, Baylor U.

→☑☑ A Field Test of Hypotheses Derived from Self-Determination Theory | **Bard Kuvaas**, Norwegian School of Management

☑ Linking Person-Environment Fit to Employee Attitudes and Behaviors Using Self-Determination Theory | **Gary Greguras**, Singapore Management U.; **James Diefendorff**, U. of Akron

678 ☑: (Paper Session) - (OB) **Under Pressure: Inducements to Unethical Behavior**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103C

Chair: **W. Trexler Proffitt**, Franklin & Marshall College

Discussant: **Muthu Subbiah**, U. of Texas, Dallas

☑☑ Understanding the Ethical Cost of Organizational Goal-Setting: A Review and Theory Development | **Adam Barsky**, U. of Melbourne

Winner of OB Division Best Dissertation-Based Paper Award
Winner of OB Division Best Paper Award

☑☑ Moral Penance and Moral Credits: The Effects of Prosocial Versus Self-Serving Power on Judgment | **Jennifer Jordan**, Kellogg School of Management, Northwestern U.

☑☑ Cheat or You're Fired: A Behavioral Data Study of Person-Organization Ethical Fit | **J. Lamar Pierce**, Carnegie Mellon U.; **Jason Snyder**, Northwestern U.

☑☑☑ Economic Pressure and the Deterioration of Research Ethics | **Michael C. Nippa**, Freiberg U.

679 ☑: (Paper Session) - (OB) **Emotion in Organizations: Levels and Contagion Processes**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110B

Chair: **Aimee Dars Ellis**, Arizona State U.

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

→ Upward Emotional Contagion and Its Implications for Leader Mood and Performance | **Eugene Y. U. Tee**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

☑ Emotional Contagion and Its Influence on Transformational and Charismatic Leadership | **Marion Bussmann**, U. of Washington; **Christina Fong**, U. of Washington

☑ Teaching-oriented | ☑☑ Practice-oriented | → International-oriented | ☑☑ Theme-oriented | ☑ Research-oriented | ☑ Visual Presentation | ☑☑ Best Paper Proceedings

Level and Consensus of Positive and Negative Unit Affect: Multi-Level Effects on Employee Attachment | **Bernd Vogel**, U. of St. Gallen

☞ Anger in the Workplace: A Multi-Level Study of Individuals in 21 Branches of a Retail Organization | **Olivia Amanda O'Neill**, U. of Georgia; **David M. Dejoy**, U. of Georgia; **Mark G. Wilson**, U. of Georgia

680 🗨️📄JS: (OB, CM, GDO) **R-E-S-P-E-C-T, Find Out What it Means to OB**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103A

Organizers: **Matthew A. Cronin**, George Mason U.; **Katherine Elder**, George Mason U.; **Whitney E. Botsford**, George Mason U.
Discussant: **Denise M. Rousseau**, Carnegie Mellon U.

Respect and the Value of Interpersonal Ties | **Tom Tyler**, New York U.

The Attitude of Respect and its Consequences for Engagement | **Matthew A. Cronin**, George Mason U.

Unforgiven: When the Consequences of Interactional Injustice are Irreversible | **Robert Bies**, Georgetown U.

Differentiating Respect from Trust Through Construct Validation | **Whitney E. Botsford**, George Mason U.; **Katherine Elder**, George Mason U.

681 ➔📄SHCS: (OB, CM, IM) **Toward Conceptual Clarity and Empirical Rigor on Individualism and Collectivism Research**

10:40am - 12:00pm Pennsylvania Convention Center: Room 105B

Chair: **Ya-ru Chen**, Rutgers U.

Presenters: **Marilynn B. Brewer**, Ohio State U.; **Jennifer A. Chatman**, U. of California, Berkeley; **Christopher Earley**, National U. of Singapore; **John A Wagner**, Michigan State U.

682 🗨️📄JS: (OB, HR) **Doing Good by Going Above and Beyond: New Directions in Citizenship Research**

10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom B

Chair: **J. Craig Wallace**, Oklahoma State U.

Discussant: **Mark Gavin**, Oklahoma State U.

Homophily Versus the Contact Hypothesis in an Ethnically Diverse Workforce | **Wm. Matthew Bowler**, Oklahoma State U.

High Involvement Management Climate, Job Attitudes, and Organizational Citizenship Behaviors | **Bryan D. Edwards**, Auburn U.; **J. Craig Wallace**, Oklahoma State U.; **Brennan D. Cox**, Auburn U.; **Robert J. Vandenberg**, U. of Georgia

Linking Personality to Organizational Citizenship Behavior: The Moderating Effect of Empathy | **Donald H. Kluemper**, Louisiana State U.; **Shannon G. Taylor**, Louisiana State U.

Promoting Corporate Identity and the Importance of Management-Employee Relations and Attitudes | **Scott Mondore**, Maersk, Inc.; **J. Craig Wallace**, Oklahoma State U.

683 ➔🗨️📄JS: (OB, HR) **Good Relationships, Positive Outcomes: Attachment Theory, Trust, and Leadership at Work**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103B

Chair: **James Campbell Quick**, U. of Texas at Arlington

Discussant: **Yair Berson**, U. of Haifa

Attachment Theory in Adult Relationships: Research Evidence | **Janice R. Joplin**, Southern Illinois U., Edwardsville

Attachment at Work Questionnaire: Development of a Scale | **Michael Lance Frazier**, Oklahoma State U.; **Paul Johnson**, Oklahoma State U.; **Joel F. Bolton**, Oklahoma State U.

Attachment Styles and Interpersonal Trust at Work | **Laura McAndrews Little**, Oklahoma State U.; **Janaki Gooty**, Oklahoma State U.; **Debra L Nelson**, Oklahoma State U.

Attachment at Work: Influence on Leadership and Work Satisfaction in Human Resource Managers | **Tracey T. Manning**, U. of Maryland

684 🗨️📄JS: (OB, MOC) **Power, Certainty, and Ambivalence**

10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom A

Chair: **Nathanael Fast**, Stanford U.

Discussant: **Deborah Gruenfeld**, Stanford U.

Certain Emotions Have Power: Inferences of Power Based on Emotions Associated with Certainty | **Joe Magee**, New York U.

Power and Inflated Perceptions of Control Over Future Events | **Nathanael Fast**, Stanford U.; **Deborah Gruenfeld**, Stanford U.

Power and the Valuation of Outcomes | **M. Ena Inesi**, Stanford U.

The Ambivalent Motives of Social Power | **Jennifer L. Berdahl**, U. of Toronto; **Chen-Bo Zhong**, U. of Toronto

685 SHCS: (OB, MOC, OMT) **Identity Construction Outside and Across Organizations: The Role of Narratives and Occupations**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom C

Chair: **Jennifer Tosti**, New York U.

Discussant: **Stephen Barley**, Stanford U.

Forms and Functions of Narrative Identity in Work Life | **Herminia Ibarra**, INSEAD; **Roxana Barbulescu**, INSEAD

Independent Identity: Narrating Coherence and Flexibility Outside Organizations | **Ruth Blatt**, U. of Michigan; **Susan J. Ashford**, U. of Michigan

Touching the Void: Identity Construction in the Wake of Occupational Loss | **Jennifer Tosti**, New York U.

The Role of Occupations in Shaping Identity: A Comparative Analysis | **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, U. of Illinois, Urbana-Champaign

686 🗨️SHCS: (OB, OMT, CM) **Future Directions of Team Learning Research**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom A

Organizers: **Henrik Bresman**, INSEAD; **Aimee A. Kane**, New York U.

Discussant: **Linda Argote**, Carnegie Mellon U.

Team Learning from Membership Transfer | **Aimee A. Kane**, New York U.; **Maritza R. Salazar**, New York U.

National Diversity and Psychological Safety: Uneven Learning Effects in Multinational Teams? | **Mary Zellmer-Bruhn**, U. of Minnesota; **Kangyong Sun**, U. of Minnesota

Why Power Asymmetry Doesn't Always Stifle Team Learning | **Simon B. de Jong**, U. of Groningen; **Gerben S. Van Der Vegt**, U. of Groningen; **Eric Molleman**, U. of Groningen; **J. Stuart Bunderson**, Washington U.

A Multi-Level Model of Team Capabilities for Knowledge Work | **Martine Haas**, Wharton School, U. of Pennsylvania

Mapping Learning Strategies to Innovation Types in Teams | **Henrik Bresman**, INSEAD; **Amy C. Edmondson**, Harvard U.

687 📄: (Paper Session) - (OCIS) **Collaboration and Interdependence**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom J

Chair: **Youngjin Yoo**, Temple U.

Discussant: **Mike Gallivan**, Georgia State U.

🔗 Collaborative Technology Support for Integrating and Applying Knowledge in Virtual Contexts | **Dave Yates**, U. of Southern California

➔ 📄 Delineating Collaboration Intensity Dimensions in ICT Enabled Project Teams | **Angeliki Poulymenakou**, Athens U. of Economics and Business

📄 Conceptualizing and Understanding Technology Interdependence in Knowledge Work | **Diane E Bailey**, Stanford U.; **Paul Leonardi**, Stanford U.; **Jan N. Chong**, Stanford U.

📄 A Dynamic View IT & Interorganizational Knowledge Creation Practices across Object Worlds | **Nicholas Berente**, Case Western Reserve U.; **Ryan Baxter**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.

688 📄: (Paper Session) - (OCIS) **Software Development -- Team and Community Attributes**

10:40am - 12:00pm Philadelphia Marriott: Room 307

Chair: **Dianne P. Ford**, Memorial U. of Newfoundland

Discussant: **Mark Mortensen**, Massachusetts Institute of Technology

🔗 Relationships between Software Team Flexibility, Autonomy, Diversity, and Project Performance | **Gwanhoo Lee**, American U.; **Weidong Xia**, U. of Minnesota

OCIS Division Best Paper Award - Finalist

🗣️ Team-level Antecedents of Individual Improvisation in Information Systems Development Projects | **Massimo Magni**, Bocconi U.; **Bernardino Provera**, Bocconi U.; **Luigi Proserpio**, Bocconi U.

📄 Self Determination, Founders, and Project Characteristics as Motivators in Open Source Software | **Kaushik Ghosh**, U. of Mississippi; **Anthony P. Ammeter**, U. of Mississippi; **Jennifer L. Ziegelmayer**, Delta State U.

📄 Embedded Trust in Open Source Software Development Communities | **Ning Nan**, U. of Oklahoma; **Sanjeev Kumar**, U. of Michigan, Ann Arbor; **Li Wang**, U. of Michigan, Ann Arbor

689 : (Paper Session) - (ODC) **Socialization, Learning, and Forgetting in Organizations**

10:40am - 12:00pm Loews Philadelphia: Commonwealth C

Discussant: **Miguel G Guilarte**, Fielding Graduate Institute

📄 Organizational Forgetting And Its Causes | **Vicenç Fernandez**, Technical U. of Catalonia; **Albert Sune**, Technical U. of Catalonia

📄 Forgetting Curves: Three Case Studies | **Albert Sune**, Technical U. of Catalonia; **Luis Lopez**, INCAE

🔗 Haunted by the Past: Effects of Poor Change Management History on Employee Attitudes and Turnover | **Prashant Bordia**, U. of South Australia; **Simon Lloyd D. Restubog**, U. of Queensland; **Nerina L. Jimmieson**, U. of Queensland; **Bernd Erhard Irmer**, Queensland U. of Technology

Winner of ODC Division Best Paper

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

690 : (Paper Session) - (ODC) **Leadership, Time, and Depth of Change**

10:40am - 12:00pm Loews Philadelphia: Congress C

Chair: **Henry Allan Hornstein**, CGI/Hornstein Teamworks Inc/Norwich U.

🔗 The Role of Affect and Leadership during Radical Organizational Change | **Myeong-Gu Seo**, U. of Maryland; **M. Susan Taylor**, U. of Maryland; **N. Sharon Hill**, U. of Maryland

📄 Exploring the Speed of Strategic Change Propagation Within Large Organizations | **Alain Vas**, Catholic U. of Louvain

📄 Banking Deregulation, Punctuated Equilibrium, and Early-Mover Advantage | **Tim Swift**, Temple U.; **Donald Hopkins**, Temple U.

➔ 📄 Temporal Structuring: How Can Corporate Level Managers Increase Divestiture Implementation Speed? | **Matthias F. Brauer**, U. of St. Gallen

691 👁️: (Paper Session) - (ODC) **Organizational Culture and Performance**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - ODC 1

Presented on Panels 57-63

👁️ Genesis of the Institutional Entrepreneur's Discourse |

➔ 👁️🗣️ Meetings in Organizations: Do They Contribute to Stakeholder Value and Personal Meaning? | **Ib Ravn**, Learning Lab Denmark

👁️🗣️ Unstructured Contexts in Top Management Teams | **Peter Anthony Murray**, Macquarie U., Sydney; **Jawad Syed**, Macquarie U., Sydney

👁️🗣️ From Situated Practice to Informed Theory: Learning Cycles and Enabling Structures | **Randal Ford**, Spartanburg Healthcare System

👁️🗣️ Why the Psychological Contract is Important for Knowledge Management and Innovation Strategists | **Deborah Blackman**, U. of Canberra; **Diane Phillips**, Australian International Hotel School

👁️🗣️ Working Together Well: Understanding Faculty-Administrator Relationships | **Hui-Min Kuo**, Rutgers U.

👁️🗣️ Intrinsic Motivation and the Development of the Firm | **Hagen Worch**, Eawag - Swiss Federal Institute of Aquatic Science and Technology

692 🗣️🗣️📄 JS: (ODC, MC) **20 Years of Appreciative Inquiry: The Best of the Past, Present, and Future**

10:40am - 12:00pm Loews Philadelphia: Commonwealth D

Organizer: **James D Ludema**, Benedictine U.

20 Years of AI Research: What We Know and What We Need to Learn | **James D Ludema**, Benedictine U.

Transformational, Incremental, and Not Much Change at All: Moderators of the Outcomes of AI | **Gervase R Bushe**, Simon Fraser U.

Appreciative Inquiry to Appreciative Intelligence: Reframing to Enhance Positive Intelligence | **Tojo Thatchenkery**, George Mason U.

Generative Inquiry vs. Positivity in Appreciative Inquiry | **Ronald Fry**, Case Western Reserve U.

Business as an Agent of World Benefit: An Indra's Net for Learning about Global Learning | **David L Cooperrider**, Case Western Reserve U.

MONDAY

693 📄📄: (Paper Session) - (OM) **Supply Chains****International**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OM 1

Presented on Panels 64-67

- 📄📄 Control as a Key Success Factor in Supply Chain Alliances | **Bjorn Claes**, Instituto de Empresa Business School; **Oksana Koryak**, Instituto de Empresa Business School; **Angel Diaz**, Instituto de Empresa Business School
- 📄➔📄 Understanding Chinese Supply Chain Management Practices | **Daewoo Park**, Xavier U.; **Hema A Krishnan**, Xavier U.
- ➔📄 Global Supply Headquarters-Subsidiary Control Systems and Their Key Drivers | **Julio Maria Loppacher**, Austral U.; **Raffaella Cagliano**, Politecnico di Milano; **Gianluca Spina**, Politecnico di Milano
- 📄📄 The Effect of Electronic Service Recovery on Satisfaction, Loyalty and Positive Word-of-Mouth | **Michael Abebe**, Southern Illinois U.; **Daisy Wang**, Southern Illinois U.

694 📄📄: (Paper Session) - (OM) **Strategy, Corporate Culture & OM**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OM 2

Presented on Panels 68-72

- 📄📄 Corporate Culture and Financial Performance: an Empirical Test of a UK Retailer. | **Simon Booth**, Reading U.; **Kristian J. Hamer**, U. of Reading
- 📄📄 Antecedents of Vertical Integration Decisions in Remanufacturing | **Pinar Martin**, Bocconi U.; **Daniel Guide**, Pennsylvania State U.
- 📄📄 The Advancement of R&D Decision-Making towards Strategic Consistency | **Ziqi Liao**, Hong Kong Baptist U.
- ➔📄 Strategic Consensus: Evidence from a Developing Nation | **Ravi Kathuria**, Chapman U.; **Stephen J Porth**, St. Joseph's U.

695 📄JS: (OM, TIM) **A Panel Symposium: Facilitating Communication between Editors and Authors**

10:40am - 12:00pm Philadelphia Marriott: Franklin 13

Organizer: **Hale Kaynak**, U. of Texas, Pan American

Presenters: **Andrew Taylor**, Bradford U.; **Margaret Webster**, Bradford School of Management; **Ken Boyer**, Michigan State U.; **Morgan Swink**, Michigan State U.; **Aleda V. Roth**, Clemson U.; **Vicki Smith-Daniels**, Arizona State U.; **Barbara B. Flynn**, Indiana U.; **Steven Armstrong**, U. of Hull; **Hale Kaynak**, U. of Texas, Pan American

Participant: **Kalyan Singhal**, U. of Baltimore**696** 📄: (Paper Session) - (OMT) **Industry Dynamics and Organizational Evolution: Alternative Theories and Empirical Evidence**

10:40am - 12:00pm Philadelphia Marriott: Franklin 6

Chair: **Y Sekou Bermess**, Northwestern U.

- ➔ Fashioning an Industry: The Evolution of an Established Industry in a New Geographic Region | **Mukti V Khaire**, Harvard U.
- 📄 Determinants of Decor in Italian Restaurants in Manhattan | **Noushi Rahman**, Pace U.; **Irem Aktas**, Pace U.

- 📄 Aging and the Variability of a Firm's Sales Growth: Evolution in a High-Velocity Industry | **Andrew D Henderson**, U. of Texas, Austin; **Bruce C. Rudy**, U. of Texas at Austin
- 📄 Competition Uncorked: Entrepreneurial Dynamics in the Deregulated Alberta Liquor Retailing Industry | **Glen Dowell**, Cornell University; **Robert J David**, McGill U.

697 📄📄📄: (OMT) **Bringing the M Back into OMT: Theory and Research on Management, Managers, and Managing**

10:40am - 12:00pm Philadelphia Marriott: Franklin 7

Chair: **William Ocasio**, Northwestern U.

Presenters: **Michael L. Tushman**, Harvard U.; **Andrew M Pettigrew**, U. of Bath; **Kathleen M. Eisenhardt**, Stanford U; **Jane E. Dutton**, U. of Michigan, Ann Arbor

698 📄: (Paper Session) - (OMT) **The Role of Professions in Organizations and Institutions**

10:40am - 12:00pm Philadelphia Marriott: Room 401

Chair: **Gina Dokko**, New York U.

- ➔📄 Business and Network Positioning in Professional Service Firms | **Graham M Winch**, Manchester U.
- Professions and Hierarchies: Organizational Control, Accountability & Variation in Medical Work | **Amit Nigam**, U. Toronto
- ➔📄 Ideological Struggle and New Field Formation: Industrial Design as a Professional Genre | **Antti Ainamo**, Turku U.
- 📄📄 Organizational Response to Exogenous Environmental Shocks: The Role of Professional Associations | **Bernard Joseph Schumacher**, Pace U.; **Linda M Sama**, Pace U.

699 📄: (Paper Session) - (OMT) **Strategic Adaptation and Dynamic Capabilities**

10:40am - 12:00pm Philadelphia Marriott: Room 402

Chair: **Jack A Nickerson**, Washington U.

- ➔📄 The Dynamics of a Variably Coupled System: The Case of the Compagnons du Devoir | **Birgit Kleymann**, Catholic U. of Lille; **Hedley Malloch**, Catholic U. of Lille; **Tom Redman**, U. of Durham; **Jacques Angot**, Catholic U. of Lille
- Knowledge Protection: Responding to External Threats to the Organization | **Abiola O. Fanimokun**, Florida Atlantic U.; **Peggy A Golden**, Florida Atlantic U.
- 📄 The Formation of Dynamic Capabilities | **Andrew Hess**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology
- Dynamics of Organizational Capabilities and Firm Adaptation | **Hazhir Rahmandad**, Virginia Polytechnic Institute

700 📄: (Paper Session) - (OMT) **In the Boardroom: New Theories, New Observations**

10:40am - 12:00pm Philadelphia Marriott: Room 403

Chair: **Hyosun Kim**, Chung Ang U.

- 📄 Around the Boardroom Table: A Study of Interaction Patterns on Boards of Directors | **Katharina Pick**, Harvard U.; **Jay Lorsch**, Harvard U.
- 📄 Board Deviance: Why Directors Fail to Conform? | **Gokhan Turgut**, HEC Montreal; **Taieb Hafsi**, HEC Montreal
- 📄 Corporate Governance as a Shared Mental Model of the Board | **Bongjin Kim**, U. of Texas, San Antonio; **Mark M.**

Suazo, U. of Texas, San Antonio; **Michael Burns**, U. of Texas at San Antonio

A Knowledge Based Perspective on Board of Directors' Effectiveness | **Alan E. Ellstrand**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

701 📄: (Paper Session) - (OMT) **Legitimation in Organizations and Fields**

10:40am - 12:00pm Philadelphia Marriott: Room 404

Chair: **Martin Hughes**, Indiana U. of Pennsylvania

Crossing the Legitimacy Threshold: Entrepreneurial Identity Claims in Satellite Radio, 1997-2005 | **Chad Navis**, Emory U.; **Mary Ann Glynn**, Boston College

🗣️📄 Gathering for Good: The Legitimacy-Building Role of Social Movement Tactics in CSR Initiatives | **Laura Singleton**, Boston College

➔🗣️📄 How do Outsider Styles Become Legitimated? A dialogue between Bossa Nova musicians and Jazz critics | **Charles Kirschbaum**, Centro U. da FEI

Institutional Endorsement and Technological Innovation: The Introduction of New Pharmaceutical Drugs | **Francisco Polidoro**, U. of Texas at Austin

702 👁️: (Paper Session) - (OMT) **Organizational Forms and Structure**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 11-16

➔🗣️📄 When Williamson meets Penrose: Strategizing Precedes Economizing in Determining Firm-boundaries | **Sonya Wen**, National Taiwan U.

➔🗣️📄 The international scope of organizational ecology | **Sylvie Cellard**, EM LYON

🗣️📄 On the Evolution of Heterarchical Organization: Evidence from the Field of Business Incubation | **Anne Bøllingtoft**, Aarhus School of Business; **John P Ulhoi**, Aarhus School of Business

🗣️📄 An Information Processing Model of Organizational Control: A Computational Study | **Chris Paul Long**, Washington U.; **Sim B. Sitkin**, Duke U.; **Laura B. Cardinal**, Tulane U.; **Richard M Burton**, Duke U.

➔🗣️📄 Categorizations of Organizations | **Henri Schildt**, Imperial College of Science, Technology and Medicine

🗣️📄 Relational and Object Categories of Uncertainty: The Impact on Exchange Logic Selection | **Tony Francolini**, U. of Western Ontario; **David W Loree**, U. of Western Ontario

703 👁️: (Paper Session) - (OMT) **Social Networks and Embeddedness**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - OMT 2

Presented on Panels 77-80

🗣️📄 Tertius activity and sense-making in crisis | **Antti Kullervo Sillanpää**, Helsinki U. of Technology; **Juha-Antti Lamberg**, Helsinki U. of Technology; **Lasse Laaksonen**, Finnish National Defence College

🗣️📄 A Novel Development of Social Network Constructs in an Organizational Context | **Eric Quintane**, U. of Melbourne; **Stewart Johnston**, U. of Melbourne

🗣️📄 Reflexive Embedding in Projects, Networks and Fields: Towards an Organizational Theory of Embedding | **Stephan Manning**, Duke U.

🗣️📄 Shooting in Darkness At a Moving Target: Resolving Two Decades of Tension in Network Theory | **Amir Sasson**, U. College Dublin, Ireland

704 📄SHCS: (OMT, OB, MOC) **Screams, SWAT Teams, and States of Emergency: Understanding Organizational Surprise**

10:40am - 12:00pm Pennsylvania Convention Center: Room 108B

Chairs: **Beth Bechky**, U. of California, Davis; **Daniel A. Gruber**, U. of Michigan

Discussant: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor
"Aha" and "Oops": The Role of Surprise in Updating | **Marlys K. Christianson**, U. of Michigan, Ann Arbor

Expecting the Unexpected: Surprise and Organizational Bricolage | **Beth Bechky**, U. of California, Davis; **Gerardo Okhuysen**, U. of Utah

Surprising Resilience: Unexpected Collapse and Revival | **Quintus Jett**, Dartmouth College

Tuning Into Surprise | **Daniel A. Gruber**, U. of Michigan

705 📄JS: (OMT, ODC, CMS) **Giddens and Structuration Theory: Challenges and Opportunities**

10:40am - 12:00pm Philadelphia Marriott: Franklin 5

Organizer: **Kelly Thomson**, York U.

Speakers: **Martha S. Feldman**, U. of California, Irvine; **Mary Jo Hatch**, U. of Virginia; **Loizos Th. Heracleous**, U. of Warwick; **Wanda J Orlikowski**, Massachusetts Institute of Technology

706 ➔🗣️📄JS: (ONE, SIM, IM) **Global Business and Climate Change Policies**

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C2

Chair: **Ans Kolk**, U. of Amsterdam

Discussants: **Alain C. Verbeke**, U. of Calgary; **Jennifer J Griffin**, George Washington U.

Business Strategies and Climate Change: Recent trends in North America | **David Levy**, U. of Massachusetts, Boston
Strategically Managing Europe's institutional constraints on climate change | **Jonatan Pinkse**, U. of Amsterdam

Responses to climate change in Australia's electricity supply industry | **Nardia Haigh**, U. of Queensland

707 🗣️📄: (Paper Session) - (PNP) **Social Movements, Trends and Creating Value through Organization**

10:40am - 12:00pm Loews Philadelphia: Howe

Chair: **Greg Bell**, U. of Texas at Arlington

Discussant: **Neil M. Boyd**, Lycoming College

➔🗣️📄 Bricolage and Social Value Creation in Resource Scarce Environments | **MariaLaura Di Domenico**, U. of Cambridge; **Paul Tracey**, Warwick U.; **Helen Haugh**, U. of Cambridge

➔🗣️📄 Determinants of Problem-Solving Effectiveness of Homeowners' Associations in Urban China | **Feng Wang**, U. of Southern California

🗣️📄 Leading Networks: Managing the Unity/Diversity Paradox: Cases From The U.S. Immigration Sector | **Angel Saz-Carranza**, New York U.; **Sonia Ospina**, New York U.

→ 📄 The Impact of a Social Movement Organization's Legitimacy in Achieving Social Change | **Graham John Dover**, Simon Fraser U.

708 📄 → 🗣️: (PNP) **Provocative Directions for Future Research in Public and Nonprofit Management**

10:40am - 12:00pm Loews Philadelphia: Lescaze

Panel on Future Directions for Research and Theory in Public and Nonprofit Management | **James L. Perry**, Indiana U.; **Steven Kelman**, Harvard U.; **Emanuele Vendramini**, Catholic U. and SDA Bocconi School of Management; **Mary Tschirhart**, Syracuse U.; **Richard Mark Walker**, U. of Hong Kong

709 👁️: (Paper Session) - (PNP) **Public-Private Sector Interactions**

10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - PNP Presented on Panels 73-76

Discussant: **Laurie E. Paarlberg**, San Francisco State U.

🗣️ 📄 Delegation and Outcomes in Cross-Sector Partnerships: The Case of Service Learning Partnerships | **Silvia Dorado**, U. of Rhode Island; **Theodora Welch**, U. of Massachusetts, Boston; **Dwight E. Giles**, U. of Massachusetts, Boston

👁️ 📄 Government Funding and Environment NGOs in Post-Democratization Korea | **Chang Bum Ju**, U. of Southern California

👁️ 📄 Contractual Relationships as a Substitute for Hierarchy in Health and Human Services | **Kun Huang**, New Mexico State U

→ 👁️ 📄 Public-Private Cooperation in New Product Development Networks: Logics, Agency and Structure | **Daniel Uiterwijk**, Netherlands Defence Academy; **Joan Ivar Kappert**, Netherlands Defence Academy; **Paul C Van Fenema**, Netherlands Defense Academy

710 → 🗣️ JS: (RM, MED, OMT) **Quality in Qualitative Research: A Political Rather than a Technical Issue?**

10:40am - 12:00pm Philadelphia Marriott: Franklin 8

Organizer: **Karen D Locke**, College of William and Mary

Moderator: **Karen Golden-Biddle**, U. of Alberta

Discussants: **John Matthew Amis**, U. of Memphis; **Jacqueline**

Fendt, ESCP-EAP; **Henri Savall**, ISEOR, U. of Lyon 3

Coordinator: **Mark Easterby-Smith**, Lancaster U.

711 🗣️ 📄: (Paper Session) - (SIM) **Leadership, Ethics, and Corporate Social Responsibility**

10:40am - 12:00pm Loews Philadelphia: Washington A

Facilitator: **Bradley R. Agle**, U. of Pittsburgh

📄 A Small Business Leader's Perception on CSR and Business Ethical Concepts | **Yves Charles Fassin**, Ghent U.; **Annick Hortense**, **Dominique Van Rossem**, Hogeschool Gent

🗣️ Creating Mutual Benefit: Factors that Impact an Individual's Moral Imagination | **Lindsey Godwin**, Case Western Reserve U.

🗣️ 📄 In Search of Ethical Leadership: Revisiting the Perceived Leader Integrity Scale | **Stephen Carlson**, Piedmont College

Beyond Compliance: Linking Leadership and Corporate Social Responsibility | **Erica Steckler**, Boston College

712 📄: (Paper Session) - (SIM) **Social Reporting and Disclosure**

10:40am - 12:00pm Loews Philadelphia: Washington B

Facilitator: **Ted London**, U. of Michigan

→ 🗣️ 📄 A Critical Perspective on Social Accounting: The Case of the "Global Eight" | **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Andreas Rasche**, Helmut Schmidt U.; **Michael Behnam**, Suffolk U.; **Ingo Schedel**, U. of Erlangen, Nuremberg

🗣️ 📄 An Analysis Of The Relationship Between Corporate Social Performance And Corporate Disclosure | **Cedric Dawkins**, California State Polytechnic U. - Pomona; **John Fraas**, Ashland U.

📄 Corporate Social Responsibility Reporting in South Africa: A Description and Comparative Analysis | **Cedric Dawkins**, California State Polytechnic U. - Pomona; **Faith Wambura Ngunjiri**, Yale U.

→ 🗣️ 📄 Accounting Standards, Culture and Project GLOBE: Doing Well By Doing Good Accounting | **Paul G Wilhelm**, Kentucky State U.; **Jana Price Wilhelm**, Kentucky State U.

713 📄 SHCS: (SIM, OB, CM) **Theoretical Advances and New Construct Developments in Ethical Decision-Making**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom B

Chairs: **Marie S. Mitchell**, U. of Nebraska, Lincoln; **Noel F. Palmer**, U. of Nebraska

Discussant: **Gary R. Weaver**, U. of Delaware

Participants: **Scott J. Reynolds**, U. of Washington; **Kristin L. Scott**, U. of Kentucky; **Michelle K. Duffy**, U. of Minnesota; **Marie S. Mitchell**, U. of Nebraska, Lincoln; **Noel F. Palmer**, U. of Nebraska; **Marshall Schminke**, U. of Central Florida; **David Mayer**, U. of Central Florida; **Debra L. Shapiro**, U. of Maryland; **Patricia J. Harned**, Ethics Resource Center; **Elizabeth Eve Umphress**, Texas A&M U.; **John B. Bingham**, Brigham Young U.

714 📄: (TIM) **Federal Funding for Organizational and Management Research**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom K

Moderator: **Michael I. Harrison**, Agency for Healthcare Research and Quality

Participants: **David Chambers**, National Institute of Mental Health; **Jacqueline Meszaros**, National Science Foundation; **Thomas F Hilton**, National Institute on Drug Abuse; **Terri Griffith**, Santa Clara U.; **Gregory Aarons**, U. of California, San Diego

715 📄: (Paper Session) - (TIM) **Technological Search: Exploitation and Exploration**

10:40am - 12:00pm Philadelphia Marriott: Room 303

Chair: **A D Amar**, Seton Hall U.

Discussant: **Elisa Alvarez-Garrido**, Wharton School

📄 Balancing Innovation, Attention-to-detail and Outcome-orientation to Enhance Innovative Performance | **Ella Miron-Spektor**, Carnegie Mellon U.; **Eitan Naveh**, Technion-Israel Institute of Technology

TIM Division Best Student Paper Award Finalist

📄 Multilevel Integration of Exploration Units : Beyond the Ambidextrous Organization | **Florence Charue-Duboc**, Ecole polytechnique & CNRS; **François Fourcade**, ESCP-EAP; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique
Stephan Schrader Best Paper Award Finalist

📄 Team Diversity and Exploratory Search: The Moderating Impact of R&D Context | **Daniel Tzabbar**, U. of Central Florida; **Robert L. Porter**, U. of Central Florida; **Mitrabaran Sarkar**, U. of Central Florida

📄 Relative Technological Discontinuities: Insights from the Identification of Innovation Regime Shifts | **Miguel Angel Campo-Rembado**, Dartmouth College; **Alva Taylor**, Dartmouth College

716 : (Paper Session) - (TIM) Special Topics on Innovation

10:40am - 12:00pm Philadelphia Marriott: Room 304

Chair: **Anna Canato**, Bocconi U.

Discussant: **Ravikant Avva**, Columbia U.

👉 Can Sellers Create Extra Profit in Information Asymmetry Environment in Online Market? | **Shanhui Wang**, graduated student

📄 Strategic Technology Planning for Taiwan Semiconductor Foundry Industry | **Hongyi Chen**, Portland State U.; **Jonathan C. Ho**, Yuan Ze U.; **Dundar F. Kocaoglu**, Portland State U.

📄 Product, Process, and Service: A New Industry Lifecycle Model | **Michael Cusumano**, MIT Sloan School of Management; **Fernando Suarez**, Boston U.; **Steve Kahl**, Massachusetts Institute of Technology

👉 📄 Wearing a Red Hat "C The Impact of Activist Industrial Policy on Software Development in China | **Li Li**, Harvard U

717 📄 : (Paper Session) - (TIM) Organizational Attributes and New Product Development

10:40am - 12:00pm Philadelphia Marriott: Room 305

Chair: **George S. Vozikis**, California State U. Fresno

Discussant: **Surendra Khambete**, Case Western Reserve U.

📄 The Effect of Alignment of Product Architecture and Organization Structure on Product Performance | **Jin-Kyu Park**, Florida International U.; **Sebastian Fixson**, MIT Sloan School of Management

👉 Source-Recipient Knowledge Complementarity: A Framework of Design Absorption Process in NPD | **Celine Abecassis-Moedas**, U. Catolica Portuguesa; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique

👉 📄 Organizing Open Innovation: the Role of Competences, Modularity, and Performance Integration | **Markus C. Becker**, U. of Southern Denmark; **Francesco Zirpoli**, U. of Salerno

👉 Management of Clinical Trials Sites | **Darren Zinner**, MGH Institute for Health Policy

718 📄👉🗣️📄 JS: (TIM, BPS, OMT) Open Source Corporate Strategy: Reaching Outside the Firm's Boundaries to Tap upon Global Talent

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom L

Chairs: **Juan Andrei Villarroel**, Ecole Polytechnique Fédérale de Lausanne; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

Participants: **Paul A David**, Stanford U. / Oxford U.; **David Hsu**, Wharton School; **Lars Bo Jeppesen**, Copenhagen Business School; **Karim R. Lakhani**, Harvard U.

Monday 12:00PM

719 : (ICW) Journal of Organizational Behavior Luncheon

📄 Teaching-oriented | 🗣️ Practice-oriented | 👉 International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

12:00pm - 2:00pm Philadelphia Marriott: Grand Ballroom G

Organizer: **Neal M. Ashkanasy**, U. of Queensland

720 : (MED) MED Past Division Chairs' Luncheon and NAME Speaker

12:00pm - 2:00pm Philadelphia Marriott: Grand Ballroom E

Professor Kiyoshi Miyashita of Tokyo Metropolitan University will speak about Japan's Public Qualification for White-Collar Workers.
Organizers: **James A F Stoner**, Fordham U.; **Alvin Hwang**, Pace U.

Hosts: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Laurie Milton**, U. of Calgary/U. of Western Ontario

Monday 12:20PM

721 📄👉🗣️📄 : (AAS) Understanding How to Do Well by Doing Good: Theory and Evidence from the "Response" Project

12:20pm - 2:10pm Philadelphia Marriott: Liberty Ballroom A

Organizer: **Maurizio Zollo**, INSEAD and Bocconi U.

Discussant: **Thomas W Dunfee**, Wharton School

The Cultural Roots of Corporate Responsibility | **Dimo Ringov**, INSEAD; **Maurizio Zollo**, INSEAD and Bocconi U.; **Susan C Schneider**, HEC U. of Geneva

What Drives a Shared Understanding of Corporate Social Responsibility? When National Culture and Corporate Culture Meet | **Kai N. Hockerts**, Copenhagen Business School; **Peter Neergaard**, Copenhagen Business School; **Esben rahbek Pedersen**, Copenhagen Business School

The Intra-Organizational Institutionalization of CSR | **Donal Crilly**, INSEAD

Leadership and Organizational Commitment to CSR: Dialectics and the Prioritization of Stakeholders | **Pamela Sloan**, HEC Montreal

Understanding Managers' Responsible Behavior: The Role of Personal Values, Emotional Traits and Cognition | **Susan C Schneider**, HEC U. of Geneva; **Maurizio Zollo**, INSEAD and Bocconi U.; **Mario Minoja**, Bocconi U.

722 : (AAS) Doing Well by Doing Good Across Cultures: A Global Perspective on Career Success

12:20pm - 2:10pm Philadelphia Marriott: Liberty Ballroom B

Chairs: **Jon P. Briscoe**, Northern Illinois U.; **Wolfgang Mayrhofer**, WirtschaftsU. Wien

Do I Look as if I Care? Doing Well in Careers of Three Professional Groups in Austria – a Qualitative Study | **Katharina Chudzikowski**, WirtschaftsU. Wien; **Barbara Demel**, WirtschaftsU. Wien; **Wolfgang Mayrhofer**, WirtschaftsU. Wien

The Evolution of Career Success: Doing Well in China | **Yan Shen**, Boston U.; **Douglas T. Hall**, Boston U.; **Zhangfeng Fei**, Donghua U.

Doing Well by Doing Good in Personal Careers: Career Success in Costa Rica | **Enrique Ogliastri**, INCAE; **Karina Caballero**, INCAE; **Carlos Rodriguez**, INCAE; **Christian Sabando**, INCAE

Change and Continuity in Career Success in Japan | **Mami Taniguchi**, Waseda U.

Career Success from a Malaysian Perspective: Doing Well by Doing Good | **Rohayu Abdul-Ghani**, U. Kebangsaan Malaysia; **June M. L. Poon**, U. Kebangsaan Malaysia; **Fauziah Noordin**,

U. Teknologi MARA; **Jon P. Briscoe**, Northern Illinois U.; **Eric A. Jones**, Northern Illinois U.

To Feel Successful in One's Career by Doing Good: Career Success in Spain | **Mireia Las Heras**, Boston U.; **Jelena Zikic**, York U.

Doing Well and Doing Good: Equations for Career Success in the United States | **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Mireia Las Heras**, Boston U.; **Julie Unite**, Northern Illinois U.

723 : (AAS) Work, Family and National Health

12:20pm - 2:10pm Philadelphia Marriott: Liberty Ballroom C

Organizers: **Ellen Ernst Kossek**, Michigan State U.; **Ryan Petty**, Michigan State U.

Introduction: **Rosalind Berkowitz King**, National Institute of Child Health & Human Development

Facilitators: **Ellen Ernst Kossek**, Michigan State U.; **Ryan Petty**, Michigan State U.

Discussant: **Mary Durham**, Kaiser Permanente

The U.S. National Institutes of Health's Work Family and Health Network: Vision, Goals and Future Directions | **Rosalind Berkowitz King**, National Institute of Child Health & Human Development

Doing Well By Doing Good? The Effects Of Schedule Control on The Health And Effectiveness Of Employees, Families, and Organizations | **Erin Kelly**, U. of Minnesota; **Phyllis Moen**, U. of Minnesota

Evaluating the Employer, Employee and Family Health Benefits of Supervisor Behaviors to Support Work-life Demands of Grocery Workers: A Multi-Level View | **Ellen Ernst Kossek**, Michigan State U.; **Leslie B. Hammer**, Portland State U.; **Ryan Petty**, Michigan State U.

The Penn State Hotel Initiative: An Interdisciplinary, Multi-Method Investigation Of Work, Family, And Health In The Hotel Industry | **David Almeida**, Pennsylvania State U.; **John W. O'Neill**, Pennsylvania State U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **Laura Cousino Klein**, Pennsylvania State U.; **Amy Snead**, Pennsylvania State U.; **Ann Crouter**, Pennsylvania State U.

The Health Impact of Work-Family Demands Among Low Wage Workers in the Long Term Care Industry | **Cassandra Okechukwu**, Harvard U.; **Lisa Berkman**, Harvard U.; **Elizabeth Barbeau**, Dana Farber Cancer Institute; **Rosalind Chait Barnett**, Brandeis U.; **Glorian Sorensen**, Dana Farber Cancer Institute

724 : (AAS) Doing Better at Doing Good: Broadening the Base of the Pyramid

12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom B

Organizers: **Oana Branzei**, U. of Western Ontario; **Kasturi Rangan**, Harvard U.

Moderators: **Sandra Waddock**, Boston College; **David Wheeler**, Dalhousie U.; **Martin Hall**, U. of Cape Town

Participants: **George Kell**, United Nations Global Compact; **Hany Assad**, International Finance Corporation; **Jane Nelson**, Harvard U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Stuart Hart**, Cornell U.; **Aneel Karnani**, U. of Michigan, Ann Arbor

725 : (AAS) Promoting General Welfare Through a Better Theory of the Firm: Building Superior Stakeholder Theory

12:20pm - 2:10pm Pennsylvania Convention Center: Room 108A

Organizer: **Bradley R. Agle**, U. of Pittsburgh

Participants: **Thomas J. Donaldson**, U. of Pennsylvania; **Robert Edward Freeman**, U. of Virginia; **Ronald K. Mitchell**, Texas Tech U.; **Donna J Wood**, U. of Northern Iowa; **Michael C. Jensen**, Harvard U.

726 📖📺📱: (BPS) The Art & Design of Strategy - Going Beyond Science in the Practice of Management,

12:20pm - 2:10pm Philadelphia Marriott: Franklin 1

Organizer: **dt ogilvie**, Rutgers U.

Discussant: **Henry Mintzberg**, McGill U.

Presenters: **Frances H Fabian**, U. of North Carolina, Charlotte; **Cynthia Wagner Weick**, U. of the Pacific, and SRI International; **Robert D Austin**, Harvard U.

727 : (Paper Session) - (BPS) Dynamic Capabilities and Weaknesses

12:20pm - 2:10pm Philadelphia Marriott: Franklin 10

Chair: **Diana L. Day**, Rutgers U.

Discussant: **Douglas J. Miller**, U. of Illinois at Urbana-Champaign

📺Bringing Back Weakness: Exploring How Capability Strengths & Weaknesses Affect Firm Performance | **David G. Sirmon**, Texas A&M U.; **Michael A. Hitt**, Texas A&M U.; **Jean-Luc Arregle**, EDHEC Business School

📺Navigating the Landscape: The Mediating Role of Innovation in Strategic Planning Capabilities | **Clay Dibrell**, Oregon State U.; **Justin B Craig**, Bond U. Australia; **Donald O. Neubaum**, Oregon State U.

📺Alliance Activity as a Dynamic Capability: Search and Internalization of External Technology | **Jaideep Anand**, Ohio State U.; **Raffaele Oriani**, Luiss Guido Carli U.; **Roberto Vassolo**, IAE Business School - U. Austral

📺📺📺➔📺Wealth, Profit or Sustainable Advantage: Which should be Dependent Variable of Strategy? | **Michael G. Jacobides**, London Business School; **Sidney G. Winter**, U. of Pennsylvania; **Stefan M. Kassberger**, U. of Ulm

728 : (Paper Session) - (BPS) International Strategy, M&A's and Networks

12:20pm - 2:10pm Philadelphia Marriott: Franklin 9

Chair: **Rebecca Reuber**, U. of Toronto

Discussant: **Akbar Zaheer**, U. of Minnesota

📺📺Acquisition vs. Internal Development as Entry Modes for New Business Development | **Gwendolyn Kuo-fang Lee**, U. of Florida; **Marvin B Lieberman**, U. of California, Los Angeles

📺Behind Mergers and Acquisitions: Alliance Network Embeddedness and Learning Approaches | **Haibin Yang**, City U. of Hong Kong; **Zhiang (John) Lin**, U. of Texas, Dallas

➔📺Imitation under Uncertainty: Venture Capital Investments in New Geographic Markets, 1986-2003 | **Pek-hooi Soh**, National U. of Singapore; **Jane Lu**, Singapore Management U.

➔📺Ownership Structure and International Diversification: Principal-Principal Agency Problems | **Heechun Kim**, Arizona State U.; **Robert E. Hoskisson**, Arizona State U.

729 : (Paper Session) - (BPS) Industry Analysis: Economic Geography / Clusters

12:20pm - 2:10pm Philadelphia Marriott: Room 406

Chair: **April Franco**, U. of Iowa

Discussant: **Shane Greenstein**, Northwestern U.

- 📄 Agglomeration Effects and Pricing Response to Entry | **Brian T. McCann**, Purdue U.; **Govert Vroom**, Purdue U.
- 📄 Noncompetes and Inventor Mobility: Specialists, Stars, and the Michigan Experiment | **Matt Marx**, Harvard U.; **Lee Fleming**, Harvard U.; **Deborah Strumsky**, Harvard U.
- Geographical Clusters, Alliance Networks, and Innovation in the US Biopharmaceutical Industry | **Turanay Caner**, North Carolina State U.; **John E Prescott**, U. of Pittsburgh
- ➔ 📄 Growth of Industrial Communities: Evidence from China's Technology Development Zones 1988-2000 | **Haiyang Li**, Rice U.; **Claudia Bird Schoonhoven**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.

730 : (Paper Session) - (BPS) Technological Change and Technological Strategy

12:20pm - 2:10pm Philadelphia Marriott: Room 407

Chair: **George S. Vozikis**, California State U. Fresno

Discussant: **Laura Poppo**, University of Kansas

- 📄 Too Many Complementors? Evidence on Software Developers | **Kevin Boudreau**, HEC-Paris School of Management
- 🔗 Falling Flat: Failed Technological Investments and Mortality, Decision-Making, and Product Quality | **Jamie P. Eggers**, U. of Pennsylvania
- ➔ Opening the Innovation Frontier: The Global Pursuit of Knowledge and Sophisticated Competition | **Sheryl Winston Smith**, U. of Minnesota
- 🔗 📄 The Impact of Information Technology Capabilities on Alliance Scope and Performance | **Constantinos Lioukas**, INSEAD; **Maurizio Zollo**, INSEAD and Bocconi U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

731 : (Paper Session) - (BPS) Strategic Change and Institutional Constraints

12:20pm - 2:10pm Philadelphia Marriott: Room 408

Chair: **Elizabeth A. Alexander**, U. of Washington, Tacoma

Discussant: **Alfred Allen Marcus**, U. of Minnesota

- 📄 Individual Capabilities and Institutional Conditions in Strategic Network Formation | **Jason Woodard**, Singapore Management U.
- ➔ 📄 Organizational Forms in Competitive Rivalry | **Alex B. Bitekhtine**, McGill U.
- 🔗 Temporality of the Mobilisation Process Encountered by the Institutional Entrepreneur | **Aurelie Delemarle**, Ecole Nationale des Ponts et Chaussees
- 🗨️ 📄 Preventing a Crime? Board Outsider Representation and Corporate Illegal Behavior in China, 1998-2005 | **Fiona Kun Yao**, U. of California, Berkeley

732 : (Paper Session) - (BPS) Corporate Governance: Demographics and Composition

12:20pm - 2:10pm Philadelphia Marriott: Room 409

Chair: **James W Fredrickson**, U. of Texas, Austin

Discussant: **Alison Mackey**, California Polytechnic State U., San

- 🔗 ➔ National Institutions and Managerial Discretion: A Taxonomy of 24 Countries | **Craig Crossland**, Pennsylvania State U.
- Responsibility, Social Buffering, and Settling up with Outside Directors when Boards Perform Poorly | **Kurt Wurthmann**, Columbia U.
- ➔ 📄 Foreign Investors and Institutional Change: Appointing Independent Directors in Emerging Economies | **Chi-Nien Chung**, National U. of Singapore; **Young-Choon Kim**, National U. of Singapore
- 🔗 How Firms' Governance Characteristics Affect the Level of Human and Social Capital on the Board | **Steven Boivie**, U. of Arizona

733 : (Paper Session) - (BPS) Competitive Interaction

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 56-67

- ➔ 🗨️ When Does State-led Industrialization Work?: Evidence from the Brazilian Ethanol Fuel Industry | **Santiago Mingo**, Harvard U.; **Tarun Khanna**, Harvard U.
- 🗨️ Comparing the Resource-Based and Market-Based Views of Firm Performance in Ghana | **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Scott D Julian**, Saginaw Valley State U.
- 🗨️ 📄 Multinationals and Location Strategies: Recent Evidence from Korea | **In Hyeock Ian Lee**, Kelley School of Business, Indiana U.
- 🗨️ 📄 Competitive Bluffing: An Examination of a Common Practice and Its Relationship with Performance | **Rebecca Monette Guidice**, U. of Nevada, Las Vegas; **G. Stoney Alder**, U. of Nevada, Las Vegas; **Steven E Phelan**, U. of Nevada, Las Vegas
- 🗨️ 📄 Do Opposites Attract? Patterns of Inter-industry Collaboration | **Jason Whan Park**, U. of Pittsburgh; **Ravi Madhavan**, U. of Pittsburgh
- 🗨️ 📄 Clumps and Clusters: Distinguishing between Fundamentally Different Manifestations of Agglomeration | **Brian T. McCann**, Purdue U.; **Timothy B Folta**, Purdue U.
- 🗨️ 📄 The Art of Active Embedding: How Automotive Suppliers Manage To Do Engineering in Emerging Economies | **Stephan Manning**, Duke U.; **Joerg Sydow**, Freie U. Berlin; **Arnold Windeler**, Technische U. Berlin
- 🗨️ 📄 Executive Dynamics, Competitive Readiness, and Firm Performance | **Ming-Jer Chen**, U. of Virginia; **Hao-Chieh Lin**, National Chung Cheng U.
- 🗨️ 🗨️ 📄 All That Running: Red Queen Competition in the U.S. Motion Picture Industry | **Joseph Lampel**, Cass Business School; **Jamal Shamsie**, Michigan State U.
- ➔ 🗨️ 📄 Cross-Industry Variation in Effect of Bankruptcy Procedures: Case Study of Italy | **James Costantini**, INSEAD
- ➔ 🗨️ 📄 Value Appropriation in Buyer-Seller Relationships: Pricing Strategies on the French Rungis Market | **Corentin Curchod**, U. of Paris I Sorbonne
- 📄 🗨️ 🗨️ 📄 Masters of War: Branding and Product Introductions in the Coca-Cola vs Pepsi Competition | **Andrea Fosfuri**, U. of Carlos III de Madrid; **Marco Giarratana**, U Carlos III de Madrid

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 🔗 Best Paper Proceedings

734 JS: (BPS, ENT, OMT) Entrepreneurship and Strategic Organization: Taking Stock, Problems, and Future Directions

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom D

Organizer: **Teppo Felin**, Brigham Young U.

Discussant: **Jay B Barney**, Ohio State U./Peking U.

Theory as a Source of Entrepreneurial Learning | **Teppo Felin**, Brigham Young U.; **Todd Zenger**, Washington U.

New Value Creation: How Transaction Costs and Property Rights Shape Entrepreneurial Discovery | **Nicolas Foss**, Copenhagen Business School; **Kirsten Foss**, Copenhagen Business School

Entrepreneurship: Occupational and Functional Perspectives | **Peter G Klein**, U. of Missouri

Developing Management Theories with Probabilistic Causes from Inductive Case Study Research | **Elaine Mosakowski**, U. of Colorado, Boulder

Presenters: **Teppo Felin**, Brigham Young U.; **Nicolas Foss**, Copenhagen Business School; **Peter G Klein**, U. of Missouri; **Elaine Mosakowski**, U. of Colorado, Boulder

Participants: **Todd Zenger**, Washington U.; **Kirsten Foss**, Copenhagen Business School

735 JS: (BPS, OMT) Scientists, Engineers, and the Process of Innovation: The Moderating Effects of the “Macro” Context

12:20pm - 2:10pm Philadelphia Marriott: Franklin 2

Chairs: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign;

Rosemarie Ziedonis, U. of Michigan, Ann Arbor

Discussants: **Juan Alcacer**, New York U.; **Lori Rosenkopf**, U. of Pennsylvania

An Integrated Analysis of University Scientist Commercial Activity | **Waverly W. Ding**, U. of California, Berkeley; **Emily Choi**, U. of California, Berkeley

Mobility and Innovation: The Role of Legitimacy Seeking Behavior of Immigrant Indian Inventors | **Paul Almeida**, Georgetown U.; **Anupama Phene**, U. of Utah

Organizational Exploration via Individuals' Exploitative Search | **Daniel Tzabbar**, U. of Central Florida; **Brian S. Silverman**, U. of Toronto; **Barak S. Aharonson**, U. of Toronto


The Signal Value of Patent Enforcement: Effects on Knowledge Diffusion through Employee Mobility | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor; **Martin Ganco**, U. of Illinois, Urbana-Champaign


736 : (Paper Session) - (CAR) Impact of Demographics and Career Phenomena on Wages and Advancement


12:20pm - 2:10pm Pennsylvania Convention Center: Room 111A

Chair: **Schalon Harrison Newton**, Santen Incorporated


Discussant: **Yoav Vardi**, Tel Aviv U.

 Career Sidestep, Wage Setback? The Impact of Different Types of Career Breaks on Wages | **Gert Theuissen**, Katholieke U. Leuven; **Marijke Verbruggen**, Katholieke U. Leuven; **Anneleen Forrier**, Lessius Hogeschool - K.U.Leuven; **Luc Sels**, Katholieke U. Leuven

 When It Doesn't Pay to Stay: Cumulative Gender Disadvantage in Contract Employment | **Isabel Fernandez-Mateo**, London Business School

 Intra-Organizational Networks and Pay: Which Networks Matter and How Men and Women Differ | **Kevin Clark**, Villanova U.; **Patrick G. Maggitti**, Temple U.; **Holly S. Slay**, Seattle U.; **Tolulope Bewaji**, Temple U.

Corporate Restructuring and Gender Differences in Managerial Promotion | **John C Dencker**, U. of Illinois, Urbana-Champaign


 The Effects of Workplace Transformation on Intra-Organizational Career Advancement | **Rocio Bonet**, U. of Pennsylvania


737 : (Paper Session) - (CAR) Inside the Gray Matter: Psychological Examinations of Careers

12:20pm - 2:10pm Pennsylvania Convention Center: Room 111B


Chair: **Elizabeth B. Mahler**, George Washington U.

Discussant: **Geisce Ly**, U. of Michigan


 Emotion in Managerial Careers | **John Blenkinsopp**, U. of Newcastle Business School

→  Antecedents and Outcomes of Expatriates' Psychological Contracts -Framework and Empirical Results | **Marion Festing**, ESCP-EAP European School of Management; **Bernadette Mueller**, ESCP-EAP European School of Management

Nominee for The Careers Division Applied Paper Award

 Causal Attributions as Determinants of Employees' Emotional Reactions to Promotion Decisions | **Shay Tzafrir**, U. of Haifa; **Shlomo Hareli**, U. of Haifa

The Potential Dynamics of Psychological Contracting during Selection and Socialization | **Maria Tomprou**, Athens U. of Economics and Business; **Ioannis Nikolaou**, Athens U. of Economics and Business; **Dimitris Bourantas**, Athens U. of Economics and Business

 Professional Commitment and Organizational Commitment: A Meta-Analysis on Their Relationship | **Amit K. Nandkeolyar**, U. of Iowa; **Roy R Suddaby**, Alberta U.; **Bennett E. Postlethwaite**, U. of Iowa

738 CAU: (CAU) Maximizing Impact: Learning, Sharing and Developing Research Collaborations for the Indian Context

12:20pm - 2:10pm Pennsylvania Convention Center: Room 106A

Organizer: **Pawan S. Budhwar**, Aston U.

Participants: **Harish C. Jain**, McMaster U.; **Ashok Som**, ESSEC Business School; **Phil Taylor**, Strathclyde U.; **Sukanya Sen-gupta**, Warwick U.; **C.S. VenkataRatnam**, International Management Institute of New Delhi; **E. S. Srinivas**, XLRI

739 CAU: (CAU) Bringing Spirituality into the Classroom: Reasons, Cautions and Suggestions

12:20pm - 2:10pm Pennsylvania Convention Center: Room 106B

Organizers: **Sally Sledge**, Christopher Newport U.; **Angela Miles**, North Carolina A&T State U.

Participants: **James E. King**, U. of Alabama, Tuscaloosa; **Joan Marie McMahon**, Christopher Newport U.; **Pam Pringle**, Christopher Newport U.

740 CAU: (CAU) Taking Your Programs Online

12:20pm - 2:10pm Pennsylvania Convention Center: Room 107A

Organizers: **Peggy A Cloninger**, U. of Houston, Victoria ; **Nagarajan Ramamoorthy**, U. of Houston, Victoria ; **Ron**

Sardessai, U. of Houston, Victoria ; **Rajan Selvarajan**, U. of Houston, Victoria ; **Ziad Swaidan**, U. of Houston-Victoria
Participants: **Shaker A. Zahra**, U. of Minnesota; **Donald O. Neubaum**, Oregon State U.; **Joseph A. Petrick**, Wright State U.

741 📄: (Paper Session) - (CM) **Successful Negotiation Tactics? Imitation, Framing, Action-Word Discrepancy, and Conflict Styles.**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 105A

Chair: **Ellen Foster Curtis**, Penn State U.

Discussant: **Jochen Reb**, Singapore Management U.

📄📄 Chameleons Bake Bigger Pies and Take Bigger Pieces:

Behavioral Mimicry Facilitates Negotiations | **William W. Maddux**, INSEAD; **Elizabeth Mullen**, Stanford GSB; **Adam Galinsky**, Northwestern U.

Winner of CM Division Best Paper Award - New Directions

📄 Benefits of Complementarity in Negotiations | **Scott Wiltermuth**, Stanford U; **Larissa Z. Tiedens**, Stanford U.; **Margaret A. Neale**, Stanford U

Do Actions Speak Louder Than Words in Negotiation? |

Crystal Lee Matsibekker, New York U.; **Peter J. Carnevale**, New York U.

📄 Bearing a Loss Versus Foregoing a Gain in Multi-issue Negotiations: Issue Frames in Negotiations | **Simone Moran**, Ben-Gurion U. of the Negev; **Ilana Ritov**, Hebrew U. of Jerusalem

📄 Negotiators' Styles and Negotiation Outcomes: Moderation of the Situational Diagnoses | **Li Ma**, Washington U. in St Louis; **Sammy Showail**, Washington U. in St Louis; **Rachel Campagna**, Washington U. in St Louis; **Judi McLean Parks**, Washington U. in St Louis

742 📄: (Paper Session) - (CM) **Trust in Leaders: The Role of Climate and Psychological Contracts, and the Impact on OCB's.**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 105B

Chair: **Hong Ren**, Pennsylvania State U.

Discussant: **Tyler G. Okimoto**, Flinders U. of South Australia

Organizational Trust Climates in Public Agencies: Implications for Upward Influence Strategies | **Anna B. Kayes**, Villa Julie College

Unbridled Credulousness? Multi-National Studies of Propensity to Trust, OCBs, and LMX | **John Burrows**, Tulane U.

📄 Interactional Transparency: Sustaining Psychological Contracts and Creating Trust in the Leader | **Gretchen Renee Vogelgesang**, U. of Nebraska-Lincoln; **Paul B. Lester**, United States Military Academy

Differential Effects of Trust in Coworker, Leader, and the Organization | **In-Sue Oh**, U. of Iowa

743 🗣️📄 JS: (CMS, OMT, SIM) **The Goodness of Identity: How We Do Well and How Well We Do**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom I

Chair: **Ann L Cunliffe**, U. of Hull

Justice, Selves, and Humans | **Stephen A. Linstead**, U. of York
 Indigenous Entrepreneurship in a Political Economy of Whiteness | **Bobby Banerjee**, U. of Western Sydney

Doing "Good" in California's Sacramento Valley—The Changing Landscape of American Farming | **Sharon M. Livesey**, Fordham U.

Identity, Selfhood, and Ethics | **Ann L Cunliffe**, U. of Hull; **Karen D Locke**, College of William and Mary

744 📄: (ENT) **Entrepreneurship Division Officer Question and Answer Session**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 11

Division Chair-Elect.: **Connie Marie Gaglio**, San Francisco State U
Program Chair: **Shaker A. Zahra**, U. of Minnesota

745 📄: (Paper Session) - (ENT) **Entrepreneurship and Strategy**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 12

Chair: **Robin Parry**, California State U. Fullerton

Discussant: **Charles K. Waterson**, U. of Nebraska, Lincoln

📄📄 The Role of Industry Context and Managerial Discretion in Strategic Renewal through Venturing | **Arvin Sahaym**, U. of Washington, Seattle; **Kevin Steensma**, U. of Washington

Drivers of PE Performance: Risk, Market Conditions, Strategy and Experience | **Oliver Gottschalg**, HEC Paris

📄 Towards a Process Model of Strategic Entrepreneurship | **Lida Kyrgidou**, Athens U. of Economics and Business; **Klas E. Soderquist**, Athens U. of Economics and Business; **Mathew Hughes**, U. of Nottingham; **Gregory P. Prastacos**, Athens U. of Economics and Business

The Influence of Owner Identity on Strategic Risk Taking | **Vanessa M. Strike**, U. of Western Ontario; **Stephen G. Sapp**, U. of Western Ontario

746 🗣️: (Paper Session) - (ENT) **Critical Dialogue in Entrepreneurship Research**

12:20pm - 2:10pm Philadelphia Marriott: Room 410

Presented on Panels 12-15

🗣️🗣️📄 Effectual Action to Address Social Issues: A Micro-Theory of Social Entrepreneurship | **Jeff York**, U. of Virginia
 🗣️📄 Is There a Cure for Entrepreneurship's "Hodge-Podge" Syndrome? - Possibly | **Deepak Sardana**, Australian National U.; **Don Scott-Kemmis**, Australian National U.

🗣️ The Agency Problem in the Context of Entrepreneurial Firms - Why Some Neoclassical Solutions Fail | **Frits Wijbenga**, U. of Durham; **Rebecca Stratling**, U. of Durham; **Graham Dietz**, U. of Durham

➔🗣️📄 Organic Growth and Acquisitive Growth: Re-examining and Extending Penrose's Growth Theory | **Andy Lockett**, U. of Nottingham; **Johan Wiklund**, Jonkoping International Business School; **Per Davidsson**, Queensland U. of Technology

747 📄: (Paper Session) - (ENT) **Innovation and Entrepreneurship**

12:20pm - 2:10pm Philadelphia Marriott: Room 411

Chair: **Stefan Meisiek**, U. Nova de Lisboa

Discussant: **Peter Bryant**, Macquarie U., Sydney

🗣️📄 Fostering Innovation in Entrepreneurial Firms: An Empirical Examination | **Michael C. Withers**, Arizona State U.; **Paul L. Drnevich**, U. of Alabama; **Louis Marino**, U. of Alabama
 📄 Identification of the Technology Commercialization Strategies of High Tech Small Firms | **Diana Hicks**, Georgia

Institute of Technology; **Dirk Libaers**, Georgia Institute of Technology

- 🗨️ The Role of Renewal for Entrepreneurial Firms | **Stefan Meisiek**, U. Nova de Lisboa; **Stefan Haefliger**, ETH Zurich
- 📄 An Empirical Examination of Factors Influencing Innovations in Small Chinese Manufacturing Firms | **Jun Yan**, California State U. Long Beach; **Ying Zhu**, East China U. of Science and Technology

748 📄: (Paper Session) - (ENT) Entrepreneurship and Competitive Advantage

12:20pm - 2:10pm Philadelphia Marriott: Room 412

Discussant: **Douglas Cumming**, Rensselaer Polytechnic Institute

➔ Corporate Entrepreneurship: A Case of Established Firms in India | **Maheshkumar P Joshi**, George Mason U.

Market Responsiveness, Risk Taking, and Strategic Learning as Determinants of Market Pioneering | **Robert P. Garrett**, Indiana U.; **Jeff Covin**, Indiana U.; **Dennis P Slevin**, U. of Pittsburgh

📄 Cooperation, Trust and Performance - Empirical Results From Three Countries | **Matthias Fink**, Vienna U. of Economics and Business Administration; **Alexander Kessler**, Vienna U. of Economics and Business Administration; **Sascha Kraus**, U. of Oldenburg

Structural Differentiation and Corporate Venturing: the Moderating Role of Integration Mechanisms | **Henri Burgers**, RSM Erasmus U.; **Justin J.P. Jansen**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

749 📄: (Paper Session) - (GDO) Leadership: Individual, Dyadic, and Multi-level Analyses

12:20pm - 2:10pm Pennsylvania Convention Center: Room 104A

Chair: **Gayle Baugh**, U. of West Florida

Discussant: **Emilio J.Castilla**, Massachusetts Institute of Technology

📄 Leadership and Sex-similarity: A Multilevel Analysis | **Robert Vecchio**, U. of Notre Dame; **Donna M. Brazil**, U. S. Military Academy

📄 Sex Effects in Evaluating Leaders Revisited: Still an Advantage for Female Transformational Leaders | **Gary N. Powell**, U. of Connecticut, Storrs; **D. Anthony Butterfield**, U. of Massachusetts, Amherst

📄 Leadership Behaviors and Leader-Member Exchange: A Test of Mediation and Gender Dyad Composition | **Cesar Douglas**, Florida State U.; **Lucy L. Gilson**, U. of Connecticut, Storrs

750 ➔: (Paper Session) - (GDO) Ethnicity and Work-Family Issues

12:20pm - 2:10pm Pennsylvania Convention Center: Room 104B

Chair: **Rochelle Parks-Yancy**, Texas Southern U.

Discussant: **Melissa Gruys**, Wright State U.

🗨️ A Comparative Study of the Ethnic Differences Existing between the Antecedents and Outcomes of WFC | **Christopher J. Mathis**, Jackson State U.; **Ulysses J. Brown**, Savannah State U.; **Kristena Payne Gaylor**, Belhaven College; **Vikki Natasha Wilkins**, Mississippi State U. Meridian

➔ Perspectives on Work-Family Issues by Young Professionals in China: An Exploratory Study | **Stella**

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 📄 Best Paper Proceedings

Anderson, Appalachian State U.; **Betty S Coffey**, Appalachian State U.; **Shuming Zhao**, Nanjing U.; **Yongqiang Liu**, Nanjing U.; **Jiyuan Zhang**, Nanjing U.

Work-Family Conflict and Racioethnic Identification: An Analysis of Hispanic Business Professionals | **Robert G. DelCampo**, U. of New Mexico; **Kristie Boudwin**, U. of New Mexico

751 🗨️📄SHCS: (GDO, CAR, OB) Diversity's Embeddedness: Viewing Diversity from Community, Organizational, Team and Dyadic Lenses

12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom A

Organizers: **Modupe Akinola**, Harvard U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Discussant: **David A. Thomas**, Harvard U.

Shifting Frames in Team-Diversity Research: From Difference to Relationships | **Robin Ely**, Harvard U.; **Laura Morgan Roberts**, Harvard U.

The Effects of Community and Organizational Diversity Climates on Work and Life Attitudes | **Jorge A. Gonzalez**, U. of Wisconsin, Milwaukee; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Romila Singh**, U. of Wisconsin, Milwaukee

Context Matters: A Multilevel Framework for Workplace Diversity Research | **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Hyuntak Roh**, U. of Illinois, Urbana-Champaign
Can Positive Intergroup Contact Enhance Performance and Reduce Intergroup Tension in Organizations? | **Modupe Akinola**, Harvard U.; **Wendy Mendes**, Harvard U.

752 🗨️📄: (Paper Session) - (HCM) Health Care Leadership and Politics

12:20pm - 2:10pm Loews Philadelphia: Commonwealth B

Chair: **David Chambers**, National Institute of Mental Health

Discussant: **Mattia J Gilmartin**, Insead HMI

The Relationships among CEO Origin, Succession Planning, and Strategic Orientation in Healthcare | **Amy K. Yarbrough**, U. of Florida; **S. Robert Hernandez**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham; **Andrew N. Garman**, Rush U.

🗨️📄 Dual Politics and Managerial Behavior: The Physician as Manager | **Hsiu-Ling Wang**, Graduate School of Management, I-Shou U; **Aij-Lie Kwan**, Kaohsiung Medical U., Taiwan; **Junying Huang**, Graduate School of Management, I-Shou U

Using Health Care Executive Job-choice Attribute Profiles to Enhance Leadership Recruitment | **Stephen James O'Connor**, U. of Alabama, Birmingham; **Haiyan Qu**, U. of Alabama at Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

Across the 'Great Divide': Leadership Understandings of Hospital Managers and Chief Physicians | **Nada Endrissat**, U. of Basel

HCM Best Paper Based on a Dissertation Nominee

753 ➔🗨️📄JS: (HCM, OMT) Identity Change for Health Professionals: How Does it Happen?

12:20pm - 2:10pm Loews Philadelphia: Commonwealth A2

Organizers: **Elizabeth Goodrick**, Florida Atlantic U.; **Trish Reay**, U. of Alberta

Discussant: **Douglas Creed**, U. of Rhode Island

Identity Work in Merging Health Organizations | **Karen Golden-Biddle**, U. of Alberta; **Ann Langley**, HEC Montreal
 Managing Professional Identity: The Case of the American Pharmacists Association | **Trish Reay**, U. of Alberta; **Elizabeth Goodrick**, Florida Atlantic U.
 Changing the Social Identity of Hospital Administration | **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.
 Managing Intractable Identity Conflicts | **C. Marlena Fiol**, U. of Colorado, Denver; **Edward O'Connor**, U. of Colorado, Denver

754 (Paper Session) - (HR) **HR from an Organizational Perspective**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - HR
 Presented on Panels 40-51

- 👁️📄 Attracted to Small Businesses? All “Small Firms” Are Not the Same | **Melissa S. Cardon**, Pace U.; **Ibraiz Tarique**, Pace U.
- 👁️📄 Using Justice Theory To Predict Responses Toward Electronic Use Policies | **Chris A. Henle**, U. of North Carolina, Charlotte; **Gary F Kohut**, U. of North Carolina, Charlotte; **Rosemary Booth**, U. of North Carolina, Charlotte
- 👁️🗨️📄 High-commitment Human Resource Management and Knowledge Management Behaviors | **Tzu-Shian Han**, National Chengchi U., Taiwan
- ➔👁️🗨️ Why Do Firms Implement Work-Life Balance Practices? | **Nick Bloom**, Stanford U.; **Tobias Kretschmer**, U. of Munich; **John Van Reenen**, Centre for Economic Performance, LSE
- 👁️📄 Personality and National Culture: Predictors of Compensation Strategy Preferences | **Jim W. Westerman**, Appalachian State U.; **Rafik Beekun**, U. of Nevada, Reno; **Joseph P Daly**, Appalachian State U.
- 👁️📄 Perceptions of Work-related Changes and Financial Performance. | **Karina van de Voorde**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Marc Van Veldhoven**, Tilburg U.
- 👁️📄 Variation in HR Systems: A Model of Job-Based Contingencies | **Janice Molloy**, Ohio State U.
- 👁️📄 Calculative and Participative HRM Policies: Generic and Synergic Effects on Business Performance | **Bart Dietz**, RSM Erasmus U.
- ➔👁️🗨️ One Mind, One Soul? Consensus on PRP, Organizational Climate and Employee Outcomes | **Leandra Orpa Bosma**, U. of Twente
- ➔👁️📄 Particularistic Ties and Human Resource Selection Decisions – A Comparative Study of Three Countries | **Marie T. Dasborough**, Oklahoma State U.; **Christina Sue-Chan**, City U. of Hong Kong; **Ana Vaqueiro**, Oklahoma State U.
- 🗨️👁️ Adoption and Implementation of SHRM: the Role of Corporate Culture | **Li-Qun Wei**, Hong Kong Baptist U.; **Jun Liu**, Renmin U.
- ➔👁️📄 Foreign Ownership and Wage Formation in Japan | **Hiroshi Ono**, Stockholm School of Economics; **Kazuhiko Odaki**, Financial Services Agency

755 (Paper Session) - (HR) **Prevention of Dysfunctional Behaviors**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 112A
 Chair: **Patrick McHugh**, George Washington U.

- 📄 Organization-level Influences on Interpersonal Workplace Aggression | **Jeffrey B. Arthur**, Virginia Polytechnic Institute; **Trish Boyles**, Virginia Polytechnic Institute
- Contextual Factors Contributing to Episodes of Sexual Harassment | **Julie Ann Cugin**, Australian Graduate School of Management; **Alan Fish**, Charles Sturt U.
- Antecedents of the Research-Practice Gap in Sexual Harassment Training | **Elissa L. Perry**, Columbia U.; **Carol T. Kulik**, U. of South Australia; **Jennifer Bustamante**, Columbia U.; **Amanda Shull**, Columbia U.
- 🗨️📄 The Ethical Consequences of Rationalizations and Participative Decision Making | **Adam Barsky**, U. of Melbourne

756 (Paper Session) - (HR) **Recruitment**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 112B
 Chair: **Chris J. Berger**, Purdue U., West Lafayette
 Discussant: **John P. Hausknecht**, Cornell U.

- 📄 Customizing Web-Based Recruiting: Theoretical Development and Empirical Examination | **Brian R. Dineen**, U. of Kentucky; **Raymond A. Noe**, Ohio State U.
- Network-based Recruiting and Applicant Attraction: Perspective from Employer and Applicants | **Jing Han**, Peking U.; **Jian Han**, Peking U.
- 📄 Fancy Job Titles: Effects on Applicants' Job Perceptions and Intentions to Apply | **Klaus J. Templer**, Nanyang Technological U.
- ➔ Recruitment and National Culture: A Value-Based Model of Recruitment | **Rong Ma**, U. of Memphis; **David G. Allen**, U. of Memphis

757 (HR) **Current Research Issues in Performance Management**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 113B
 Organizer: **Michael R. Buckley**, U. of Oklahoma

Participants: **Jonathon R. B. Halbesleben**, U. of Wisconsin - Eau Claire; **Anthony R. Wheeler**, Bradley U.; **Michael R. Buckley**, U. of Oklahoma; **John Bernardin**, Florida Atlantic U.; **Robert L. Cardy**, U. of Texas, San Antonio; **Christine M. Hagan**, U. of Miami; **Robert Konopaske**, Florida Atlantic U.; **Jeffrey S. Kane**, Alliant International U.; **Mark M. Suazo**, U. of Texas, San Antonio; **Stephanie Thomason**, Florida Atlantic U.; **Laura E. Martin**, U. of Oklahoma; **Darren C. Treadway**, State U. of New York, Buffalo; **Peter D. Villanova**, Appalachian State U.

758 (Paper Session) - (HR) **High Performance Work Systems**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 113C
 Chair: **David A. Kravitz**, George Mason U.

- 🗨️📄 Strategically-focused and Employee-experienced Work System: Service Quality as an Objective | **Hui Liao**, Rutgers U.; **Keiko Toya**, Toyo U.; **David P. Lepak**, Rutgers U.; **Ying Hong**, Rutgers U.
- Cross-Level Effects of High Performance Work Systems on Employees' Attitudes | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Gilad Chen**, U. of Maryland; **David P. Lepak**, Rutgers U.

- High-performance Work Systems, Dynamic Workforce Alignment, and Firm Performance | **Jeff Ericksen**, U. of Illinois, Urbana-Champaign
- "High Commitment" or Just "High Performance?" | **Maura Sheehan**, U. of Dallas; **Jonathan Michie**, Birmingham U.; **Nick Zubanov**, Birmingham U.

759 → : (Paper Session) - (IM) **Timing and Speed of Foreign Entry**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 3

Chair: **John Clarry**, The College of New Jersey

Discussant: **Taco Reus**, Florida Atlantic U.

- Impact of Uncertainty on the Timing of Entry and the Dimensioning of Investment vs. Control | **Jan Hendrik Fisch**, Zeppelin U.

Factors Affecting Internationalization Speed of INVs:

- Evidence from Taiwan High-Techs | **Yi-Long Jaw**, National Taiwan U.; **Sheng-Hsiung Chang**, National Taiwan U.; **Chun-Liang Chen**, National Taiwan U.
- Can Early FDI Failures Benefit Later Entrants? | **Jing Yu Yang**, U. of Sydney; **Jiatao Li**, Hong Kong U. of Science and Technology; **Andrew Delios**, National U. of Singapore
- Speed of Entry and Subsidiary Survival: Impact of Entry Mode and Institutional Distance | **Deeksha A Singh**, National U. of Singapore; **Andrew Delios**, National U. of Singapore
- Global Strategy: Can Late Arrivals Catch up with Established Companies? | **Richard Lynch**, Middlesex U. Business School; **Yi Zhu**, Middlesex U. Business School; **Zhongqi Jin**, Middlesex U. Business School

760 → : (Paper Session) - (IM) **Cultural Values and Work Outcomes**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 4

Chair: **Mikael Sondergaard**, U. of Aarhus

Discussant: **S. Antonio Ruiz-Quintanilla**, Cornell U.

- Agency in a Global Firm: Hierarchical Control and Incentive Alignment Responses to Corruption | **John Mezias**, U. of Miami; **Stephen Mezias**, New York U.
- Interactions among Cultural Values, Managerial Skills, Employees' Attitudes, and Effectiveness | **Frank M Shipper**, Salisbury U.; **Richard C Hoffman**, Salisbury U.
- The Impact of National Culture on HPWPs in U.S. MNCs Affiliates: House's Cultural Scales | **Bing Bai**, U. of Illinois, Urbana-Champaign; **John Lawler**, U. of Illinois
- A Social Relations Model Study of Individual Variability in Performance in Interdependent Cultures | **Stefan T. Mol**, U. of Amsterdam; **Marise Ph. Born**, Erasmus U. Rotterdam; **Deon Meiring**, South African Police Services; **Lonneke A. L. De Meijer**, Erasmus U. Rotterdam; **Henk T. Van Der Molen**, Erasmus U. Rotterdam

761 → : (Paper Session) - (IM) **Institutional Environments and National Competitive Advantage**

12:20pm - 2:10pm Philadelphia Marriott: Room 413

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

Discussant: **Carlos Rufin**, Babson College

- Public-Private Networks and Upgrading Capabilities: A Parametric Stroll through Argentine Vineyards | **Gerald A. McDermott**, Wharton, U. of Penn; **Rafael**

A. Corredoira, U. of Pennsylvania; **Gregory Kruse**, U. of Pennsylvania

IM Division Best Paper Award Finalist
Doug Nigh Award Finalist

- Developing Business Network: Interaction of Environment and Entrepreneurial Proactiveness | **Susan S. S. Wong**, U. of Sydney
- Globalization, Competition, and Public Policy: Creating New High-Tech Industries - Israel and Taiwan | **Dan Breznitz**, Georgia Tech
- Strategic Assets, Institutional Environments and Film Performance: A U.S.-French Comparison | **Allegre L. Hadida**, U. of Cambridge

762 → : (IM) **The Development of Social Capital for Knowledge-Sharing Purposes in Multinational Corporations.**

12:20pm - 2:10pm Philadelphia Marriott: Room 414

Chair: **Henrik Holt Larsen**, Copenhagen Business School

Discussant: **Ingmar Bjorkman**, Swedish School of Economics and Business Administration

Coordinator: **Paul Gooderham**, Norwegian School of Economics and Business Administration

The Promotion of Social Capital for Knowledge Transfer in the Multinational Corporation | **Paul Gooderham**, Norwegian School of Economics and Business Administration; **Dana Minbaeva**, Copenhagen Business School; **Torben Pedersen**, Copenhagen Business School

Practices for Knowledge Sharing and Knowledge Work | **Ragnhild Kvålshaugen**, BI Norwegian School of Management; **Katja Hyde**, BI Norwegian School of Management; **Karl Joachim Breunig**, BI Norwegian School of Management

Interpersonal Relationships as Conduits of Interunit Interaction within Multinationals | **Kristiina Makela**, Helsinki School of Economics

Negotiation of Identity in a Transcultural Arena. | **Rune Rønning**, Norwegian School of Economics and Business Administration

Boundaryless Careers and Social Capital in Multinational Corporations. | **Mila B. Lazarova**, Simon Fraser U.; **Sully Taylor**, Portland State U.

Lost in Translation? Developing the Skills of Sharing Knowing within Multinational Corporations. | **Mark Fenton-O'Creevy**, Open U.; **Jean-Luc Cerdin**, ESSEC Business School; **Paul Gooderham**, Norwegian School of Economics and Business Administration

763 → : (Paper Session) - (IM) **Intercultural Process**

12:20pm - 2:10pm Philadelphia Marriott: Room 415

Chair: **Gerhard Apfelthaler**, FH Joanneum

Discussant: **Cordula Barzantny**, Groupe ESC Toulouse Business School

- Trigger Events in Intercultural Sensemaking | **Joyce Osland**, San Jose State U.; **Allan Bird**, U. of Missouri, St. Louis; **Allison Gundersen**, Case Western Reserve U.
- Quality of Intercultural Communication: Conceptual Multidimensionality, Antecedents & Consequences | **Leigh Anne Liu**, Georgia State U.; **Chei Hwee Chua**, U. of South Carolina; **Guenter Stahl**, INSEAD

- 📖 Cultural Difference and Acculturation Strategy in Joint Ventures: the Role of Interaction Processes | **Fariborz Damanpour**, Rutgers U.; **Carlos Alberto Devece**, U. Jaume I; **Chao C. Chen**, Rutgers U.; **Vijay Pothukuchi**, Midas Touch Infrastructure India Pvt Ltd
- 📖 Process and Performance in International Collaborative Research | **Andrew M Pettigrew**, U. of Bath; **Louise Knight**, U. of Bath

764 → 📖 SHCS: (IM, BPS, OMT) **Debate: Is There a General Theory on Internationalization and Performance?**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 108B
 Organizers: **Farok Contractor**, Rutgers U.; **Jane Lu**, Singapore Management U.
 Yes, Virginia, There is a General Theory of Internationalization and Performance | **Farok Contractor**, Rutgers U.; **Sumit Kumar Kundu**, Florida International U.; **Vikas Kumar**, Bocconi U.

Multinationality and Performance: A Three-Phase Model | **Jane Lu**, Singapore Management U.
 Why There are No Solid Theoretical Reasons to Expect any General and Systematic Relationship Between Multinationality and Performance | **Jean-Francois Hennart**, Tilburg U.

Has Empirical Research on the Multinationality-performance Relationship Identified a "Real" S-Curve? | **Alain C. Verbeke**, U. of Calgary

40 Years of Research on Internationalization and Firm Performance - More Questions than Answers? | **Michael-Jörg Oesterle**, U. of Bremen, Germany

765 : (Paper Session) - (IP) **Competitive Dynamics of Firms I**

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A1
 Facilitator: **Jinyu He**, Hong Kong U. of Science and Technology

MOC: That's Our Turf!: Identity Domains and Competitive Dynamics | **R. Scott Livengood**, U. of Maryland; **Rhonda K. Reger**, U. of Maryland

📖 **OMT**: Niche Dynamics in Multi-Point Competition: a Study of California Banking Industry from 1900 to 1990 | **Mi Feng**, Stanford U

📖 **OMT**: How David Defeats All Goliaths: Identifying the Secret Behind Surprising Wins in Sports | **Matthijs J.J. Wolters**, Vrije U. Amsterdam; **Stefan R. van Damme**, Vrije U. Amsterdam

BPS: Déjà Vu: Why Firms Respond More Than Once To a Competitor Action | **Kathleen Tully**, U. of Pittsburgh

766 : (Paper Session) - (IP) **Diversification**

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A2
 Facilitator: **Anne Marie Rafferty**, Kings College, U. of London

→ 🗨️ **TIM**: The S-Shaped Relationship between International Diversification and Innovation | **Shao-Chi Chang**, National Cheng Kung U.; **Chi-Feng Wang**, National Cheng Kung U.

BPS: Business Diversification, Business Cycles, and Shareholder Value Creation | **Xavier Castaner**, HEC Paris; **Guilhem Bascle**, HEC Paris

IM: Networks, SMEs and International Diversification | **David Barsky**, Temple U.; **Monica Zimmerman Treichel**, Temple U.; **George Nakos**, Clayton State U; **Keith D. Brouters**, King's College London

BPS: The Effects of Diversification in the Financial Services Sector | **Jarrett Emory Kotrozo**, Rensselaer Polytechnic Institute

767 : (Paper Session) - (IP) **Faculty Performance**

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A3
 Facilitator: **Alan N. Miller**, U. of Nevada, Las Vegas

📖 **GDO**: Thriving in the Academy: A Model of Faculty Career Success | **Diane Bergeron**, Case Western Reserve U.; **Xiang Fen Liang**, Case Western Reserve U.

🗨️ **RM**: Impact Factor, Article Citation, and the Ecological Fallacy | **Steve Gove**, U. of Dayton

📖 **CAR**: Faculty Job Performance: Development of a Measure | **Diane Bergeron**, Case Western Reserve U.

📖 **MED**: Managerial Leadership in the Management Classroom: In Search of a Few Critical Attributes | **Tim O Peterson**, Texas A&M U.; **David D Van Fleet**, Arizona State U.; **Amy Wood**, Texas A&M U.

768 : (Paper Session) - (IP) **Identifying Entrepreneurial Opportunities I**

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty A - Table A4
 Facilitator: **Dawn R. DeTienne**, Colorado State U.

📖 **ENT**: Need for Cognition, Alertness and Entrepreneurial Opportunity Identification | **Stephen Ko**, Hong Kong Polytechnic U.; **John E Butler**, U. of Hawaii at Manoa

📖 **ENT**: The Role of Affect in the Opportunity Recognition Process | **Marilyn Ang Uy**, U. of Colorado, Boulder; **Charles Murnieks**, U. of Colorado, Boulder

📖 **ENT**: Information Incompleteness, Opportunity Scanning, and Missed Opportunities for Entrepreneurs | **Terence Ping Ching Fan**, Singapore Management U.; **Duncan Robertson**, Warwick Business School

MOC: Environmental Scanning: Taking a Cognitive Schema Approach | **Anuradha Ramesh**, U. of Maryland, College Park; **Paul Hanges**, U. of Maryland; **Benjamin Schneider**, U. of Maryland

📖 **ENT**: Cognitive Diversity, Subgroups, Alertness in Entrepreneurial Opportunities | **Joanne Yong-Kwan Lim**, U. of Oklahoma; **Lowell W. Busenitz**, U. of Oklahoma

769 : (Paper Session) - (IP) **Inter-firm Partnerships**

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty B - Table B1
 Facilitator: **Dovev Lavie**, Technion-Israel Institute of Technology

🗨️ **OMT**: Managing Inter-Sectoral Partnerships: Leadership Processes in Strategic Bridging Organizations | **Henry Adobor**, Quinnipiac U.; **Ronald S McMullen**, Quinnipiac U.

BPS: The Effect of Alliance Portfolio Diversity on Biotech Firms' Exit | **Olga Bruyaka**, E.M. Lyon

📖 **HCM**: A Taxonomy of Biotechnology IPOs and a Measure of their Market Influence | **David R Williams**, Appalachian State U.; **Carlton C. Young**, Pfeiffer U.; **Richard Shewchuk**, U. of Alabama, Birmingham; **Haiyan Qu**, U. of Alabama at Birmingham

📖 **OMT**: Alliance Scope Diversity and Firm Performance: An Organizational Identity Approach | **Haibin Yang**, City U. of Hong Kong; **Steven S. Lui**, City U. of Hong Kong; **Zhiang (John) Lin**, U. of Texas, Dallas

→ **PNP**: Formal or Informal Agreements: Revisiting Relational Contracting in Public-Private Partnerships. | **Claudine Desrieux**, U. of Paris I Sorbonne

770 : (Paper Session) - (IP) International Ownership and Strategic Alliances

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Jitendra Vijay**, George Washington U.

→ **IM**: Bargaining Power, Mutual Hostages, and Governance in Cross-border Technology Alliances | **Farok Contractor**, Rutgers U.; **James Woodley**, U. of North Carolina, Greensboro

→ **IM**: Innocents Abroad: Failure of the International Joint Venture with Pyramidal Group Firms | **Susan Perkins**, Northwestern U.; **Randall Morck**, U. of Alberta; **Bernard Yeung**, New York U.

→ **IM**: The Importance of Process Control in SMEs' International Alliance Performance | **George Nakos**, Clayton State U.; **Keith D. Brouthers**, King's College London; **Lance Brouthers**, U. of Texas at El Paso

→ **OMT**: Ownership Structure and Implementation of Adopted Country Codes of Corporate Governance | **Amon Chizema**, Loughborough U.

IM: Cross-Border Takeovers of Private Firms: The Impact of Ownership Structure and Investor Protection | **Haryanto Haryanto**, Monmouth College; **Anju Seth**, U. of Illinois

771 : (Paper Session) - (IP) Issues in Social and Environmental Responsibility I

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Jennifer Howard-Grenville**, Boston U.

ONE: Getting to the Heart of Environmental Issues | **Sally Russell**, U. of Queensland

● **BPS**: Profitable Business Models and Market Creation in the Context of Deep Poverty: A Strategic View | **Christian Seelos**, IESE Business School; **Johanna Mair**, IESE Business School

● **BPS**: Doing Well and Doing Good: Two Imperatives for Long-term Success | **Denise L. Fleck**, Federal U. Rio de Janeiro

● **SIM**: Fair Trade Integration in Mainstream Distributors: Four Case Studies Compared | **Valéry Bezençon**, Neuchâtel U.

ONE: Environmental Responsibility and Changing Power Dynamics | **Bryan Stinchfield**, Southern Illinois U., Carbondale

772 : (Paper Session) - (IP) MNC Networks

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Nicholas Athanassiou**, Northeastern U.

→ **IM**: Business Service Firms' Foreign Market Network Development at the Early Post-entry Stage | **Yang Yu**, Victoria U. of Wellington; **Valerie J Lindsay**, Victoria U. of Wellington

BPS: Interorganizational and Interpersonal Networks Across Firm Boundaries: Complements or Substitutes? | **Remzi Gozubuyuk**, U. of Minnesota

OMT: Social Balance Sheet, Social Capital and Reciprocation | **Salih Zeki Ozdemir**, Australian Graduate School of Management / U. of New South Wales

OMT: Social Capital in Asia: Do Popular Beliefs about Asian Culture Condition Returns to Brokerage? | **Jennifer M. Hitler**, U. of Chicago

→ **OMT**: The Banyan & the Birch Tree: Institutional Field Overlaps & Networks in the Bollywood Film Industry | **Florian A. Taeube**, Imperial College London; **Mark Lorenzen**, Copenhagen Business School

773 : (Paper Session) - (IP) Motivations for Corporations to Do Good

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Gordon P. Rands**, Western Illinois U.

● **SIM**: Seeing Stars: Carr's Sixth Force and the Formation of Social Action and Legitimation Constellations | **Laurie Jean Ingraham**, U. of Lethbridge; **John M Usher**, U. of Lethbridge

● **SIM**: Soulful Work or Soulwashing in the Workplace?: The Case of Tyson Foods and ASDA Supermarkets | **Cathy A Driscoll**, Saint Mary's U.; **Emma Bell**, Queen Mary U. of London

IM: Managing Corporate Social Responsibility in China through Multinational Corporations | **Maria Lai-Ling Lam**, Malone College

● **SIM**: Corporate Environmental Behavior and Stakeholder Influence: A Social Movement Approach | **Min-Dong Paul Lee**, Cornell U.

● → **ONE**: Short-Termism and Genuineness in Environmental Initiatives: A Comparative Case Study | **Frederick Beale**, U. of Wollongong; **Mario Fernando**, U. of Wollongong

774 : (Paper Session) - (IP) Mutual Investments: Employee-employer Relationships

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Humphry Hung**, Hong Kong Polytechnic U.

MED: Positive Disconfirmation Effect of Employer Endorsement of CET of Employees | **Humphry Hung**, Hong Kong Polytechnic U.; **Y. H. Wong**, Hong Kong Polytechnic U.

OB: Multilevel Inquiry into Chinese Managers' Employee-Organization Relationships | **Peter Hom**, Arizona State U.; **Anne S. Tsui**, Arizona State U.; **Joshua B. Wu**, U. of Miami; **Thomas W. Lee**, U. of Washington

→ **OB**: Organizational Performance, Human Resource Investments, and Employee Attitudes | **Mahesh V. Subramony**, U. of Wisconsin, Oshkosh; **Nicole Krause**, U. of Wisconsin, Oshkosh; **Jacqueline Norton**, U. of Wisconsin, Oshkosh

OB: Career Development HRM Practices: Their Influence on Employee Perceptions and Commitment | **Mary Bambacas**, U. of South Australia

775 : (Paper Session) - (IP) New Product Development

12:20pm - 2:10pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Zandra Balbinot**, Centro U. Positivo - UNICENP

● → **TIM**: Reconsidering the Exploration and Exploitation of Novel Technologies in Product Development | **Masanori Yasumoto**, Aoyamagakuin U./ U. of Tokyo

OCIS: Impact of Product Architecture on Product Development and Project Effectiveness | **Caryn A. Conley**, New York U.

- 📖 **BPS:** When and Where do Firms Explore? Product Development in an Entrepreneurial Context | **Ha Hoang**, INSEAD; **Hakan Ener**, INSEAD
- 🗣️ **TIM:** An Evolutionary Perspective on Product Portfolios: Product Entry, Exit and Firm Performance | **Charlotte R. Ren**, Purdue U., West Lafayette; **Susan Cohen**, U. of Pittsburgh
- 📖 **TIM:** Information Paths within the New Product Development Process | **Kristina Risom Jespersen**, Aarhus School of Business, Aarhus University

776 📖: (Paper Session) - (MC) **Evaluating Choices: Consulting and Leadership**

- 12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom C1
 Chair: **Jean E. Neumann**, Tavistock Institute
 Discussants: **Robert S. D'Intino**, Rowan U.; **Al Douglas McCready**, George Washington U.
- 🗣️📖🗣️🗣️ Kurt Lewin's Promise and Choiceful Consulting | **Kurt Motamedi**, Pepperdine U.
 - 🗣️📖🗣️ Consultants to the Rescue? Antecedents and Consequences of Hiring Consultants at Startup | **Michael L. DeVaughn**, U. of Minnesota; **Myleen Leary**, Cal Poly San Luis Obispo
- Winner of the Graziadio Business School/Pepperdine Award for Outstanding Practice Based Paper on Management Consulting**
- 🗣️ Leadership Negligence and Malpractice: Emotional Unintelligence at Seattle Aerospace International | **Alan Goldman**, Arizona State U.
Winner of the Outstanding Field Report Paper

777 📖🗣️📖: (Paper Session) - (MED) **Classroom Perspectives and Skills Development**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 109A
 Chair: **Jan S Roy**, Grand Valley State U.
 Discussant: **Brian W. Kulik**, Central Washington U.
- ➔ Management Sciences and Transnational Mediation: the Role of Academia | **Gabriele G.S. Suder**, Ceram Sophia Antipolis; **David Thomas Weir**, Ceram Sophia Antipolis; **Gerard Valin**, Ceram Sophia Antipolis
 - 📖 An Experiential-Based Approach to Understand and Apply the Point Method | **Ashish Mahajan**, New Mexico State U.
 - 📖 How We Teach May Affect How They Learn: The Impact of Pedagogy on Organizational Knowledge Creation | **Alice C Stewart**, North Carolina A&T State U.; **Sylvia Sloan Black**, North Carolina A&T State U.; **Jacqueline Williams**, North Carolina A&T State U.; **Karen Smith-Gratto**, North Carolina A&T State U.; **Betty Turner Kane**, Guilford College
 - 📖 All the World's a Stage: Using an Integrated Video, Case and Play to Teach the Business Curriculum | **Dennis R Laker**, Widener U.; **Joyce Lacy**, Widener U.; **A. Douglas Bender**, Widener U.; **Mary Williams**, Widener U.

778 🗣️📖: (MH) **Critical Turns in Western Civilization: Lessons in Strategy and Leadership**

- 12:20pm - 2:10pm Loews Philadelphia: Congress A
 The Earliest Modern Leadership Text? - The Rule of St. Benedict. | **Craig Galbraith**, U. of North Carolina- Wilmington
 Executive Leadership from the Trenches: Hernan Cortes' from the Perspective of Bernal Diaz del Castillo. | **Jacqueline Benitez-Galbraith**, U. of North Carolina- Wilmington

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

- Economic Leadership in the American Borderlands: 1960-1850. | **Curt H. Stiles**, U. of North Carolina- Wilmington
- European Expansion in the Americas and Models of Colonization: What Can We Learn from History? | **Carlos L. Rodriguez**, U. of North Carolina- Wilmington

779 📖: (Paper Session) - (MOC) **Organizational Image and Reputation**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 107B
 Chair: **Kristin N. Price**, Pennsylvania State U.
 Discussant: **Peter O. Foreman**, Illinois State U.
- 🗣️ Cultural Capital, Aesthetic Consumption and Value Creation in Consumer Goods Industries | **Violina Rindova**, U. of Texas, Austin
 - 📖 Organizational Sacralization and Sacrilege | **Spencer Harrison**, Arizona State U.; **Blake E. Ashforth**, Arizona State U.; **Kevin G. Corley**, Arizona State U.
 - 🗣️ Managing Stakeholders' Perceptions in the Oil Industry through Organizational Identity Expressions | **Mignon Van Halderen**, RSM Erasmus U.; **Cees B.M. Van Riel**, Erasmus U.
 - 📖 Mediation of Identity - An Empirical Study of Media Influence on Identity Dynamics | **Annette Kjaergaard**, Copenhagen Business School; **Mette Morsing**, Copenhagen Business School

780 📖: (Paper Session) - (MOC) **Teams: Emergence, Task Focus, Resilience, Efficacy, and Persistence**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 110A
 Chair: **Devaki Rau**, Northern Illinois U.
 Discussant: **Naina Gupta**, Nanyang Business School
- 🗣️📖 Searching the Usenet Network for Virtual Communities of Practice | **Enrique M. Murillo**, U. of Bradford School of Management; **David Philip Spicer**, U. of Bradford
 - 🗣️📖 The Evolution of Task Focus in Teams | **Anita Williams Woolley**, Harvard U.
 - 📖 Toward a Model of Team Resilience: Dimensions, Antecedents, Consequences, and Research Agenda | **Iryna Onypchuk**, U. of North Carolina; **Benson Rosen**, U. of North Carolina; **Bradley L. Kirkman**, Texas A&M U.
 - 🗣️📖 When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time | **Jack Anthony Goncalo**, Cornell U.; **Evan Polman**, Cornell U.
Winner of MOC Division Best Paper Award
 - Persistence and Disruption of Consensus Within TMTs: Effects of Status and Firm Performance | **Ana Elisa A. Iglesias**, Georgia State U.; **Susan Houghton**, North Carolina A&T State U.

781 📖JS: (MOC, BPS) **Connecting Board and Top Mgmt Cognition to Organizational Excellence: New Directions for Research**

- 12:20pm - 2:10pm Pennsylvania Convention Center: Room 113A
 Organizers: **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Mason A Carpenter**, U. of Wisconsin, Madison
 Discussants: **Michael A. Hitt**, Texas A&M U.; **George P. Huber**, U. of Texas, Austin
 Presenters: **Chet Miller**, Wake Forest U.; **Gregory P. Reilly**, U. of Connecticut
 Participants: **Howard A. Davies**, Hong Kong Polytechnic U.; **Jeongil Seo**, KDI School of Public Policy and Management;

Nandini Rajagopalan, U. of Southern California; **Robert Phillip Wright**, Hong Kong Polytechnic U.

782 🗄️📄: (MSR) **MSR "Pipeline" Paper Workshop**

12:20pm - 2:10pm Loews Philadelphia: Congress B

Pre-registration is required. Get matched to a Board Member for extensive manuscript feedback! Contact **Kathy Lund Dean** at lundkath@cob.isu.edu.

Organizer: **Kathy Lund Dean**, Idaho State U.

Facilitators: **Robert A Giacalone**, Temple U.; **Louis W. (Jody) Fry**, Tarleton State U. Central Texas; **David Trott**, St. Edwards U.; **Marjolein Lips-Wiersma**, U. of Canterbury; **Keiko Krahnke**, U. of Northern Colorado; **Gerald Biberman**, U. of Scranton; **Margaret Benefiel**, Andover Newton Theological School

783 🗄️: (Paper Session) - (OB) **Strategic Implications of Justice**

12:20pm - 2:10pm Philadelphia Marriott: Independence I

Chair: **Lynda M. Kilbourne**, Xavier U.

Discussant: **Suzanne S. Masterson**, U. of Cincinnati

Furthering the Cause of Justice: Organizational Responses to Claims of Injustice | **Flavia Cavazotte**, IBMEC, Rio de Janeiro; **Margaret Williams**, Virginia Commonwealth U.

🗄️ Fairness Heuristic and Cooperation in Mergers and Acquisitions | **Tessa Melkonian**, EM Lyon; **Philippe M. Monin**, EM Lyon; **Niels G. Noorderhaven**, Tilburg U.

🗄️ Interactional Justice and Executive Dyads: Individualized Leadership at Upper Levels of Management | **Aleksey A. Tikhomirov**, Binghamton U.

🗄️ Reactions to Inequity as a Function of Organization Strategy: Effect of Micro- and Macro Variables | **Yitzhak Fried**, Syracuse U.; **Ariel Levi**, Wayne State U.; **Livia Markoczy**, U. of Texas, Dallas; **Avi Fiegenbaum**, Technion U.

784 🗄️: (Paper Session) - (OB) **Emotional Intelligence**

12:20pm - 2:10pm Philadelphia Marriott: Independence II

Chair: **Brent A. Scott**, U. of Florida

Discussant: **Karen J. Crooker**, U. of Wisconsin, Parkside

Strategic Use of Emotional Intelligence in Organizational Settings: Exploring the Dark Side | **Martin J. Kilduff**, U. of Texas, Austin; **Dan S. Chiaburu**, Pennsylvania State U.

Emotional Intelligence, Relationship Building and Employee Effectiveness | **Sophia Vladimirova Marinova**, U. of Illinois, Chicago

➔ 🗄️ Does Emotional Intelligence Have Important Roles in the Public Organizations? | **Hsi-An Shih**, National Cheng Kung U.; **Ely Susanto**, National Cheng Kung U.

🗄️ Differential Effects of Emotional Intelligence and Cognitive Ability on Performance and Peer Liking | **Guo-hua Huang**, Hong Kong U. of Science and Technology; **Kenneth S. Law**, The Chinese U. of Hong Kong; **Lynda Song**, Renmin U. of China; **Zhijun Chen**, Hong Kong U. of Science and Technology

785 🗄️: (Paper Session) - (OB) **Organizational Citizenship Behaviors: Causal Linkages**

12:20pm - 2:10pm Philadelphia Marriott: Independence III

Chair: **Isabel C. Botero**, Illinois State U.

Discussant: **David L. Turnipseed**, Indiana U./Purdue U.

🗄️ Organizational Citizenship Behaviors as Behavioral Slack in High Growth Ventures | **David M. Townsend**, U. of Oklahoma; **Mark C. Bolino**, U. of Oklahoma; **Jonathan D.**

🗄️ Teaching-oriented | 🗄️ Practice-oriented | ➔ International-oriented | 🗄️ Theme-oriented | 🗄️ Research-oriented | 🗄️ Visual Presentation | 🗄️ Best Paper Proceedings

Arthurs, Washington State U.; **J. Bruce Gilstrap**, U. of Oklahoma

New Insights into the Mechanisms that Link Stressors to Voluntary Work Behaviors | **Ozgun Burcu Rodopman**, U. of South Florida

🗄️ OCB and Motivational Fit: Effects on Participant Affect and Satisfaction | **Guihyun Park**, Michigan State U.; **Linn Van Dyne**, Michigan State U.

🗄️ Organizational Citizenship Behavior and the Enhancement of Absorptive Capacity | **J. Bruce Gilstrap**, U. of Oklahoma

786 ➔ 🗄️: (Paper Session) - (OB) **Leadership Processes**

12:20pm - 2:10pm Philadelphia Marriott: Room 301

Chair: **Vu Nguyen Tran**, Pepperdine U.

Discussant: **Jerry G. Hunt**, Texas Tech U.

Leading the Firm's Response: Effects of Leadership Types in Dynamic Competition | **David Lanier Major**, U. of Maryland, College Park

➔ Bring Leader Consideration Back In: Examining a Dual-Path Model | **Jian Liang**, Hong Kong U. of Science and Technology

🗄️ The Dual Processes of Team Leadership: A Multilevel Perspective | **Joshua B. Wu**, U. of Miami

➔ An Examination of Relationships Between Contingent Reward and Personal Recognition and Outcomes | **Alannah Rafferty**, U. of Queensland, Australia

787 ➔ 🗄️: (Paper Session) - (OB) **Climates for Safety and Support**

12:20pm - 2:10pm Philadelphia Marriott: Room 309

Chair: **Alice Marie Obenchain-Leeson**, Averett U.

Discussant: **Kathleen Campbell**, United States Military Academy

🗄️ Group Leaders as Gatekeepers: Testing Safety Climate Variations Across Levels of Analysis | **Dov M. Zohar**, Israel Institute of Technology; **Gil Luria**, Haifa U.

🗄️ Shared Rewards and Goal Interdependence for Psychological Safety Among Departments in China | **Chen Guoquan**, Tsinghua U.; **Dean Tjosvold**, Lingnan U.; **Peng Chunyan**, Lingnan U.; **Yi Feng Chen**, Lingnan U.

🗄️ An Integrative Model of Safety Climate: Linking Psychological Climate to Individual Safety Outcomes | **Sharon Clarke**, Manchester Business School

🗄️ The Consequences of Misestimating a Climate for Organizational Support: A Longitudinal Study | **Michael Bashshur**, U. Pompeu Fabra; **Ana Baeza Hernandez**, U. of Valencia, Spain; **Vicente González-Romá**, U. of Valencia, Spain

788 🗄️: (Paper Session) - (OB) **Escalation of Commitment: New Directions**

12:20pm - 2:10pm Philadelphia Marriott: Room 310

Chair: **Sebastien Brion**, U. of California, Berkeley

Discussant: **Steve Arendall**, Union U.

🗄️ Escalating Commitment in Group Decision Making | **Glen Whyte**, U. of Toronto; **Neil Fassina**, U. of Manitoba

🗄️ When Emotions Escalate: The Relationship of Emotional Expression Norms and Escalation of Commitment | **Olivia Amanda O'Neill**, U. of Georgia

- ☒ Vigilance and De-Escalation of Commitment | **Roman Soucek**, U. of Erlangen-Nuernberg; **Klaus Moser**, U. of Erlangen-Nuernberg
- When Thinking Rationally Is Biased: The Role of Rational Thinking Style in Escalation of Commitment | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong; **Carmen K. Ng**, Hong Kong U. of Science and Technology

789 → ☒: (Paper Session) - (OB) **Creativity, Newcomers, and Time Pressure**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 110B

Chair: **Jennifer Bowers**, Florida State U.

Discussant: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

- ☒ When Proactive Newcomers Produce Creativity: Role of Job Creative Requirement and Superior Support | **Alice H Y Hon**, HK Baptist U.

- ☒ Design Work and Deadlines: An Interview Study Among Architects | **Flora Beeftink**, Technische U. Eindhoven; **Wendelien Van Eerde**, Technische U. Eindhoven; **Christel G. Rutte**, Technische U. Eindhoven

- ☉ → ☒ Organization Innovation Climate and Creative Outcomes: The Moderating Effect of Time Pressure | **Michael L. A. Hsu**, National Chengchi U., Taiwan; **Sam Fan**, National Chengchi U., Taiwan

- ☒ Antecedents and Consequences of Newcomers' Individual Creativity: A Longitudinal Study | **Tae-Yeol Kim**, City U. of Hong Kong; **Alice H Y Hon**, HK Baptist U.

790 ☒ JS: (OB, MOC) **Deconstructing Anger in Organizations: Costs and Benefits of Anger**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 103A

Organizers: **Hakan Ozcelik**, California State U. Sacramento; **Lu Wang**, U. of Illinois, Urbana-Champaign

Discussant: **Sigal Barsade**, U. of Pennsylvania

- When Fire Meets Ice: How Does Anger Relate to the Decision-Making Processes of Business Executives? | **Hakan Ozcelik**, California State U. Sacramento; **Amy Mickel**, California State U. Sacramento

- Anger Expressions at Work: Impacts of Work Unit Anger Norms on Anger Outcomes | **Ronda R. Callister**, Utah State U.; **Barbara Gray**, Pennsylvania State U.; **Maurice Schweitzer**, U. of Pennsylvania; **Donald E. Gibson**, Fairfield U.; **Joo-Seng Tan**, Nanyang Technological U.

- More Than Meets the Eye: Effects of Status on Anger Expression in Negotiations | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign; **Gerben A. Van Kleef**, U. of Amsterdam

- Is Anger Rewarded? Self-Other Discrepancies in Reaction to Anger | **Anat Rafaeli**, Technion-Israel Institute of Technology; **Shy Ravid**, Israel Institute of Technology; **Relie Derfler**, Israel Institute of Technology

- A Theoretical Model of the Antecedents and Causes of Hiding Frustration | **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Elizabeth D. Scott**, Eastern Connecticut State U.

791 ☉ ☒ JS: (OB, MOC) **Exploring Issues in Follower-Centered Perspectives on Leadership**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 103B

Chair: **Jaime L. Patera**, U. of Nebraska, Lincoln

☒ Teaching-oriented | ☉ Practice-oriented | → International-oriented | ☉ Theme-oriented | ☒ Research-oriented | ☉ Visual Presentation | ☒ Best Paper Proceedings

- Discussant: **William L. Gardner**, Texas Tech U.
- Reversing the Lenses: Studying Followers' Impact on Leaders, Leadership Relations, and Consequences | **Boas Shamir**, Hebrew U. of Jerusalem

- The Romance Lives On: Exploring Questions of Followership and the Romance of Leadership | **Michelle C. Bligh**, Claremont Graduate U.; **Birgit Schyns**, U. of Portsmouth

- Cultural Differences in the Social Construction of Followership | **Mary Uhl-Bien**, U. of Nebraska, Lincoln; **Rajnandini Pillai**, California State U. San Marcos

- Leading in a Subordinate Role: An Exploratory Investigation | **Melissa K. Carsten**, U. of Nebraska, Lincoln; **Bradley J. West**, U. of Nebraska, Lincoln; **Jaime L. Patera**, U. of Nebraska, Lincoln

792 ☒ SHCS: (OB, MOC, HR) **The Subtle Influence of Time on Individuals and Teams**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom A

Chairs: **Abbie J. Shipp**, Texas A&M U.; **Allen Bluedorn**, U. of Missouri, Columbia

Discussant: **Gerardo Okhuysen**, U. of Utah

- Introduction | **Allen Bluedorn**, U. of Missouri, Columbia
- Diversity in Temporal Portfolios: How Time-Based Individual Differences Can Affect Team Performance | **Susan Mohammed**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.

- The Effects of Allocation of Time at Work and Away from Work on Performance, Salary, and Turnover | **Abbie J. Shipp**, Texas A&M U.; **Stacie Furst**, U. of Cincinnati

- Chicken or Egg: A Cross-Lagged Analysis of Team Network Structure and Leadership Attributions | **Mathis Schulte**, U. of Pennsylvania; **Andy Cohen**, U. of Pennsylvania; **Katherine Klein**, U. of Pennsylvania

- Could Time Pressure Be Helpful? The Effect of Time Pressure When Switching Between Work Tasks | **Sophie Leroy**, New York U.

- Learning in Teams over Time: Antecedents and Consequences of Team Learning Trajectories | **Andrew P. Knight**, U. of Pennsylvania; **Archie L. Bates**, United States Military Academy

793 ☒ JS: (OB, SIM, MOC) **Doing Good or Doing Evil? Identity and Deviance in Organizations**

12:20pm - 2:10pm Pennsylvania Convention Center: Room 103C

Organizers: **Danielle E. Warren**, Rutgers U.; **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign

Discussant: **Janet M. Dukerich**, U. of Texas, Austin

- Religious Identity and Destructive Conformity | **Rommel O. Salvador**, U. of Central Florida; **Kristin Smith-Crowe**, U. of Utah; **Suzanne Chan-Serafin**, U. of Utah; **Arthur P. Brief**, U. of Utah

- Status Differentiation and the Protean Self: A Social-Cognitive Model of Deviance in Organizations | **Bella L. Galperin**, U. of Tampa; **Rebecca J. Bennett**, Louisiana Tech U.; **Karl Aquino**, U. of British Columbia

- Motivating Unethical Prosocial Behavior Through Identification and Positive Reciprocity | **John B. Bingham**, Brigham Young U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Marie S. Mitchell**, U. of Nebraska, Lincoln

A Conceptual Examination of Organizational Identification and White-Collar Crime | **Abhijeet K. Vadera**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, U. of Illinois, Urbana-Champaign

How Sanctions Regulate Deviance: The Importance of Embarrassment and Identification | **Danielle E. Warren**, Rutgers U.; **Kristin Smith-Crowe**, U. of Utah

794 📄: (Paper Session) - (OCIS) E-Workspaces --

Leadership Issues

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom J

Chair: **Janet Fulk**, U. of Southern California

Discussant: **Susan Winter**, Brunel U.

📄 The Art of Leadership: Exploring The Effects of Leaders, Motivating Language In Virtual Teams | **Ching-Wen Wang**, National Chung Hsing U.; **Minder Chen**, George Mason U.; **Kai-Tang Fan**, National Chung Hsing U.; **Yi-Ting Chang**, National Chung Hsing U.

👁️📄 Is Knowledge Power? A Study of Leadership and Influence in Electronic Networks | **Sri Kudaravalli**, U. of Maryland; **Samer Faraj**, U. of Maryland; **Molly Wasko**, Florida State U.

📄 A Multimethod Analysis of Patterns of Emergent Leadership in Virtual Teams | **Nora Misiolek**, Marist College

795 👁️📄: (Paper Session) - (OCIS) OCIS Visual Paper Session

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OCIS

Presented on Panels 24-35

👁️📄 Examining and Extending the Theoretical Basis for the Business Value of Information Technology | **Paul L. Drnevich**, U. of Alabama

👁️📄 The Spatial Dimension of Knowledge Flows: A Simulation Approach | **Agusti Canals**, U. Oberta de Catalunya; **Max Boisot**, U. of Birmingham; **Ian C MacMillan**, U. of Pennsylvania

👁️📄 Understanding Dynamic Pricing in Public Transport: The Role of Smart Card Technology Adoption | **Ting Li**, Erasmus U. Rotterdam; **Eric van Heck**, Erasmus U. Rotterdam; **Moritz Fleischmann**, Erasmus U. Rotterdam

👁️📄 Organizing User Participation In Online User Community | **Xiaoqing Wang**, U. of Pittsburgh; **Laurie J. Kirsch**, U. of Pittsburgh; **Brian S. Butler**, U. of Pittsburgh

➔👁️📄 Open Large Shared Knowledge Construction Systems' Dominance: The Wikipedia Social Structure. | **Gilad Ravid**, U. of Southern California

👁️📄 Impact of Knowledge Management Strategy on Organizational Learning: A Simulation Study | **Jungpil Hahn**, Purdue U.; **Aditi Mukherjee**, Purdue U.

👁️📄 Understanding the Effect of Control on Information Systems Project Performance via Meta-Analysis | **Ravi S. Narayanaswamy**, Clemson U.; **Raymond M. Henry**, Clemson U.; **Russell L. Purvis**, Clemson U.

👁️📄 Media Choice in the Workplace: Effect of Strength of Ties | **Kate Ehrlich**, IBM Research; **Inga Carboni**, Boston College

👁️📄 Performance through Integration: Transaction Cost Economics and the Supply Chain. | **Garry Buttermann**, U. of Louisville; **Richard Germain**, U. of Louisville; **Karthik Iyer**, U. of

👁️📄 Mapping the Field of Virtual Work: A Co-citation Analysis | **Sumita Raghuram**, Pennsylvania State U; **Philipp Tuertscher**, U. of St. Gallen

OCIS Division Best Visual Paper Award - Finalist

👁️ Factors Critical to the Successful Implementation of ERP in Different National Cultures | **Neil Andrew Morton**, Florida Atlantic U.

796 ➔👁️📄 JS: (OCIS, OB) Coordination Complexity in Geographically Distributed Collaboration

12:20pm - 2:10pm Philadelphia Marriott: Room 405

Chairs: **Robert M. Verburg**, Delft U. of Technology; **Alberto Espinosa**, American U.

Discussant: **Pamela Hinds**, Stanford U.

Coordinating Across Boundaries and Discontinuities | **Kevin Crowston**, Syracuse U.

Leading in Virtual Contexts | **Deanne N. DenHartog**, U. of Amsterdam; **Anne Keegan**, U. of Amsterdam

Voluntary Engagement in an Open Web-Based Encyclopedia: Wikipedians, and Why They Do it? | **Joachim Schroer**, U. of Wuerzburg; **Guido Hertel**, U. of Wuerzburg

Why are Project Managers Willing to Work in Fully Virtual Settings? | **Robert M. Verburg**, Delft U. of Technology; **Petra Bosch-Sijtsema**, Helsinki U. of Technology; **Matti Vartiainen**, Helsinki U. of Technology

Virtual Team Boundary Complexity: A Team Coordination Perspective | **Alberto Espinosa**, American U.; **William DeLone**, American U.; **Gwanhoo Lee**, American U.

797 ➔👁️📄 JS: (OCIS, TIM, HCM) Transforming the Practice and Delivery of Healthcare through Information Technology

12:20pm - 2:10pm Philadelphia Marriott: Room 307

Chair: **Ritu Agarwal**, U. of Maryland, College Park

IT and the Evolving Organization of MultiDisciplinary Teams for Cancer Care | **Michael Barrett**, U. of Cambridge

Transforming The UK National Health Service Through IT Investment: An Institutional Perspective | **Wendy Currie**, U. of Warwick

Isolating the Effects of Health IT on Performance: Empirical Test of Complementarities and Learning | **Corey M Angst**, U. of Maryland, College Park; **Ritu Agarwal**, U. of Maryland, College Park

Transforming Healthcare: A View from the Pharmaceutical Industry | **Steve Labkoff**, Pfizer Inc

798 : (Paper Session) - (ODC) Cynicism and Resistance

12:20pm - 2:10pm Loews Philadelphia: Commonwealth C

Discussant: **Leon De Caluwe**, Free U., Twynstra

👁️📄 Conceptualization of Resistance to Change: A Multi-Level Perspective | **Chi C. Dang**, Michigan State U.

➔📄 Rethinking Cynicism during Organizational Change: An Exploratory Study | **Gareth Simpson**, U. of Queensland; **Amanda Roan**, U. of Queensland; **Neil Paulsen**, U. of Queensland

👁️📄 Managing Cynicism in the Face of Continuous Incremental Organizational Change | **Katherine A DeCelles**, U. of Maryland; **Paul E. Tesluk**, U. of Maryland

A Structure for Terror Management and its Relevance to Resistance to Change | **Jonathan D. Raelin**, George Washington U.; **James R Bailey**, George Washington U.

799 : (Paper Session) - (ODC) **Human Capital, Human Resources and Job Design**

12:20pm - 2:10pm Loews Philadelphia: Commonwealth D

Chair: **Neil M. Boyd**, Lycoming College

➤ The Positive Side of Reorganization: Interactive Effects of Job Changes and Role Perceptions. | **Mary C Kernan**, U. of Delaware

➤ Human Resource Practices and Firm Performance: Is Organizational Learning a Missing Link? | **Mei-Ling Wang**, Aletheia U.

➤ Over-educated, Under-utilized Manager: Why Doesn't Human Capital Development Bring Desired Outcomes? | **Khalid Othman Alyahya**, Arizona State U.

➤ TQM as an Organisational Design Option: Critical Factors in Successful Implementation | **Javier Garcia-Bernal**, University of Zaragoza (Spain); **Marisa Ramirez-Aleson**, University of Zaragoza (Spain)

The Role of Human Resource Managers in Strategic Human Resource Management and Strategic Change | **Maria B Gondo**, U. of Memphis; **Dionne Pohler**, U. of Alberta; **Debmalya Mukherjee**, U. of Memphis

800 : (Paper Session) - (ODC) **Dynamics of Creativity and Innovation**

12:20pm - 2:10pm Loews Philadelphia: Congress C

Discussant: **Joel R. DeLuca**, Evergreen Business Group

➤ Shared Leadership in Dispersed Innovation Teams: Mutual Influence and Proactive Followership | **Martin Hoegl**, WHU - Otto Beisheim School of Management; **Miriam Muethel**, WHU - Otto Beisheim School of Management

➤ The Impact of Contextual and Personal Characteristics on Employee Creativity | **Baek-Kyoo Joo**, U. of Minnesota, Twin Cities; **Baiyin Yang**, U. of Minnesota

Organizational Creativity: A Conceptual Model from an Integrative Literature Review | **Baek-Kyoo Joo**, U. of Minnesota, Twin Cities; **Gary N. McLean**, U. of Minnesota

801 : (Paper Session) - (OM) **Interdisciplinary Operations Management**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 13

Chair: **Mikko Ketokivi**, Helsinki U. of Technology

Discussant: **Barbara B. Flynn**, Indiana U.

➤ The Interface between Manufacturing Engineering and Production: Insights from a Field Investigation | **Qiang Lu**, U. of Auckland; **Jay Sankaran**, U. of Auckland; **Suchi Mouly**, U. of Auckland

➤ Impact of Information Systems and Supply Chain Management Practices on SMEs' Operational Performance | **Erkan Bayraktar**, Bahcesehir U.; **Mehmet Demirbag**, Sheffield U.; **Ekrem Tatoglu**, Bahcesehir U.

➤ Complementary Effects of Value and Satisfaction on Customer's Behavioral Intentions | **Pankaj Setia**, Michigan State U.; **Ken Boyer**, Michigan State U.; **Roger Calantone**, Michigan State U.; **Clay Voorhees**, Michigan State U.

Integrating Goal Setting & Motivation Theories as a Basis for Project Team Potency & Success | **Jeanne McConnell**, Florida Atlantic U.

802 : (Paper Session) - (OM) **Operations & ERP**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OM 1

Presented on Panels 36-39

➤ Delegating Knowledge Work using a Kanban Production Control Approach | **Robert Marsh**, Sacred Heart U.; **Maureen Conard**, Sacred Heart U.

➤ Continuous Improvement for Cellular Manufacturing: Case of a Japanese Home Appliance Manufacturer | **Ha Thi Thuy Pham**, International U. of Japan; **Tomoaki Shimada**, Kobe U.

➤ Buyer-Supplier Relationship Typologies Revisited: Review, Critique and Future Directions | **Chanchai Tangpong**, North Dakota State U.; **Michael D Michalisin**, Southern Illinois U., Carbondale; **Arlyn J Melcher**, Southern Illinois U., Carbondale

➤ Routines in ES-Enabled Firms | **Arun Madapusi**, U. of North Texas; **Grant Miles**, U. of North Texas; **Richard E White**, U. of North Texas

803 : (OMT) **Toward a More Nuanced Account of Geography and Organizations**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 6

Organizer: **Scott D. Hayward**, Emory U.

Discussant: **Olav Sorenson**, U. of Toronto

Where Does Technological Novelty Come From? Geography and Fuel Cell Technology Development | **Gurneeta Vasudeva**, Indian School of Business ; **Jennifer Spencer**, George Washington U.

The Geography of Stock Backdating | **Pino G. Audia**, U. of California, Berkeley; **Fiona Kun Yao**, U. of California, Berkeley
Geographic Influences on Foundings by Experienced versus Inexperienced Individuals | **Peter W Roberts**, Emory U.; **Scott D. Hayward**, Emory U.

Terror, Hope and Entrepreneurship: September 11 Attacks and Business Founding in New York State | **Srikanth Paruchuri**, U. of Florida; **Paul Ingram**, Columbia U.

804 : (Paper Session) - (OMT) **Status Dynamics in Organizational and Interorganizational Networks**

12:20pm - 2:10pm Philadelphia Marriott: Room 401

Chair: **Francois Herve Collet**, Said Business School

Discussant: **Michael Jensen**, U. of Michigan, Ann Arbor

➤ Divergence in Status Evaluation: Implications for a Social Construction View of Status Building | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Daniel Stewart**, Gonzaga U.

➤ The Status-contingency Value of Interorganizational Relations: An Identity-based Explanation | **Zhi Huang**, Boston College; **Stephen P Borgatti**, Boston College
Exclusivity of Affiliates as a Moderator of Affiliation-Based Status Transfer | **Gokhan Ertug**, INSEAD

➤ An Examination of Status Dynamics in the U.S. Venture Capital Industry | **Young-Kyu Kim**, U. of Chicago

805 : (Paper Session) - (OMT) **Political Dynamics and Social Influence in Corporate Governance**

12:20pm - 2:10pm Philadelphia Marriott: Room 403

➤ Teaching-oriented | ➤ Practice-oriented | ➤ International-oriented | ➤ Theme-oriented | ➤ Research-oriented | ➤ Visual Presentation | ➤ Best Paper Proceedings

Chair: **Kathleen Park**, Massachusetts Institute of Technology
 Discussant: **Joseph Porac**, New York U.

Reconciling Family-Centric and Professionalized

Governance: Boards of Firms within FBGs | **Ozlem Yildirim**, Bogazici U.; **Behlul Usdiken**, Sabanci U.

CEO Power, Non-executive Directors Knowledge and Influence over Corporate Board | **Zhonghua Wu**, National U. of Singapore

Stigma and the Symbolic Contest for Corporate Control | **Jo-Ellen Pozner**, U. of California, Berkeley

Sociopolitical Dynamics in Relations Between Top Managers and Security Analysts | **James Westphal**, U. of Michigan; **Michael Clement**, U. of Texas, Austin

806 (Paper Session) - (OMT) Interorganizational Networks

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1
 Presented on Panels 52-55

Forging Partnerships: The Role of Opportunity Structures in Organizational Collaborations | **Emily Barman**, Boston U.

Types of Tie, Interorganizational Tie Dynamics and Innovation Networks | **Francesca Mariotti**, U. of Stirling

Managing Inter-organizational Relationships: Coordination Processes across Organizational Boundaries | **Prashant Deshpande**, INSEAD; **Filipe Manuel Simoes Dos Santos**, INSEAD

The Duration of Supplier-Buyer Ties: The Role of a Firm's Corporate Development History | **Youtha Cuypers**, Tilburg U.

807 SHCS: (OMT, BPS, ODC) Toward a Theory of Complexity for Management

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom B

Organizer: **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

Employing Complex Adaptive Systems (CAS) Models in Organizational Studies | **Philip Anderson**, INSEAD

Management and Complexity | **Peter Allen**, Cranfield U.

Complexity Research in the Face of Cognition | **Jan W. Rivkin**, Harvard U.

A Multi-Level Complexity Framework for Emergence | **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston

Power Laws As Telltales of Emergence-In-Action | **Bill McKelvey**, U. of California, Los Angeles

808 SHCS: (OMT, MOC, CAR) Living With Typecasting: How Firms, Entrepreneurs and Job Seekers Manage Categories

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom C

Chair: **Roxana Barbulescu**, INSEAD

Discussant: **Ezra Zuckerman**, Massachusetts Institute of Technology

The Consequences of Multiple Category Membership: A Formal Theory and Two Empirical Tests | **Greta Hsu**, U. of California, Davis; **Michael T Hannan**, Stanford U.; **Ozgecan Kocak**, Columbia U.

Learning to Typecast: A Theory of Inefficient Typecasting | **Jerker C. Denrell**, Stanford U

Overcoming Typecasting: Role and Identity Learning in the MBA Job Market | **Roxana Barbulescu**, INSEAD

Typecasting Entrepreneurs: Boundary-Crossing and Firm Performance in High-Tech Ventures (1986-2006) |

Geraldine A. Wu, New York U.; **Gina Dokko**, New York U.

809 JS: (OMT, OCIS) E-Mail Data in Social Network Analysis

12:20pm - 2:10pm Philadelphia Marriott: Franklin 7

Chairs: **Adam M. Kleinbaum**, Harvard U.; **Eric Quintane**, U. of Melbourne

Formal and Informal Structures in Inter-Unit Coordination | **Adam M. Kleinbaum**, Harvard U.

Information, Technology and Information Worker Productivity: Task Level Evidence | **Sinan Aral**, MIT Sloan School of Management; **Marshall Van Alstyne**, Boston U.

Using Email to Disambiguate Relationships Between Social Capital and Performance | **Nathaniel Bulkley**, U. of Michigan; **Marshall Van Alstyne**, Boston U.

Email and Survey Data. The Correspondence Between Perceived and Observed Networks | **Eric Quintane**, U. of Melbourne; **Adam M. Kleinbaum**, Harvard U.

810 (Paper Session) - (ONE) Environmental Innovation

12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom C2

Chair: **Tim Hargrave**, U. of Washington, Bothell

Top Down Versus Upward Selling of Environmental Innovations in the Oil and Gas Industry | **Sanjay Sharma**, Wilfrid Laurier U.

Technological Change and Environmental Regulation: Lessons from Patenting in the U.S. Auto Industry | **Jaegul Lee**, Carnegie Mellon U.; **David Hounshell**, Carnegie Mellon U.

Environmental Innovations, Environmental Management and Patenting: How Do They Relate? | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée

Untangling Environmental Strategies with Absorptive Capacity - Development and Competitive Advantage | **Matthias Johannes Kuss**, ETH Zurich; **Volker H. Hoffmann**, ETH Zurich; **Jens Hamprecht**, ETH Zurich

811 (Paper Session) - (ONE) Longitudinal Analyses of Environmental Issues

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - ONE 1

Presented on Panels 16-19

Has Industry Adopted "Doing Good Does Well"? A Longitudinal Study of Environmental Strategies | **Bruce Clemens**, Western New England College

A Longitudinal Study of the Link between Corporate Governance and Environmental Strategy | **Judith Louise Walls**, Rensselaer Polytechnic Institute; **Phillip Phan**, Rensselaer Polytechnic Institute; **Pascual Berrone**, Carlos III U.

Testing Schwartz Values on Employees and Environmental Attitudes in the Chinese Energy Industry | **Rosa Chun**, Manchester Business School; **Meng Du**, Manchester Business School

Changing to Sustain: A Longitudinal Investigation of Foresters' Change-related Behaviors | **Judd Michael**, Pennsylvania State U.; **Lucinda Lawson**, Lehigh U.; **Mark A. Gagnon**, Huttig Building Products

812 → 🗣️📄: (Paper Session) - (ONE) **Managing Environmental Problems**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - ONE 2
Presented on Panels 20-23

- 🗣️📄 Environmental Supply Chain Management Practices in the Automotive Industry | **Qinghua Zhu**, Dalian U. of Technology; **Jo Crotty**, Aston U.; **Joseph Sarkis**, Clark U.
- 🗣️📄 Assessing the Performance of Voluntary Environmental Programs: Does Certification Matter? | **Nicole Darnall**, George Mason U.; **Stephen Sides**, National Paint and Coatings Association
- 📄 Regional Resources and Strategy: U.S. Environmental Technology Industries | **Gregory Theyel**, California State U.
- 📄 In the Market for Carbon Credits, Brazil, China and India are Adopting Differentiated Strategies? | **Marta Correa Dalbem**, IAG PUC Rio; **Helene Bertrand**, Pontifical Catholic U. of Rio de Janeiro

813 🗣️📄: (Paper Session) - (PNP) **Nonprofit Organizations and the Strategic Development of Boards**

12:20pm - 2:10pm Loews Philadelphia: Howe

Chair: **Michele A Govekar**, Ohio Northern U.
Discussant: **Kirsten Grønbjerg**, Indiana U.

- 🗣️📄 Strategy in Community Foundation Boards | **Judith L. Millesen**, Ohio U.; **Eric C. Martin**, Eastern Connecticut State U.
- 🗣️📄 Governing for What Matters: Exploring the Key Roles for Community Foundation Boards | **William A. Brown**, Texas A&M U.; **Chao Guo**, Arizona State U.
- 📄 → 🗣️📄 Not Too Big and Not Too Small: Identifying the 'Sweet Spot' for Nonprofit Boards | **Geoff Kistruck**, U. of Western Ontario; **Israr Qureshi**, U. of Western Ontario
Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student
- 🗣️📄 How Nonprofit Boards Reconcile Tensions Between Mission and Sustainability through Decision-Making | **Christine Murphy**, RMIT U.

814 🗣️📄: (Paper Session) - (PNP) **In the Belly of the Bureaucracy: Work Environments of Public Organizations**

12:20pm - 2:10pm Loews Philadelphia: Lescaze

Chair: **Dean F. Eitel**, DePaul U.

Discussant: **Hal G. Rainey**, U. of Georgia

- 🗣️📄 Green Tape: A Theory of Effective Organizational Rules | **Leisha DeHart-Davis**, U. of Kansas
- 📄 Differences between Archival and Perceptual Environmental Measures in the Public Sector | **Rhys Andrews**, Cardiff U.; **George Alexander Boyne**, Cardiff U.; **Kenneth J. Meier**, Texas A&M U.; **Laurence O'Toole**, U. of Georgia; **Richard Mark Walker**, U. of Hong Kong
- 📄 Making Sense of Change: Unlocking the Role of Organizational Context | **Mairi Watson**, De Montfort U.; **Louise Fitzgerald**, De Montfort U.
- 📄 → 🗣️📄 Integrating Job Strain and Psychological Contract Theories to Predict Employee Wellbeing | **Andrew James Noblet**, Deakin U.; **John J. Rodwell**, Macquarie U.
Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division

815 🗣️: (Paper Session) - (PNP) **Issues in Public Management**

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - PNP
Presented on Panels 68-72

Discussant: **R. Karl Rethemeyer**, U. at Albany, SUNY

- 🗣️📄 The Relationship Between Intellectual Capital and Reputation of Higher Education | **I-Chen Lee**, National Chenchi U.
- 🗣️ → 🗣️📄 Government E-Services and Patterns of Innovation: Taiwan's Experience | **Lihung Cheng**, National ChengChi U.; **Chao-tung (Jordan) Wen**, National ChengChi U.
- 🗣️📄 Unraveling the Social and Political Drivers of E-government: A Cross Country Study | **Jie Mein Goh**, U. of Maryland; **Samer Faraj**, U. of Maryland; **Tony Feghali**, American U. of Beirut
- 🗣️📄 Managing Militarily | **Delphine Resteigne**, Royal Belgian Military Academy; **Joseph Soeters**, Tilburg U.
- 🗣️🗣️📄 Interruptions and Performance: The Role of Task, Environmental, and Individual Characteristics | **Baiyun Gong**, U. of Pittsburgh

816 📄: (RM) **Nonresponse in Diary and Longitudinal Studies**

12:20pm - 2:10pm Philadelphia Marriott: Franklin 8

Chair: **Christiane Spitzmueller**, U. of Houston

- Non-response in a Daily Electronic Survey | **Sandra Ohly**, U. of Frankfurt
- Participant Noncompliance in Daily Survey Measures | **Charlotte Fritz**, Bowling Green State U.
- Impact and Predictors of Non-compliant Responses in Diary Studies | **Carmen Binnewies**, U. of Konstanz; **Sabine Sonnentag**, U. of Konstanz; **Eva J. Mojza**, U. of Konstanz

817 📄: (Paper Session) - (RM) **Case Studies & Discourse Analysis**

12:20pm - 2:10pm Philadelphia Marriott: Room 306

Chair: **Margaret D Gorman**, George Washington U.

Discussant: **Monica C. Worline**, Emory U.

- Using Comparative Case Studies in Management Research: Developing, Testing, and Validating Theory | **Anuja Gupta**, U. of Pennsylvania; **Mauro F Guillen**, U. of Pennsylvania
- 📄 Validity and Reliability in Longitudinal Case Study Timelines | **Chris T. Street**, U Manitoba; **Kerry W. Ward**, U. of Nebraska - Omaha
- 📄 Discourse Analysis in Organization Studies: The Case of Law and Watson's Ethnographies | **Craig Prichard**, Massey U.

818 📄: (Paper Session) - (TIM) **Knowledge Search and Learning**

12:20pm - 2:10pm Philadelphia Marriott: Room 303

Chair: **Bijan Azad**, American U. of Beirut

Discussant: **Miguel Angel Campo-Rembado**, Dartmouth College

- Search Styles in Style Searching: Learning Exploration Strategies from Fashion Firms | **Paola Cillo**, Bocconi U.; **Gianmario Verona**, Bocconi U.
- 🗣️📄 The Hidden Facts: Hybrid Learning is the Preferred Choice for Working Adult Learners | **Verneshia Boone**, U. of Phoenix, Cleveland Campus; **Dr. Ernest A Norris**, U. of Phoenix

📖 The Emergence of Counter Strategies in Hypercompetitive Industries: A Learning Theory Perspective | **Andreas Schwab**, Louisiana State U.; **Yves Damoiseau**, Louisiana State U.; **Yana G Kuzmina**, Louisiana State U.; **Meri Thompson**, Louisiana State U.

📖 Creating Breakthroughs: Deconstructing the Experiential Roots of Search and Knowledge Creation | **Michael J. Mannor**, Michigan State U.

TIM Division Best Student Paper Award Finalist

819 📖: (Paper Session) - (TIM) Managing Knowledge for Innovative Performance

12:20pm - 2:10pm Philadelphia Marriott: Room 304

Chair: **Gary Dushnitsky**, U. of Pennsylvania

Discussant: **Sebastian Fixson**, MIT Sloan School of Management

📖 Technology-Based Service Proposal Screening: Antecedents of Decision Making Effectiveness | **Allard C.R. Van Riel**, U. of Liège; **Janjaap Semeijn**, Open U.; **Wafa Hammedi**, U. of Liege

🗣️ Knowledge Management Capacity and Organizational Performance: The Social Interaction View | **Chung-Jen Chen**, National Taiwan University; **Yung-Chang Hsiao**, National Cheng Kung U.

🗣️ Centripetal & Centrifugal Forces in Systems Innovation: Distributed Influence & Schematic Diversity | **Willow Sheremata**, York U.

📖 Scientists or Entrepreneurs: Rent (Mis)Appropriation from Discoveries Made in University Labs | **Gideon D Markman**, U. of Georgia; **Peter T. Gianiodis**, Clemson U.; **Andreas Panagopoulos**, Lancaster U.

Stephan Schrader Best Paper Award Finalist

820 📖: (Paper Session) - (TIM) Alliances, Networks and Clusters: Impact on Innovation

12:20pm - 2:10pm Philadelphia Marriott: Room 305

Chair: **Anne W. Fuller**, Georgia Institute of Technology

Discussant: **Mike C. H. Chao**, Baruch College

📖 Small firm - Large firm Alliance dynamics: How Davids can beat the Goliaths | **Gautam Kasthurirangan**, Rensselaer Polytechnic Institute; **Satish Nambisan**, Rensselaer Polytechnic Institute

Management of Alliances: Performance Effects of Project Managers' Participation | **Ricarda Bouncken**, U. of Greifswald; **William John Lekse**, Babson College; **Michael Koch**, U. of Hamburg

📖 Managing the Cooperation-Competition Dilemma in R&D Alliances | **Dries Faems**, Catholic U. of Leuven; **Maddy Janssens**, Catholic U. of Leuven; **Bart Van Looy**, K.U.Leuven

🗣️ Learning through Alliances | **Danielle D Dunne**, Rutgers U.; **Deborah J Dougherty**, Rutgers U.

📖 Realizing Innovation Synergies through Mergers & Acquisitions | **Maarten H. Batterink**, Wageningen U.; **Emiel F.M. Wubben**, Wageningen U.; **Lianne W.L. Simonse**, Utrecht School of Economics; **Onno Omta**, Wageningen U.

821 🗣️: (Paper Session) - (TIM) Insights into New Product Development

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - TIM 1

Presented on Panels 1-11

🗣️ Being Aware or Being Able: Technology Diffusion in Mouse Genetics | **Christopher C. Liu**, Harvard U.; **Fiona Murray**, Massachusetts Institute of Technology; **Stefan H. Thomke**, Harvard U.

🗣️ Information Technology and the Ambidexterity Hypotheses: An Analysis in Product Development | **Isabel M. Prieto**, Valladolid U.; **Elena Revilla**, Instituto de Empresa; **Beatriz Rodriguez**, U. de Valladolid

🗣️ New-value Creative Type of Product Managers The Case of Honda | **Tadahiko Kawai**, Tsukuba U.

🗣️ The Role of Organization Design and Communication on NPD Project Alliance Performance | **Yuosre F. Badir**, Tokyo Institute of Technology; **Bettina Buechel**, IMD, Lausanne

🗣️ Perceived Uncertainty and Effect of Outsiders in New Product Development | **Namgyoo Kenny Park**, Seoul National U.; **Young-Gon Cho**, Dongguk U.; **Heeyon Kim**, Seoul National U.; **Jae Hoon Han**, Seoul National U.; **Yoo Jin Jung**, Seoul National U.; **Jinsung Kim**, Seoul National U.

🗣️ New Product Development and Dynamic Capabilities: A Framework and an Empirical Test | **Giulia Calabretta**, ESADE; **Boris Durisin**, Bocconi U.

➔ 🗣️ Janus, Laymen, and Status: Some Novel Considerations in Product Architecture | **Sheen S. Levine**, Singapore Management U.; **Johannes M Pennings**, U. of Pennsylvania

🗣️ The Nature of Radical Inventions | **Wilfred Schoenmakers**, Hasselt U.

🗣️ Technological Diversification, Complementary Assets, and Performance | **Yi-Chia Chiu**, National Chung Hsing U.; **Hsien-Che Lai**, Tunghai U.; **Tai-Yu Lee**, National Chung Hsing U.; **Yi-Ching Liaw**, National Chung Hsing U.

🗣️ Nurturing Creativity | **Veena Pundlik Prabhu**, Auburn U.

🗣️ The Effects of Family-Controlled Business on the Economic Value of Innovation | **Shao-Chi Chang**, National Cheng Kung U.; **Wann-Yih Wu**, National Cheng Kung U.; **Ying-Jiuan Wong**, National Cheng Kung U.

822 🗣️: (Paper Session) - (TIM) Human Capital, Innovation and Intellectual Property

12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - TIM 2

Presented on Panels 73-80

🗣️ Worker Mobility and the Flow of Process Knowledge Between Industries | **Prasanna Tambe**, Wharton, U. of Penn; **Lorin Hitt**, Wharton, U. of Penn

🗣️ Computers and Specific Human Capital | **Prasanna Tambe**, Wharton, U. of Penn; **Lorin Hitt**, Wharton, U. of Penn

🗣️ HRM at Your Service: Developing Effective HRM Systems in the Context of E-Service | **Karen Holcombe Ehrhart**, San Diego State U.; **Beth G Chung-Herrera**, San Diego State U.

➔ 🗣️ How Do Small Biotech Firms Manage the Patenting Process? | **Lee N. Davis**, Copenhagen Business School

🗣️ R&D Distribution and Patent Portfolios: A Survey-Based Investigation of UK Manufacturing | **Henrique M. Barros**, Ibmec, Sao Paulo

🗣️ Nanotechnology as an Epistemic Object: Explorative Case of an Emergent Technology Innovation System | **Krsto Pandza**, Leeds U. Business School; **Robin Holt**, Leeds U. Business School

- 👁️ Effect of Competition and the Importance of an Industry to a Firm on Its Rate of Patenting | **Ravikant Avva**, Columbia U.
- ➔ 👁️ Managing the Deployment of Information & Communication Technologies for Global Service Organizations | **Martin R. Fellenz**, Trinity College Dublin; **Mairead Brady**, Trinity College Dublin

823 📄 JS: (TIM, BPS, OMT) **The Management of Science**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom K

Chair: **Christopher C. Liu**, Harvard U.

Discussant: **Fiona Murray**, Massachusetts Institute of Technology
The Benefits from Collaboration across Organizations and Countries. | **Jasjit Singh**, INSEAD

Interfaculty Linkages and the Productivity of Academic Labs | **Darren Zinner**, MGH Institute for Health Policy

Noncompetes, Startups, and Creativity | **Matt Marx**, Harvard U.

Tools as Resource Constraints for Life-Science Laboratories | **Christopher C. Liu**, Harvard U.

824 🗣️➔🗣️ JS: (TIM, BPS, SIM) **Biopharmaceutical Firms' Ethical Approaches at Different Company Life Stages**

12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom L

Chair: **Michael A. Santoro**, Rutgers U.

Discussants: **Glenna M. Crooks**, Strategic Health Policy International; **David Finegold**, Rutgers U.

Coordinator: **Anne-Laure Winkler**, Rutgers U.

Presenters: **Elliott Hillback**, Genzyme; **Gary A. Cohen**, Keck Graduate Institute; **Sharon D'Agostino**, Johnson & Johnson

Monday 12:30PM

825 : (ICW) **Entrepreneurship Theory and Practice Editorial Board Meeting**

12:30pm - 3:30pm Loews Philadelphia: Commonwealth A1

Organizer: **Ray Bagby**, Baylor U.

Monday 12:40PM

826 📄: (Paper Session) - (OMT) **Institutional Logics: Reproduction and Transformation**

12:40pm - 2:10pm Philadelphia Marriott: Franklin 5

Chair: **Rajshree Prakash**, Alberta U.

Discussant: **Patricia H Thornton**, Duke U.

➔➔ An Institutional Perspective on Corporate Restructuring of Business Groups in Emerging Economies | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign; **Chi-Nien Chung**, National U. of Singapore

📄 Adapting to Institutional Logics: The Response of Spanish Firms in the Post-Franco Era | **Amalia Maria Magan Diaz**, U. of Almeria; **Royston Greenwood**, U. of Alberta; **Stan X. Li**, U. of Alberta; **Jose Cespedes-Lorente**, U. of Almeria

Institutional Logics and Tie Formation: Jazz Field, 1930-1969 | **Charles Kirschbaum**, Centro U. da FEI

The Logic of Shareholder Value as an Identity Project | **Jaco Lok**, Cambridge U.

827 ➔📄 JS: (OMT, BPS, RM) **QCA and Set-theoretic Methods: New Perspectives for Management and Strategy Research**

12:40pm - 2:10pm Philadelphia Marriott: Room 404

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

Organizer: **Peer C. Fiss**, U. of Southern California
What You Always Wanted to Know about Set-theoretic Methods... | **Peer C. Fiss**, U. of Southern California

A Set-theoretic Analysis of Cross-cultural Differences in Compensation | **Thomas Greckhamer**, Louisiana State U.

Explaining the Cross-National Diversity of Corporate Ownership: A Qualitative Comparative Analysis | **Gregory Jackson**, U. of London; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

Configurations in Best Practice: A Longitudinal, Multi-method Approach | **Bruce Kogut**, INSEAD; **John Paul MacDuffie**, U. of Pennsylvania; **Frits Pil**, U. of Pittsburgh; **Charles Ragin**, U. of Arizona

Set-theoretic Methods and Pragmatic Analysis of Large-N Datasets | **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business

828 🗣️ JS: (SIM, BPS, OMT) **Corporate Social Responsibility and Professional Sport: A Perfect Match?**

12:40pm - 2:10pm Loews Philadelphia: Washington B

Organizers: **Kathy M. Babiak**, U. of Michigan; **Richard A Wolfe**, U. of Michigan

Discussants: **Kim Cameron**, U. of Michigan; **Paul C Godfrey**, Brigham Young U.

Community Outreach Efforts by Professional Sport Teams: A Theoretical Perspective | **Kathy M. Babiak**, U. of Michigan; **Richard A Wolfe**, U. of Michigan

Corporate Social Responsibility in Professional Sport: The State of the Art | **Greg Johnson**, Sports Philanthropy Project

CSR in Professional Sport: The Impact of Unethical and/or Illegal Behavior on Team CSR Efforts | **Dennis L Smart**, Texas State U.; **Paula Rechner**, Texas State U.

Monday 12:50PM

829 📄: (Paper Session) - (OMT) **Strategic Adaptation and Change in Organizations: Alternative Theories and Evidence**

12:50pm - 2:10pm Philadelphia Marriott: Room 402

Chair: **Tracy A Thompson**, U. of Washington, Tacoma

📄 Revisiting the Change/Performance Relationship: The Moderating Role of Strategic Alignment | **Christopher D. Zatzick**, Simon Fraser U.; **Tony Fang**, School of Administrative Studies, York U.; **Thomas P. Moliterno**, U. of South Carolina

Knowledge Deployment Responses to Organizational Surprises in Startups | **Yan Gong**, U. of Wisconsin, Madison; **Ted Baker**, North Carolina State U.; **Dale T. Eesley**, U. of Toledo; **Anne S Miner**, U. of Wisconsin, Madison

An Integrative Model of Organizations' Responsiveness to Innovations: Theory and Empirical Test | **Jean Baptiste K. Dodor**, Jackson State U.

Agility, Resilience & Organization Performance During Environmental Change | **Joseph E McCann**, U. of Tampa; **John W Selsky**, U. of South Florida; **James M Lee**, U. of Tampa

830 📄🗣️➔: (SIM) **Balancing 'Being' and 'Doing' : Contemplative, Dialogic Approaches to Student Learning**

12:50pm - 2:10pm Loews Philadelphia: Washington C

Participants: **Jerry M Calton**, U. of Hawaii, Hilo; **Stephen L Payne**, Georgia College and State U.; **Judith White**, U. of Redlands

831 🗄️📄JS: (SIM, OB, MOC) **Current Research on Ethical Perceptions: Person, Context, and Interactive Perspectives**

12:50pm - 2:10pm Loews Philadelphia: Washington A

Chairs: **Michael B. Hargis**, U. of Central Arkansas; **Christian J. Resick**, Florida International U.

Understanding and Measuring Unethical Management |

Rebecca L. Greenbaum, U. of Central Florida

The Meaning of Ethical Leadership Across Cultures:

Perspectives From Ireland, Germany, and the U.S. |

Christian J. Resick, Florida International U.; **Gillian S. Martin**,

Trinity College Dublin; **Mary Keating**, Trinity College Dublin;

Marcus W. Dickson, Wayne State U.

Examining the Influence of Personality on Ethical Decision

Making | **Alison Antes**, U. of Oklahoma; **Michael Mumford**, U.

of Oklahoma; **Stephen Murphy**, U. of Oklahoma; **Jason Hill**, U.

of Oklahoma; **Ethan Waples**, U. of Oklahoma; **Shane Connelly**,

U. of Oklahoma; **Ryan Brown**, U. of Oklahoma; **Lynn**

Devenport, U. of Oklahoma

Examining Person- and Context-Based Factors that Influence

Perceptions of Ethical Transgressions | **Michael B. Hargis**,

U. of Central Arkansas; **James M. LeBreton**, Purdue U.

Europa, Quo Vadis: The Economic Performance Perspective |

Michal Grajek, ESMT; **Lars-Hendrik Roller**, ESMT

Crafting New Strategies to Do Better in Europe | **Zoltan Antal-**

Mokos, ESMT

NGOs and European Companies: Learning to "Do Well" and

to "Do Good" | **Martin Kupp**, ESMT

Learning to Lead Better in Europe | **Konstantin Korotov**, ESMT

Europa, Quo Vadis: Doing Well, Doing Good, Doing Better?

The Educational Perspective | **Erik Schlie**, ESMT

835 🗄️📄: (AAS) **Beyond "Doing Well by Doing Good": Contributions of Environmental Research to Mainstream Theory**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108A

Chair: **Jennifer Howard-Grenville**, Boston U.

Discussant: **Max H. Bazerman**, Harvard U.

Beyond 'Doing Well by Doing Good': Contributions of

Environmental Research to Mainstream Theory | **Jennifer**

Howard-Grenville, Boston U.

Participants: **Andrew King**, Dartmouth College; **Pratima Bansal**, U.

of Western Ontario; **Michael V. Russo**, U. of Oregon; **Luca**

Berchicci, Ecole Polytechnique Fédérale de Lausanne; **Raymond**

L. Paquin, Boston U.; **Natalie Slawinski**, U. of Western Ontario;

Frank Boons, Erasmus U. Rotterdam

836 : (Paper Session) - (BPS) **Strategic Management:**

Stakeholder Theory

2:30pm - 3:50pm Philadelphia Marriott: Franklin 1

Chair: **Alison S. O'Brien**, George Mason U.

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

🗄️ Ethical Blowback: Unintended Consequences of

Competitive Advantage | **Katherine A DeCelles**, U. of

Maryland; **Thomas J. Donaldson**, U. of Pennsylvania; **Ken G.**

Smith, U. of Maryland

Explaining Scholars' Professional Behaviors: An Analysis of

Strategic Management Members | **John G Michel**, U. of

Notre Dame; **Ming-Jer Chen**, U. of Virginia

🗄️ Competitive Maneuvering, Investor Perceptions and Stock

Risk: Strategic Lucidity or Mixed Signals? | **Margaret V**

Hughes, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky

🗄️🗄️🗄️🗄️ Dividend Payouts as a Shareholder Management

Strategy in Chinese Publicly Listed Companies 1998-2002 |

Wei Shen, U. of Florida; **Yan Anthea Zhang**, Rice U.

837 : (Paper Session) - (BPS) **Strategy Through a Real**

Options Lens

2:30pm - 3:50pm Philadelphia Marriott: Franklin 10

Chair: **Edward Levitas**, U. of Wisconsin, Milwaukee

Discussant: **Asli Musaoglu Arikan**, Georgia State U.

🗄️ Growth Options and Corporate Governance | **Jonathan**

O'Brien, U. College Dublin; **Parthiban David**, U. of Oklahoma

🗄️ Real Options And The Choice Between Corporate Venture

Capital And Acquisition | **Tony W. Tong**, State U. of New York,

Buffalo; **Yong Li**, State U. of New York, Buffalo

🗄️ How Much do Real Options Influence the Abandonment

Decision? | **Jonathan O'Brien**, U. College Dublin; **Timothy B**

Folta, Purdue U.

Joint Ventures and Real Options: a Behavioral Perspective |

Ilya Cuypers, Tilburg U.

Monday 1:00PM

(AAS) **Academy of Management Public Affairs Forum: Management Ramifications on Immigration in Europe**

1:00pm - 2:50pm Philadelphia Marriott: Grand Ballroom H

Chair: **Wayne F. Cascio**, U. of Colorado, Denver; **Cary Cooper**, Lancaster U.

Speakers: **Kay Carberry**, Asst. General Secretary, Trades Union

Congress (UK); **Rita Campos e Cunha**, U. Nova de Lisboa; **Julio**

O. DeCastro, Instituto de Empresa

Monday 2:30PM

832 : (AAS) **Academy of Management Public Affairs Forum on Private Equity**

2:30pm - 4:30pm Philadelphia Marriott: Grand Ballroom F

Chair: **Margarethe F Wiersema**, U. of California, Irvine

Speakers: **Michael C. Jensen**, Harvard U.; **Ken Langone**, co-

founder, Home Depot; CEO, Invemed Associates

833 : (AAS) **The Enduring Debate Between F. Taylor's Sci. Mgmt. Principles & Upton Sinclair's Socialist ideals**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom C

Organizers: **Jeremy Collin Short**, Texas Tech U.; **Hans Hansen**, Texas Tech U.

Participants: **Stewart Clegg**, U. of Technology, Sydney; **Terrie**

Reeves, U. of Wisconsin Milwaukee; **Jeremy Collin Short**, Texas

Tech U.; **Hans Hansen**, Texas Tech U.

834 : (AAS) **Europa, Quo Vadis? Doing Well? Doing Good? Doing Better?**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom B

Organizer: **Konstantin Korotov**, ESMT

Chair: **Lars-Hendrik Roller**, ESMT

838 : (Paper Session) - (BPS) Knowledge Management: Patents and R&D Strategies

2:30pm - 3:50pm Philadelphia Marriott: Franklin 2

Chair: **Eldon H Bernstein**, Lynn U.Discussant: **Atul Nerkar**, U. of North Carolina, Chapel Hill

📄 The Impact of Inter-Firm Collaborations by Researchers on Innovation in Biotechnology Firms | **Jan Hohberger**, ESADE-Ramon Llull U.; **Paul Almeida**, Georgetown U.; **Pedro Parada**, ESADE-Ramon Llull U.

To Have and To Hold: Protecting, Leveraging, and the Imitation of Critical Resources | **Peter T. Gianiodis**, Clemson U.; **Gideon D Markman**, U. of Georgia

📄 Determinants of Success in R&D Alliances | **Jeffrey H. Dyer**, Brigham Young U.; **Benjamin C. Powell**, U. of Alabama; **Mariko Sakakibara**, U. of California, Los Angeles; **Andrew J. Wang**, National Institute of Standards and Technology

📄 → Institutional Targeting Strategies in Patent Enforcement | **Deepak Somaya**, U. of Maryland, College Park; **Christine McDaniel**, Department of Commerce

839 : (Paper Session) - (BPS) Behavioral Decision Theory of Mergers, Acquisitions and Alliances

2:30pm - 3:50pm Philadelphia Marriott: Franklin 9

Chair: **James D. Oldson**, Salisbury U.Discussant: **Philip Bromiley**, U. of California, Irvine

→ 📄 More Information About Targets: Blessing or Curse for Bidding Firms? | **Jung-Chin Shen**, York U.; **Laurence Capron**, INSEAD

Strategy in Private Equity: How to Prepare for Exits – A Qualitative Study | **Birte Sewing**, U. of Passau

📄 The Effect of Exchange Variables on Response Strategies in Problematic Alliances | **Olivier Furrer**, Radboud U. Nijmegen; **Brian den Ouden**, Radboud U. Nijmegen

840 📄 : (BPS) Emerging Issues in Multilevel Alliance Research

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom D

Organizer: **Bo Bernhard Nielsen**, Copenhagen Business SchoolChair: **Koen Heimeriks**, Copenhagen Business School

Speakers: **Paul Almeida**, Georgetown U.; **Jean-Luc Arregle**, EDHEC Business School; **Xavier Martin**, Tilburg U.; **Arvind Parkhe**, Temple U.

841 : (Paper Session) - (BPS) Interfirm Network Coordination of Biotechnology Alliances

2:30pm - 3:50pm Philadelphia Marriott: Room 406

Chair: **Vincent Amanor-Boadu**, Kansas State U.Discussant: **Peter J Lane**, U. of New Hampshire

📄 The Intra-Alliance Division of Value Created through Collaboration | **Tunji Adegbesan**, Lagos Business School, Pan-African U.; **Matthew J Higgins**, Georgia Institute of Technology

Allocating Property Rights to Motivate Participants: The Case of Biotech-Pharmaceutical Alliances | **Gang Li**, National U of Singapore; **Peter Hwang**, National U. of Singapore

📄 Aligning Uncertainty and Governance in Biotechnology Alliances: Effects on Firm Performance | **Joseph P McGill**, Kean U.; **Michael D Santoro**, Lehigh U.

📄 R&D Collaborations under Environmental Uncertainty: The Influences of Interfirm Network Structures | **Bilian Ni**

📄 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Sullivan, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong U. of Science and Technology

842 : (Paper Session) - (BPS) Capabilities and Innovation Management

2:30pm - 3:50pm Philadelphia Marriott: Room 407

Chair: **Gregory S. Richards**, U. of OttawaDiscussant: **Augustine A. Lado**, Clarkson U.

📄 Ambidexterity In Product Innovation Management: The Direct and Contingent Effects on Performance | **Haibin Yang**, City U. of Hong Kong; **Kwaku Atuahene-Gima**, City U. of Hong Kong

→ 🗣️ 📄 The Social Life of Complementary Assets: The Roles of Trust in Networked Innovation | **Tony Briggs**, Boston U.; **Harry Scarbrough**, U. of Warwick; **Paul R. Carlile**, Boston U.; **Kenneth Amaeshi**, Warwick Business School

🗣️ 📄 Friends or Neighbors? The Effects Of Inter-Firm Network And Cluster On Technological Innovation | **Manish K. Srivastava**, Virginia Tech; **Devi R Gnyawali**, Virginia Tech

📄 How Valuable are Capabilities? Technical and Marketing Capabilities in the Pharmaceutical Industry | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Hart E. Posen**, U. of Michigan

843 : (Paper Session) - (BPS) Corporate Strategy: Government, Regulatory, and Political Strategies

2:30pm - 3:50pm Philadelphia Marriott: Room 408

Chair: **Josetta McLaughlin**, Roosevelt U.Discussant: **Marcelo Bucheli**, U. of Illinois, Urbana-Champaign

→ The State as a Strategic Manager? A Dynamic Capabilities Framework | **Dan Breznitz**, Georgia Tech; **Carsten Zimmermann**, U. of Cambridge

→ 📄 Political Ties and Strategy: The Impact of Types and Destinations of Ties on Diversification | **Chi-Nien Chung**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore; **William G Mitchell**, Duke U.

Board Interlocking Strategies in Emerging Markets: The Case of Chile | **Alfredo Enrione**, ESE Graduate Business School, U. de los Andes, Chile; **Fernando M. Zerboni**, IAE Business School - U. Austral

→ 📄 Unbundling the Development of a Lobbying Capability in an Exogenous Policy Context: (2000-2005) | **Tazeeb Rajwani**, Imperial College London; **Thomas Lawton**, Dartmouth College

844 : (Paper Session) - (BPS) Boards of Directors: Agency and Resource Dependence Perspectives

2:30pm - 3:50pm Philadelphia Marriott: Room 409

Chair: **Tom Dalziel**, U. of CincinnatiDiscussant: **Karen Schnatterly**, U. of Missouri-Columbia

→ 📄 Power and Trust in Board Working Relationships | **Gerwin Van der Laan**, U. of Groningen; **Pingying Zhang**, Norwegian School of Management

📄 Beyond Dichotomy: The Curvilinear Impact of Employee Ownership on Firm Economic Performance | **Xavier Hollandts**, EM Lyon/IFGE; **Zied Guedri**, Ecole de Management de Lyon; **Pierre-Yves Gomez**, E.M. Lyon

🗣️ 📄 Innovation in Strategic SME Networks: Understanding the Effects of Network Board Monitoring | **Joakim Wincent**, Lulea U.; **Sergey Anokhin**, Kent State U.; **Daniel Örtqvist**, Lulea U.

📄 Firm Resource and Competitive Aggressiveness: The Moderating Role of the Board of Directors | **Jinyu He**, Hong Kong U. of Science and Technology

845 📄: (Paper Session) - (CAR) **Evidence for Protean and Boundaryless Careers? Empirical and Critical Perspectives**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111A

Chair: **Kimberly OBrien**, U. of South Florida

Discussant: **Rosina M. Gasteiger**, U. of Amsterdam

📄 Emergent Trajectories and Initial Conditions: Career Development of Hollywood Personal Assistants | **Paul Skilton**, Arizona State U. Polytechnic; **Jesus Bravo**, Arizona State U.

The “Career” “is” “Dead” – Long Live...What? A Multi-Paradigmatic View of “Career Self-Management” | **Emily T. Porschitz**, U. of Massachusetts, Amherst

🗨️📄 Choice and Consistency in Sector of Employment | **Mary Tschirhart**, Syracuse U.; **Kira Kristal Reed**, Syracuse U.; **Sarah J Freeman**, U. of Wisconsin, Milwaukee; **Alison Anker**, Syracuse U.

➔📄 Career Orientations in Switzerland | **Anette Wittekind**, ETH Zurich; **Marius Gerber**, ETH Zurich; **Gudela Grote**, ETH Zürich

846 : (Paper Session) - (CAR) **Individual and Social Predictors of Mentoring Patterns and Outcomes**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111B

Chair: **James Edward Wilbanks**, U. of Missouri at Columbia

Discussant: **Monica L Forret**, St. Ambrose U.

🔗 Examining the Antecedents and Consequences of Mentoring Relationships | **Sharon Y Wu**, U. Missouri, Columbia; **Daniel Turban**, U. of Missouri, Columbia; **Yu Ha Cheung**, Hong Kong Baptist U.

The Formation and the Effectiveness of Mentoring Networks | **Min-Jeong Kim**, Chonnam National U.; **Min-Soo Kim**, Ewha Women's U.; **Hongseok Oh**, Yonsei U.

Mentor and Protégé Goal-Orientations as Predictors of Newcomer Stress | **Kimberly Jentsch**, U. of Central Florida; **Charyl Staci Singleton**, U. of Central Florida; **Moshe Feldman**, U. of Central Florida

847 CAU: (CAU) **Publish or Perish: Academic Life in American Business Schools**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106A

Organizers: **Alan N. Miller**, U. of Nevada, Las Vegas; **Mark de Rond**, Cambridge U.

848 CAU: (CAU) **Global Management Education**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106B

Organizer: **Carolyn Wiley**, Roosevelt U.

Participants: **Alvin Hwang**, Pace U.; **Paula Hyde**, Manchester Business School; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Par Martensson**, Stockholm School of Economics; **Jerome Meric**, IAE Tours (France); **Regina F. Bento**, Harvard U.; **C Gopinath**, Suffolk U.; **Léonor Fernandes Ferreira**, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA

849 CAU: (CAU) **Russian and Eastern European Management Research Caucus**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107A

Organizer: **Carl Fey**, Stockholm School of Economics

Participants: **Andrew Spicer**, U. of South Carolina; **Ruth C May**, U. of Dallas; **Sheila M. Puffer**, Northeastern U.; **Joshua Ault**, U. of South Carolina

850 🗨️🗨️🗨️🗨️🗨️: (CM) **Doing Well by Doing Good: Morality, Values, Satisfaction and Performance**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105A

Chair: **Jared R. Curhan**, Massachusetts Institute of Technology

Three Modes of “Moral Advantage” in Business | **William Damon**, Stanford U.

Armed and Dangerous(?): Strategies for Encouraging Agents of Social Control to Obey the Law | **Tom Tyler**, New York U.

The Objective Value of Subjective Value: A Multi-Round Negotiation Experiment | **Jared R. Curhan**, Massachusetts Institute of Technology; **Noah Eisenkraft**, U. of Pennsylvania; **Hillary Anger Elfenbein**, U. of California, Berkeley

Negotiation Satisfaction Leads to Job Satisfaction | **Gavin James Kilduff**, U. of California, Berkeley; **Jared R. Curhan**, Massachusetts Institute of Technology; **Hillary Anger Elfenbein**, U. of California, Berkeley

851 📄: (Paper Session) - (CM) **What Leaders Know and Tell: Leaders, Knowledge, and Account-Giving**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105B

Chair: **Ryan Fehr**, U. of Maryland, College Park

Discussant: **Cecily D Cooper**, U. of Miami

📄 Accounts, Counter Accounts, and the Impact of Refutation | **Anthony Cobb**, Virginia Tech; **Rebecca S. Lau**, Virginia Tech

Understanding the Impact of Implicit Leadership Theory on Social Account Outcomes | **Rebecca S. Lau**, Virginia Tech; **Anthony Cobb**, Virginia Tech

What You Don't Know Might NOT Hurt You: Managerial Knowledge About Subordinates and its Effects. | **Vicki M. Scherwin**, U. of California, Los Angeles; **Maia J. Young**, U. of California, Los Angeles; **Jennifer R. Overbeck**, U. of Southern California

852 🗨️🗨️➔🗨️🗨️: (CMS) **Meaning Well by Doing Good? Opening Harder Conversations for ODC –A CMS perspective**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom I

Organizer: **Latha Poonamallee**, Case Western Reserve U.

Participants: **Maxim Voronov**, Brock U.; **Bill Cooke**, Lancaster U.; **Maria Theresia Humphries**, U. of Waikato; **Julie Wolfram Cox**, Deakin U.; **Stella Marie Minahan**, Deakin U.

853 📄: (Paper Session) - (ENT) **Entrepreneurship in the University**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 11

Chair: **Gita Surie**, Adelphi U.

Discussant: **S. Ramakrishna Velamuri**, IESE Business School

🗨️🗨️🗨️ Do Entrepreneurship Programs Matter? An Analysis of North American University Innovation Systems | **Peter William Moroz**, Australian Graduate School of Entrepreneurship, Swinburne U. of Technology; **Kevin George Hindle**, Swinburne U. of Technology; **Robert Brent Anderson**, U. of Regina; **Edward Gamble**, U. of Saskatchewan

📄 Beyond Unidirectional R&D Transfer: A Field Study of University-Industry Collaboration | **John P Ulhoi**, Aarhus

School of Business; **Helle Neergaard**, Aarhus School of Business; **Toke Bjerregaard**, Aarhus School of Business Spin-Off Venture Creation in the University Context - A Process View | **Einar Rasmussen**, Bodo Graduate School of Business

📄 The University and the Regional Innovative Capacity | **Rory P. O'Shea**, U. College Dublin; **Maryanne P Feldman**, U. of Georgia; **Thomas J Allen**, Massachusetts Institute of Technology

854 📄: (ENT) Program Chair's Invitational Symposium: THE GREATEST SHOW ON EARTH: Entrepreneurial Growth and Research Opportunities in China.

2:30pm - 3:50pm Philadelphia Marriott: Franklin 12

Chair: **Justin Tan**, York U./Peking U.

Introduction by ENT Division Program Chair | **Ronald K. Mitchell**, Texas Tech U.

Presenters: **Jay B Barney**, Ohio State U./Peking U.; **Phillip Phan**, Rensselaer Polytechnic Institute; **Weiyang Zhang**, Guanghua School of Management

855 📄: (Paper Session) - (ENT) International Venturing

2:30pm - 3:50pm Philadelphia Marriott: Room 410

Chair: **Robert F. Jenefsky**, Ecole hôtelière de Lausanne

Discussant: **Boris F. Blumberg**, U. of Maastricht

➔ 📄 Internationalization Routines and Capability Learning in New Ventures | **Shameen Prashantham**, Glasgow U.; **Steven W Floyd**, U. of St. Gallen

➔ Do Investors Manage U.S. Ventures Less Intensively than International Ventures? | **Isin Guler**, Boston U.; **Anita McGahan**, Boston U.

📄📄 Pro-Profit, Pro-Growth, or Both? Strategic Ambidexterity and Performance in Intl New Ventures | **Mary Han**, Ryerson U.; **Nikhil Celly**, U. of Western Ontario

📄➔ Ownership Structure and International Expansion of Family Groups | **Pengji Wang**, National U. of Singapore

856 : (ENT) Program Chair's Invitational II: In the Spirit of Philadelphia 1776—The Founding and Future of the ENT Division

2:30pm - 3:50pm Philadelphia Marriott: Room 411

Chair: **Barbara Jean Bird**, American U.

Papers To Be Announced. Please See Online Program for Details |

857 📄: (Paper Session) - (ENT) Networks, Alliances, and New Ventures

2:30pm - 3:50pm Philadelphia Marriott: Room 412

Chair: **Linda F. Edelman**, Bentley College

Discussant: **Kathleen R Allen**, U. of Southern California

The Effect of Functional-Type Alliances on Liquidity Outcome Likelihood for U.S. Internet Firms | **Manuela N. Hoehn-Weiss**, U. of Washington, Bothell

Self-monitoring and the Social Networks of Entrepreneurs: A Dynamic Approach | **Michael K. Bednar**, U. of Texas, Austin; **Ping Wu**, UT-Austin; **Martin J. Kilduff**, U. of Texas, Austin

📄📄 Network Effects on New Venture Internationalization | **JiFeng Yu**, U. of Nevada, Las Vegas; **Brett Anitra Gilbert**, Texas A&M U.; **Ben Oviatt**, Georgia State U.

➔ 📄 The Effects of Social Networks on Venture Capitalist Advice and Monitoring | **Kwanghui Lim**, U. of Melbourne; **Brian Cu**, Boston Consulting Group

858 👁: (Paper Session) - (ENT) Entrepreneurship and Networks

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 17-20

👁 Role of Network Management in Creating Strategic Options: A Future Source of Competitive Advantage? | **Matthew Steven Wood**, Southern Illinois U., Carbondale

👁 Dynamic Entrepreneurial Networks: A Study of Entrepreneurs, New Ventures, and Their Networks | **Diane McMeekin Sullivan**, U. of Dayton

👁 📄 The Impact of Network Strategy and Structure on Emerging Virtual Organizations | **Ingrid Wakkee**, Vrije U. Amsterdam, The Netherlands; **Peter Groenewegen**, Free U.; **Paula Danskin Englis**, Berry College

👁 📄 Entrepreneurial Network of Chinese Hi-Tech Small Firms: A Longitudinal Study | **Wai-sum Siu**, Hong Kong Baptist U.; **Qiong Bao**, Hong Kong Baptist U.

859 👁: (Paper Session) - (ENT) Family Business Continuance

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 2

Presented on Panels 21-24

👁 📄 The Moderating Effects of Generation on Family Commitment to Family Business Continuance | **Peter Davis**, U. of Memphis; **John A Pearce**, Villanova U.; **Richard B Robinson**, U. of South Carolina

👁 📄 Work Family Conflict and Business Operator Stress in Family-Owned Business | **Sharon Danes**, U. of Minnesota; **Howard E Van Auken**, Iowa State U.

👁 📄 How to Enhance Successors' Commitment to the Inherited Family Business? | **Raj V Mahto**, California State U. Fullerton; **Dmitry Mikhail Khanin**, California State U. Fullerton; **Michael Ames**, California State U. Fullerton

👁 📄 An Identity-Based Perspective on Why Family Members Choose to Participate in the Family Firm | **Hung-Bin Ding**, Loyola College

860 👁: (Paper Session) - (ENT) Entrepreneurship, Innovation, and Marketing

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 4

Presented on Panels 25-28

👁 📄 Characteristics of Rapid Growth Firms, Their Leaders, and Their Market: A Multivariate Analysis | **Rainer Harms**, U. of Klagenfurt; **Matthias Fink**, Vienna U. of Economics and Business Administration; **Sascha Kraus**, U. of Oldenburg

👁 The Impact of Early Customers on the Products and Markets Pursued by New Ventures | **Ethan Mollick**, Massachusetts Institute of Technology





➔ 👁 Entrepreneurship within the Public Sector Context: The Role of Motives | **Lida Kyrgidou**, Athens U. of Economics and Business; **Dimitris Mardas**, Associate Professor; **Sophia Philippidou**, Athens U. of Economics and Business

👁 Trading off Market Feedback and ideological Commitment in Radical Product Definition | **Luca Berchicci**, Ecole

Polytechnique Fédérale de Lausanne; **Christopher L. Tucci**, Ecole Polytechnique Fédérale de Lausanne

861 : (Paper Session) - (ENT) New Venture Communications

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 5
Presented on Panels 58-61

-  Active Signaling: Preempting IPO Investor's Potential Concerns | **John Pearlstein**, Temple U.
-  Considering Collective Action in Entrepreneurship: A Major Challenge for the Field | **Cyrine Ben Hafaiedh**, U. of Toulon
-   Be There or Be Square: A Signaling Perspective on New Entrants' Choice of Location | **Yuval Deutsch**, York U.; **Aviad Pe'er**, Dartmouth College; **Sabrina Deutsch Salamon**, York U.
-   Getting To Trust: Resolving Mixed Signals of Competence and Goodwill | **Harry J Sapienza**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota; **Jared D. Harris**, U. of Virginia - Darden


862 : (Paper Session) - (GDO) Individual, Team, and Organizational Diversity: Correlates, Consequences, and Opportunities

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - GDO 1
Presented on Panels 62-67

-   Diversity and Group Conflict: The Importance of Leadership | **Yang Yang**, U. of Western Ontario
-    An Investigation into the Opportunities Afforded to Companies that Embrace Diversity | **Eric Anthony Clinton**, UCD
-  The Impact of Personality and Value Diversity on Team Viability and Conflict | **Taylor L. Poling**, U. of Tennessee, Knoxville; **Joy Oliver**, U. of Tennessee, Knoxville; **Elizabeth A. McGee**, U. of Tennessee, Knoxville; **David J Woehr**, U. of Tennessee, Knoxville
-   The Source of Organizational Diversity: A Judgment and Decision Making Perspective | **Carmen K. Ng**, Hong Kong U. of Science and Technology; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong
-  System Justification Theory: Workplace Gender Diversity Effects on Prejudiced Men and Women | **Chetan Joshi**, U. of Western Ontario; **Joerg Dietz**, U. of Western Ontario
-   Chronic Illness, Stigma, and Disclosure: An Empirical Study of Illness Disclosure at Work | **Joy E. Beatty**, U. of Michigan, Dearborn

863 : (Paper Session) - (GDO) Alternative Explanations of Relational Demographic Effects, Socialization, and Identity Negotiation

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104A
Chair: **Jacqueline N. Hood**, U. of New Mexico
Discussant: **Stacy Blake-Beard**, Simmons College

-  Odd Man (or Woman) Out: Demographic Dissimilarity and the Socialization of Newcomers | **John Kammeyer-Mueller**, U. of Florida; **Beth Ann Livingston**, U. of Florida; **Hui Liao**, Rutgers U.
- Status-bounded Interactions: Gender and Professional Identity Negotiation Among Women Engineers | **Deneen M. Hatmaker**, U. at Albany, SUNY

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Test of Similarity-Attraction and Status Incongruence Explanations for Relational Demography Effects | **Qiumei Jane Xu**, U. of California, Irvine; **Jone L. Pearce**, U. of California, Irvine

864 JS: (GDO, CAR) How Do You Draw the Line?: Individual Agency in Managing the Work-life Boundaries

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104B





- Organizers: **Spela Trefalt**, Harvard U.; **Danna Greenberg**, Babson College
- Toward a Model of Work-Home Boundary Work | **Glen E. Kreiner**, U. of Cincinnati; **Elaine C. Hollensbe**, U. of Cincinnati
- Revisiting the Benefits of Integrating Home and Work: Effects of Demographic Dissimilarity | **Tracy Dumas**, Emory U.
- Negotiating With Self and Others: Lawyers Setting Boundaries Around Professional and Personal Roles | **Spela Trefalt**, Harvard U.
- Creating Work-Life Boundaries: Women's Experiences Negotiating Flexible Work Arrangements | **Danna Greenberg**, Babson College; **Elaine Landry**, Babson College

865 : (Paper Session) - (HCM) Organizational Theory Perspectives on Health Care Information Systems

2:30pm - 3:50pm Loews Philadelphia: Commonwealth B

Chair: **Darrell E. Burke**, Florida State U.

Discussant: **Ross Koppel**, U. of Pennsylvania

-  Sociotechnical Sources of Unintended Consequences of Health Information Technologies—Users' Guide | **Michael I. Harrison**, Agency for Healthcare Research and Quality; **Ross Koppel**, U. of Pennsylvania; **Shirly Bar Lev**, Ruppin Academic Center
-  Information Technology Outsourcing and Firm-Level Performance: A Transaction Cost Perspective | **Mark Thoun**, Texas Tech U.; **James J Hoffman**, Texas Tech U.; **Eric W. Ford**, Texas Tech U.
-  An Institutional-Theory Perspective on Electronic Health Record (EHR) Adoption | **Anantachai Panjamapirom**, U. of Alabama at Birmingham; **S. Robert Hernandez**, U. of Alabama, Birmingham
-  Key Considerations for Implementing Electronic Medical Records Systems | **Edward W. Wright**, Case Western Reserve U.; **Michel Avital**, U. of Amsterdam

866 JS: (HCM, PNP, ODC) How Can Leaders Facilitate Evidence-based Practices?

2:30pm - 3:50pm Loews Philadelphia: Commonwealth A2

- Discussant: **David Chambers**, National Institute of Mental Health
- Leadership Challenges in Evidence-Based Performance Improvement | **Mattia J Gilmartin**, Insead HMI
- Leadership of Outpatient Substance Abuse Treatment Programs | **Rebecca Wells**, U. of North Carolina
- Leadership and Evidence-Based Practices in Mental Health and Social Services | **Gregory Aarons**, U. of California, San Diego
- The Role of Distributed Change Leadership in Service Improvement | **Ewan Ferlie**, Royal Holloway College, U. of London

867 : (Paper Session) - (HR) HR: Individual Issues

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - HR

Presented on Panels 46-57

- 👁️ A Meta-Analysis of Standardized Gender Group Differences of Job Performance in Field Studies | **Philip L. Roth**, Clemson U.; **Kristen L. Purvis**, Clemson U.
- 👁️ A Longitudinal Study of Impacts of Organizational Downsizing on survivors' Organizational Commitment | **Chien-Chung Lu**, National Defense U. Taiwan, R.O.C.
- ➔ 👁️ The Influence of Self-Concept on Rater Self-Efficacy in Performance Appraisal | **Stephane Brutus**, Concordia U.; **Clive Fletcher**, U. of London, Goldsmiths College; **Caroline Bailey**, Queensland U of Technology
- 🗣️ 👁️ Too Much of a Good Thing? Determining the Influences of Organizational Image in Web Recruitment | **Brian D. Lyons**, California State U. Fresno; **Janet H. Marler**, U. at Albany, SUNY
- 👁️ Mentor Self-Reported Behaviors: The Role of Perceptions of Accountability | **Joseph M. Goodman**, James Madison U.
- 👁️ The Orientations of Companies Operating in Brazil Relative to the Concept of Competence | **Joel Souza Dutra**, FEA-USP; **André Luiz Fischer**, FEA-USP; **Lina Eiko Nakata**, FEA-USP
- 👁️ Assessing Expatriate Training Needs with the Intercultural Communication Motivation Scale | **Bernd Kupka**, U. of Otago; **Andre M. Everett**, U. of Otago; **Stephen G. Atkins**, U. of Otago; **Carley Dodd**, Abilene Christian U.; **Lynne Walters**, Texas A&M U.; **L. Brooks Hill**, Trinity U.; **Bethany Richter**, Trinity U.; **Tim Walters**, Zayed U.; **Jürgen Bolten**, Friedrich-Schiller-U. Jena; **Andrea Graf**, U. Regensburg; **Marion Mertesacker**, U. Regensburg
- 👁️ One Track Minds: The Impact of Goal Orientation on Managerial Development in Technical Organizations | **Benjamin M. Galvin**, Arizona State U.
- 👁️ Emotional Intelligence and International Assignment Success | **Jean-Luc Cerdin**, ESSEC Business School; **Racheli Shmueli Gabel**, ESAN-ESADE
- 👁️ Rater Goals, Performance Level and Rating Patterns: An Experimental Examination | **Xiaoye Wang**, Hong Kong U. of Science and Technology
- ➔ 🗣️ 👁️ What Determines Employer Willingness to 'Top Up' Social Insurance? | **Ingrid Nielsen**, Monash U.; **Russell Smyth**, Monash U.; **Xiaolei Qian**, Monash U.
- 👁️ Predicting Trainee Auditors Performance: General Mental Ability, Tacit Knowledge, and Experiences | **Yih-teen Lee**, IESE Business School; **John Antonakis**, HEC, U. of Lausanne; **Alfred Stettler**, U. of Lausanne

868 : (Paper Session) - (HR) Selection

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112A

Chair: **David K. Palmer**, U. of Nebraska at Kearney

Discussant: **Roni Reiter-Palmon**, U. of Nebraska, Omaha

- 👁️ Hiring for Retention and Performance | **Ryan D. Zimmerman**, Texas A&M U.; **Murray R. Barrick**, Texas A&M U.
- 🗣️ Work Sample Test Ethnic Group Differences in Personnel Selection: A Meta-analysis | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Lynn A. McFarland**, Clemson U.; **Maury Allen Buster**, Alabama State Personnel Department

- 👁️ Stigmatizing Effects of Race-Based Preferential Selection | **Jerel Slaughter**, U. of Arizona; **Edgar E. Kausel**, U. of Arizona; **Jordan Stein**, U. of Arizona; **Joel M. Evans**, U. of Arizona; **Toni Schmadier**, U. of Arizona
- 👁️ Longitudinal Changes in Testing Applicants and Labor Productivity Growth | **Donald L. Harville**, Air Force Research Laboratory

869 : (Paper Session) - (HR) Applications of Social Exchange

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112B

Chair: **Christopher C. Rosen**, U. of Arkansas, Fayetteville

Discussant: **Kelly Delaney-Klinger**, Pennsylvania State U.

- ➔ 🗣️ Investment in Permanent Employees and Exchange Perceptions among Temporary Employees | **Bard Kuvaas**, Norwegian School of Management; **Anders Dysvik**, Norwegian School of Management
- 👁️ A Psychological Contract Perspective on Social Embeddedness and Knowledge Exchange | **Klarissa Chang**, Carnegie Mellon U.
- 👁️ A Relational and Rational Model of Union Loyalty and Participation | **Lynn Shore**, San Diego State U.; **Lois Tetrick**, George Mason U.; **Michelle A. Dean**, San Diego State U.
- 🗣️ The Role of Employer Support and Employee Attitudes: Moderation of the HRM-Performance Relationship | **Ying Hong**, Rutgers U.; **Douglas Kruse**, New York U. / Rutgers U.

870 : (HR) Human Resource Vice Presidents' Concerns, Human Resource Researchers' Opportunities

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113B

Chair: **Charles H. Fay**, Rutgers U.

871 : (Paper Session) - (HR) Strategic HRM

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113C

Chair: **Kay McGlashan Nicols**, Texas State U., San Marcos

Discussant: **Jeff Ericksen**, U. of Illinois, Urbana-Champaign

- ➔ Firm Innovation, Diversification and Performance: Human Resource Practices as Moderators | **Pei-Chuan Wu**, National U. of Singapore; **Siah-Hwee Ang**, U. of Auckland
- 👁️ How Common Contextual Characteristics Shape Relationships between HRM and Organizational Performance | **Clinton Chadwick**, U. of Alabama, Huntsville
- 🗣️ Measuring Strategic and Internal Fit in HRM: An Alternative Approach | **Corine Boon**, Erasmus U., Rotterdam; **Paul Boselie**, Tilburg U.; **Jaap Paauwe**, Tilburg U.; **Deanne N. DenHartog**, U. of Amsterdam
- 👁️ What Matters Between SHRM and Firm Performance? The Perspective of Dynamic Capabilities | **Hao-Chieh Lin**, National Chung Cheng U.; **Chih-Ting Shih**, National Pingtung Institute of Commerce

872 : (Paper Session) - (IM) More on Entry Modes

2:30pm - 3:50pm Philadelphia Marriott: Franklin 3

Chair: **Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law

Discussant: **Heather Berry**, U. of Pennsylvania

- ➔ Are JVs More Indigenous Market Oriented Than WOS? Evidence from FDI in China 1998-2002 | **Changhui Zhou**, Peking U.; **Mingkun Liu**, Guanghua School of Management, Peking U.

Foreign Market Entry Choice, Social Capital, and Liabilities of Foreignness: A Conceptual Framework | **Daniel Rottig**, Florida Atlantic U.

Minority Acquisitions as a Strategy to Mitigate International Acquisition Risks | **Murali D.R. Chari**, Indiana U. South Bend; **Kiyoung Chang**, Indiana U. South Bend

Launch of Foreign Market Entry | **Hsien-Jui Chung**, National Chung Cheng U.; **Hsuan Lo**, Chia Nan U. of Pharmacy & Science

873 → (Paper Session) - (IM) Foreign Policy and Political Risk

2:30pm - 3:50pm Philadelphia Marriott: Room 413

Chair: **Burkhard N. Schrage**, Singapore Management U.

Discussant: **Witold Jerzy Henisz**, U. of Pennsylvania

Management Choices Arising From Divergent Foreign Policy And Trade Perspectives | **Patricia Nemetz**, Eastern Washington U.

Stakeholders and National Foreign Policy Interests As Determinants of Cross-Border Acquisitions | **William Schnepfer**, Florida International U.

MNCs and Risk Perception: Understanding Causes and Strategic Consequences | **Yu-Ching Chiao**, National Chung-Hsing U.; **Fang-Yi Lo**, National Chenchi U.; **Dah-Hsian Seetoo**, National Chengchi U., Taiwan

Strategic Responses of International Joint Ventures to Security Shocks | **In Hyeock Ian Lee**, Kelley School of Business, Indiana U.

874 → (Paper Session) - (IM) Networks, National Context and Firm Innovation

2:30pm - 3:50pm Philadelphia Marriott: Room 414

Chair: **Manuel Anibal Portugal Ferreira**, Instituto Politécnico de Leiria

Discussant: **Nicholas Athanassiou**, Northeastern U.

Corporation Network, Competition Network, Core-Peripheral Position, and Innovation | **Kuen-Shiou Yang**, National Taiwan U.; **Shuwen Wang**, National Taiwan U.

Inter-Firm Networks and Innovation: the Difference between the Horizontal and Vertical Type | **Yanli Zhang**, Rutgers U.

Doug Nigh Award Finalist

Firm Level Innovation and National Context: A Cross-level Analysis | **Daeil Nam**, Washington State U.; **John B Cullen**, Washington State U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater

Network and Hierarchy Position, Structural Equivalent, Between-Sector Position, and Innovation | **Kuen-Shiou Yang**, National Taiwan U.

Doug Nigh Award Finalist

875 → (Paper Session) - (IM) Leadership Styles across Cultures

2:30pm - 3:50pm Philadelphia Marriott: Room 415

Chair: **Chei Hwee Chua**, U. of South Carolina

Discussant: **Todd J. Weber**, Center for Creative Leadership

Middle Managers' Views on Top Management Team Performance: The Crucial Role of Moral Leadership |

Ursula Glunk, Maastricht U.; **Anneloes Raes**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.; **Robert A Roe**, Maastricht U.

Paternalistic Leadership: A Review and Agenda for Future Research | **Ekin K. Pellegrini**, U. of Missouri, St. Louis; **Terri A. Scandura**, U. of Miami

IM Division Best Paper Award Finalist

Executive Characteristics and Firm Performance: An Empirical Study in Ten Diverse Countries | **William Q Judge**, Old Dominion U.; **Seung Bai Bach**, California State U. Sacramento

Exploring Servant Leadership Across Cultures: A Study of Followers in Ghana and the USA | **Jeff R. Hale**, Bible League; **Dail Fields**, Regent U.

876 → (Paper Session) - (IM) Inter- and Intra-firm Relationships

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

Presented on Panels 13-16

Absorptive Capability of MNCs: Balance between Autonomy and Control of Foreign Subsidiaries | **Seiko Arai**, U. of Oxford

Understanding the Internal Dynamics of International Joint Ventures: A SYMLOG perspective | **Muthu Subbiah**, U. of Texas, Dallas; **David L Ford Jr**, U. of Texas, Dallas

The Effects of Antagonistic Behavior on International Strategic Alliances | **Ilgaz Arikan**, Georgia State U.; **Oded Shenkar**, Ohio State U.

Seeing Social Issues: The Impact of Controls in Multinational Subsidiaries | **Daniel Edward Day**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario; **Charlene E. Zietsma**, U. of Western Ontario

877 → (Paper Session) - (IM) Cross-cultural Management (IOB and IHRM)

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - IM 2

Presented on Panels 33-45

Multinational Teams in Business Organisations - Empirical Evidence from an American Company | **Aida Nunic**, WU Wien

Type A Behavior Patterns And Personal Values In Developed And Developing Countries | **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Sankalp Chaturvedi**, National U. of Singapore; **Regina Greenwood**, Kettering U.; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Shaista Ehsan Khilji**, George Washington U.; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Mui Dora Luk**, City U. of Hong Kong; **Terrell G. Manyak**, Nova Southeastern U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **Sergio Madero**, Tec De Monterrey; **Neusa Maria Bastos F. Santos**, Pontificia U. Católica de Sao Paulo; **Arnel Onesimo O. Uy**, De La Salle U.; **Mark David Woodhull**, Touro U. International

Managerial Values and Employee Commitment in a Cultural Context | **Ruth Alas**, Estonian Business School; **Nancy Papalexandris**, Athens U. of Economics and Business; **Katrin Niglas**, Tallinn U.; **Eleanna Galanaki**, Athens U. of Economics and Business

Intercultural Relations Including Central Eastern Europe: An Identity Negotiation Perspective | **Wim Swaan**, U. Maastricht

- 👁️ 📄 Investigating Changes in A Foreign Newcomer's Group Acceptance Using Expectancy Violation Theory | **Arpita Joardar**, U. of Texas Pan American
- 👁️ 📄 A Conceptual Framework for Understanding Global Mindset | **Rachel Clapp-Smith**, U. of Nebraska-Lincoln
- 👁️ 📄 Cross-Cultural Training: Accounting for Cultural Factors | **Baiyin Yang**, U. of Minnesota; **Yingchun Wang**, U. of Minnesota, Twin Cities
- 👁️ 📄 Unearthing the Global Leader | **David Peter Evans**, REIMS Management School
- 👁️ 📄 Gender Differences in Expatriate Adjustment | **Arno Haslberger**, Webster U., Vienna
- 👁️ 📄 Positive Psychology of Threat | **Brenda C. Sun**, Utah State U.
- 👁️ 👤 📄 Organizational Citizenship Behavior in China: Review of Current Research & Implications for the West | **Yochanan Altman**, London Metropolitan U.; **Frank Bournois**, U. of Pantheon Assas Paris II; **Jacques Rojot**, U. of Paris II; **Yong Han**, London Metropolitan U.
- 👁️ 📄 Work and Family Life: Can Cross Boundary Employees Have Both? | **Mui Dora Luk**, City U. of Hong Kong; **Cheryl Tay**, Nanyang Technological U.
- 👁️ 📄 Willingness to Delegate and Workforce Characteristics of Countries | **Leonardo Liberman Yaconi**, U. Adolfo Ibáñez

878 → 👤 📄 SHCS: (IM, BPS) Internalization Theory's Contributions to Business and Society : New Directions

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom C

Organizer: **Alain C. Verbeke**, U. of Calgary

Presenters: **Alan M Rugman**, Indiana U.; **Jean-Francois Hennart**, Tilburg U.; **Shih-Fen S. Chen**, U. of Western Ontario; **Stephen B Tallman**, U. of Richmond; **Bernard Yeung**, New York U.

879 📄 👤 → 👤 📄 JS: (IM, BPS, OB) New Directions in International Management Research

2:30pm - 3:50pm Philadelphia Marriott: Franklin 4

Organizer: **Vlad Vaiman**, FH Joanneum

Chair: **Gerhard Fink**, WU-Wien

Facilitator: **Gerhard Apfelthaler**, FH Joanneum

Discussants: **Joseph L. C. Cheng**, U. of Illinois, Urbana-Champaign; **Randall S. Schuler**, Rutgers U.; **Slawomir Magala**, Erasmus U. Rotterdam; **Nigel J. Holden**, U. of Central Lancashire; **Michael-Jörg Oesterle**, U. of Bremen, Germany

880 📄: (Paper Session) - (IP) Challenges in Managing a Diverse Workforce III

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Tiffany L Galvin**, U. of Massachusetts, Amherst

📄 **GDO**: The Character of Our Content: An Appreciative Review and Critique of GDO Research 1998-Present | **Roy Stager Jacques**, Massey U. - Auckland

→ 📄 **OB**: Cultural Accommodation Effects on Organizational Measures | **Juan I. Sanchez**, Florida International U.; **Paul E. Spector**, U. of South Florida; **Chockalingam Viswesvaran**, Florida International U.; **Alexander Alonso**, American Institutes for Research

CMS: Doing Well: The Ethical Case for Affirmative Action. | **Prue Burns**, Monash U; **Jan Schapper**, Monash U.

📄 **GDO**: Religion versus Other Diversity: Contrasts, Comparisons, and a Call for Research | **James E. King**, U.

📄 Teaching-oriented | 👤 Practice-oriented | → International-oriented | 👤 Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

of Alabama, Tuscaloosa; **Myrtle P. Bell**, U. of Texas, Arlington; **Ericka Lawrence**, U. of Alabama

881 : (Paper Session) - (IP) Conflict and Negotiation I

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Ellen Foster Curtis**, Penn State U.

👤 → 📄 **OCIS**: Negotiation in Strategy Making Teams: Group Support Systems and the Process of Cognitive Change | **Fran Ackermann**, Strathclyde U.; **Colin Eden**, Strathclyde U.

📄 **OB**: Interpersonal Conflict in the Workplace: Revenge, Forgiveness and Reconciliation | **Michael E. Palanski**, Binghamton U.; **Scott C. Douglas**, U. of Montana

OB: The Impact of Learning and Performance Goals on Negotiation Process and Outcomes | **Kevin Tasa**, McMaster U.; **Anthony Celani**, McMaster U.

👤 📄 **CM**: Unfulfilled Partner-Contributions and Conflict Generation in Cross-Border Alliances in LEMs | **Claudio De Mattos**, U. of Manchester; **Adam Cross**, U. of Leeds

OCIS: The Moderating Role of Emotional Conflict on Virtual Negotiations | **Abbas Aslani**, Queens U. Canada; **Sandy Staples**, Queen's U. Canada; **Jane Webster**, Queens U. Canada

882 : (Paper Session) - (IP) Feeling Good: Employee Health and Well-being

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Karen J. Crooker**, U. of Wisconsin, Parkside

📄 **OB**: Exploring Organizational Culture and Value Congruence in a Human Services Nonprofit Organization | **Cameron John Newton**, Queensland U. of Technology; **Jennifer Frahm**, U. of Melbourne

CAR: Hours, Shifts and Supportive Relations: Resource Mobilization among Older Workers | **Samuel Bacharach**, Cornell U.; **Peter Bamberger**, Technion Israel Intitute of Technology; **Inbal Nahum-Shani**, Technion- Israel Intitute of Technology

→ 📄 **HCM**: Will Managerial Career Harm Women's Health? Cross-Gender Strains or Gender-Specific Stressors | **Duan-Rung Chen**, National Taiwan U.; **Kuo-Piao Chung**, National Taiwan U.

OB: Employee Well-Being and Absenteeism | **Claartje Laetitia ter Hoeven**, U. of Twente; **Menno D.T. de Jong**, U. of Twente

883 : (Paper Session) - (IP) Impact of Technology in Organizations

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Robert R Parent**, U. of Sherbrooke

📄 **OCIS**: Musical Mails: Social And Political Manoeuvring Within E-Mail Exchanges | **Paula Marie O'Kane**, U. of Ulster; **Mark John Palmer**, Aston U.

📄 **OCIS**: Identifying Risk Factors for Email Miscommunication: Message, Sender, and Receiver Effects | **Kristin Byron**, Syracuse U.

📄 **OCIS**: Assimilating IT in the Workplace: A Study of Situated Learning | **Yutaka Yamauchi**, Xerox Palo Alto Research Center; **E. Burton Swanson**, U. of California, Los Angeles

→ **TIM**: What Challenges Does ICT Pose for Unions and Trade Unionism? A Transnational Exploratory Research | **Valery Michaux**, REIMS Management School

📖 **OCIS: Effective Leveraging of Collaborative IT Tools: Nature, Antecedents, and Consequences** | **Paul A. Pavlou**, U. of California, Riverside; **Angelika Dimoka**, U. of California, Riverside; **Thomas J. Housel**, Naval Postgraduate School

884 : (Paper Session) - (IP) Implementation of and Resistance to Change I

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Andrea Hornett**, Pennsylvania State U.

📖 **OCIS: Firm Size and Firm Status as Contingency in the Use of Information Technology by SMEs** | **Quey-Jen Yeh**, National Cheng Kung U.

🗣️ **OCIS: The Challenges in Implementing a Project Management Office: A Delphi Study** | **Rajendra Singh**, Georgia State U.; **Mark Keil**, Georgia State U.; **Vijay Kasi**, Georgia State U.

BPS: A Multilevel Model of Incumbent Response to Discontinuous Technological Change | **Simon Bockmuehl**, Boston Consulting Group; **Albrecht Enders**, U. of Erlangen, Nuremberg; **Andreas Koenig**, U. of Erlangen, Nuremberg; **Harald Hungenberg**, U. of Erlangen, Nuremberg

🗣️ **MC: The Evolution of User Resistance to Change in SME's** | **Nassim Aissa Belbaly**, GSCM, Montpellier Business School; **Regis Meissonier**, CEROM Montpellier Business School; **Emmanuel Houze**, U. Montpellier II IAE

📖 **TIM: Framing Effects of Communicated Benefits and Self-Relevance on Usage of IT Innovations** | **Chi C. Dang**, Michigan State U.

885 : (Paper Session) - (IP) Innovation I

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Ozgun Dedehayir**, Tampere U. of Technology

TIM: Integrating R&D with Marketing in New Product Development: The Role of Product Innovativeness. | **Andrea Ordanini**, Bocconi U.

TIM: An Empirical Study of Reverse Salient Behavior and Its Time Evolution in the PC Technology System | **Saku Makinen**, Tampere U. of Technology; **Ozgun Dedehayir**, Tampere U. of Technology

BPS: Vertical Integration and Firm Innovative Performance | **Hsiu-Ling Li**, National Taiwan U.

📖 **BPS: Technological Scope: Diversified or Specialized?** | **Yi-Chia Chiu**, National Chung Hsing U.; **Hsien-Che Lai**, Tunghai U.; **Yi-Ching Liaw**, National Chung Hsing U.; **Tai-Yu Lee**, National Chung Hsing U.

🗣️ **TIM: Open Innovation in Practice: An Analysis of Strategic Approaches to Technology Transactions** | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management

886 : (Paper Session) - (IP) Job Performance

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **James W. Bishop**, New Mexico State U.

📖 **OB: Responsibility and Job Performance of Professionals** | **James W. Bishop**, New Mexico State U.; **Dow Scott**, Loyola U. Chicago; **Bonnie Daily**, New Mexico State U.

➔ **OB: HR Systems Perceptions, Psychological Contracts, and Role Behaviors in Taiwanese High-Tech Firms** | **Jin Feng Uen**, National Sun Yat-Sen U.; **Shu Hwa Chien**, National Sun Yat-Sen U.

➔ **ODC: Self-Efficacy, Motivation and Employee Engagement: Using Forum Theatre to Improve Customer Service** | **Richard Carter**, Macquarie U.

📖 **OB: Managing Interruptions: The Role of Fit Between Task Demands and Capacity** | **Baiyun Gong**, U. of Pittsburgh

OB: Effects of Perceived Performance on Supervisor-Attributed Motives for Feedback-Seeking Behavior | **Wing Lam**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.; **Edward Snape**, Hong Kong Polytechnic U.; **Gerben S. Van Der Vegt**, U. of Groningen; **Ziguang Chen**, City U. of Hong Kong

887 : (Paper Session) - (IP) Managerial Cognition and Decision Making

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Frances H Fabian**, U. of North Carolina, Charlotte

➔ **IM: Explaining Psychic Distance: An Investigation on the Nature of the Construct** | **Angela da Rocha**, Coppead/UFRJ - Federal U. of Rio de Janeiro; **Jorge Ferreira da Silva**, Pontifical Catholic U. of Rio de Janeiro; **Jorge M. T. Carneiro**, Coppead/UFRJ - Federal U. of Rio de Janeiro

📖 **OMT: Docility, Social Networks and Black-Scholes Model as Determinants of the Implicit Volatility Smile** | **Gianluca Vagnani**, U. of Rome

📖 **MOC: Volatility and Illusory Correlations in Stock Market Evaluations** | **Jennifer Ann Whitson**, Northwestern U.

MOC: Causal Performance Measurement Models: Myth or Reality? | **Yulia Kasperskaya**, U. Autonoma of Barcelona

888 : (Paper Session) - (IP) Issues in Research II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Chris J. Berger**, Purdue U., West Lafayette

📖 **CMS: By Any Means Necessary? Ethnography, Ethics and the Critical Researcher** | **Rafael Alcadipani Da Silveira**, Manchester Business School; **Damian Hodgson**, Manchester Business School

📖 **RM: Extremes, Power Laws, and Scale-Free Dynamics in Organizations: Theory and Research Implications** | **Pierpaolo Andriani**, U. of Durham; **Bill McKelvey**, U. of California, Los Angeles

📖 **BPS: Exploration and Exploitation in Scale Free Networks** | **SungHo Kim**, Ohio State U.; **Christina Fang**, New York U.; **Jeho Lee**, KAIST Graduate School of Management; **Melissa Schilling**, New York U.

📖 **MH: About Embarrassment of Riches, Branding Mania and Theory Malady During the Late 1990s.** | **Annick Hortense**, **Dominique Van Rossem**, Hogeschool Gent; **Marc Buelens**, Ghent U.

📖 **RM: Perspectival Realism as a Meta-theory for Organization Studies** | **Gerald Zeitz**, Temple U.

889 : (Paper Session) - (IP) Role of Boards of Directors/Advisors on Strategy and Outcomes

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Amy Hillman**, Arizona State U.

📖 **ENT: Board of Director Prestige and IPO Performance** | **Joseph E Coombs**, Texas A&M U.; **K. Matthew Gilley**, St. Mary's U.; **R. Duane Ireland**, Texas A&M U.

- BPS:** On Why Board Structure Doesn't Matter (So Much) | **Simon Peck**, Case Western Reserve U.
- **MC:** The Evolution Of Directors Duties: Bridging Corporate Governance And Corporate Responsibility | **Thomas Clarke**, U. of Technology, Sydney
- 📖 **ENT:** The Role of Advisory Boards in Establishing Legitimacy & Increasing the Survival of New Ventures | **Cheryl Mitteness**, U. of Louisville; **Melissa S. Baucus**, U. of Louisville; **William I. Norton**, U. of Louisville
- **BPS:** Outside Directors Signal to Foreign Investors: Evidence from Korea | **Mooweon Rhee**, U. of Hawaii; **Ji-Hwan Lee**, Korea Advanced Institute of Science & Technology

890 : (Paper Session) - (IP) Supply Chain Design I
2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C3
Facilitator: **Garry Buttermann**, U. of Louisville

- 🗣️ **OM:** Rebuilding Confidence: Trust, Control and Information Technology in Humanitarian Supply Chains | **M. Eric Johnson**, Dartmouth College; **Laura Rock Kopczak**, Dartmouth College
- 📖 **OMT:** Contingency Theory "Fit" As Gestalt: An Application To Supply Chain Management | **Garry Buttermann**, U. of Louisville; **Richard Germain**, U. of Louisville; **Karthik Iyer**, U. of Northern Iowa
- **OM:** Managerial Experience, Academic Background, and Cognitive Biases Impact on Supply Chain Management | **Candido Perez**, IESA-Tulane U.
- **BPS:** The Role of Strategic Quality Management in Developing an Integrated Supply Chain | **Mile Terziovski**, U. of Melbourne; **Philippe Hermel**, U. of Versailles- St Quentin

891 : (Paper Session) - (IP) Use of Internet and Online Communities
2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C4
Facilitator: **David Lazer**, Harvard U.

📖 **OCIS:** How People Search: Toward a Theory of Search Process Formation | **Maria Christina Binz-Scharf**, City College, CUNY; **David Lazer**, Harvard U.; **Ines Mergel**, Harvard U.

- OCIS:** Lurking in Online Communities: A Communication Apprehension Perspective | **Patrick J. Bateman**, U. of Pittsburgh; **Jacqueline C. Pike**, U. of Pittsburgh
- 📖 **OCIS:** An Empirical Study Outlining Factors That Impact E-Religion Infrastructure and E-Religiosity | **Kallol Kumar Bagchi**, U. of Texas, El Paso; **Tuhin Das**, Jadavpur U.

892 → 🗣️ 📖: (MC) Pertinence and Value: Real-Time Consulting in Times of an Abundance of Strategies
2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C1
Presenters: **Rickie A. Moore**, EM LYON; **Flemming Poulfelt**, Copenhagen Business School; **Andreas Werr**, Stockholm School of Economics; **Anthony F. Buono**, Bentley College; **Marc Bonnet**, ISEOR, U. of Lyon 3

893 📖: (Paper Session) - (MED) Management Research: Making it Work
2:30pm - 3:50pm Pennsylvania Convention Center: Room 109A
Chair: **Robert S. Rubin**, DePaul U.
Discussant: **Michael J. Provitera**, Barry U.

- 📖 🗣️ **Righteous Management: A Contribution to the Debate on the Crisis in Management Education** | **Andreas Birnik**, Cranfield U.; **Jon Billsberry**, Open U.
- 🗣️ 📖 **Creating Learning at Conferences through Participant Involvement** | **Ib Ravn**, Learning Lab Denmark; **Steen Elsborg**, Learning Lab Denmark
- 🗣️ 📖 **Evaluations: Hidden Costs, Questionable Benefits, and Superior Alternatives** | **Bruno S. Frey**, U. of Zurich; **Margit Osterloh**, U. of Zurich
- 🗣️ 🗣️ → 📖 **Relevance in Management Research: Getting One's Hands Very Dirty** | **Jacqueline Fendt**, ESCP-EAP; **Renata Kaminska-Labbe**, CERAM; **Wladimir M. Sachs**, ESC Rennes School of Business

894 📖 🗣️ 📖: (Paper Session) - (MED) Leadership Development: Insights from Theory and Practice
2:30pm - 3:50pm Pennsylvania Convention Center: Room 109B
Chair: **Alan T Belasen**, State U. of New York, Empire State College
Discussant: **Linda L Brennan**, Mercer U.

- 🗣️ 🗣️ **Toward a Model of Collaborative Leadership Learning: Mary P. Follett and Joseph Smith Revisited** | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga; **W. Jeffrey Marsh**, Brigham Young U.
- 🗣️ 📖 **'Echoes from the Past': An Exploration of the Impact of 'Notable People' on Leadership Learning** | **Steve John Kempster**, Lancaster U.
Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)
- 🗣️ → 🗣️ 📖 **Learning by Doing Good - Developing the Next Generation of Responsible Global Leaders** | **Thomas Maak**, U. of St. Gallen
- 📖 **The Coming Leadership Crisis: An Exploration of Competencies That Will Be in Short Supply** | **Steven B Wolff**, Hay Group; **Ruth Wageman**, Harvard U.; **Mary Fontaine**, HayGroup

895 🗣️ 📖: (Paper Session) - (MH) Management Pioneers
2:30pm - 3:50pm Loews Philadelphia: Congress A
Chair: **Franz T. Lohrke**, Samford U.

- Discussants: **K Thomas Chandy**, Cornell U.; **Lois Landis Kurowski**, Michigan State U.; **Mika Skippari**, U. of Tampere; **William P. Bottom**, Washington U. in St. Louis
- 🗣️ **Unbounded Relationality: Follett's Living Circular Relations Theory** | **Ellen O'Connor**, U. of Paris Dauphine
- 📖 **A 'Missing Scroll' of The Functions of the Executive: Barnard on Status Systems in Organizations** | **Milorad M. Novicevic**, U. of Mississippi; **Kaushik Ghosh**, U. of Mississippi; **Dawn M. Clement**, U. of Mississippi; **Robert K. Robinson**, U. of Mississippi
- 📖 **W. O. Carpenter and the California Gold Rush: The Making of Entrepreneurial Opportunities** | **Gary M. Fleischman**, U. of Wyoming; **Roland E. Kidwell**, U. of Wyoming; **Linda Achey Kidwell**, U. of Wyoming
- 📖 **30 Year Review: Management Pioneer Contributors** | **Joyce T. Heames**, West Virginia U.; **Jacob W. Breland**, U. of Mississippi

896 📄: (Paper Session) - (MOC) **Sensemaking by Individuals and Collectives**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107B

Chair: **Tomi M. M. Laamanen**, Helsinki U. of Technology*Discussant:* **Timothy J. Vogus**, Vanderbilt U.🗣️ CEO Sensemaking | **Terrence F. Cahill**, Seton Hall U.📄 Captains of their Own Destiny? Individual Agency in Entrepreneurial Cognition Research | **David M. Townsend**, U. of Oklahoma; **J. Robert Mitchell**, U. of Oklahoma; **Lowell W. Busenitz**, U. of Oklahoma; **Ronald K. Mitchell**, Texas Tech U.📄 The Effects of Power on Sense-Making and Communication: The Case of Hurricane Katrina | **Frances J. Milliken**, New York U.; **Joe Magee**, New York U.; **Nancy Lam**, New York U.; **Daniel F. Menezes**, New York U.➔ 📄 The Dynamics of Collective Sensemaking of Managerial Practices in Transition Economies. | **Serdukov Svetlana**, Reims Management School**897** 📄: (Paper Session) - (MOC) **Organizational Identity: Definition and Measurement**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110A

Chair: **Dan V. Caprar**, U. of Iowa*Discussant:* **Stacie Furst**, U. of Cincinnati

Organizational Identity – A Review and Research Agenda |

Stephan Alexander Boehm, U. of St. Gallen➔ 📄 How Organizational Identity Beliefs Cohere: About Essence, Continuity, and Distinctiveness | **Johan Van Rekom**, Erasmus U.; **David A. Whetten**, Brigham Young U.How Do I Know Who You Are? A Comparative Analysis of Methods in Organizational Identity Research | **Anna Canato**, Bocconi U.; **Davide Ravasi**, Bocconi U.Beyond Organizational Identity: Effect of Different Perceptions on Identification and Behavior | **Mirdita N. Elstak**, Erasmus U.; **Cees B.M. Van Riel**, Erasmus U.**898** 📄🗣️🗣️🗣️ JS: (MOC, OB) **Complex Organizational Decision-Making and Large-Scale Crisis Management Under Risk**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113A

Organizer: **Kuo Frank Yu**, U. of California, Berkeley*Chair:* **Karlene H. Roberts**, U. of California, BerkeleyDecision-Making with Noisy, Unreliable Data | **William H. Starbuck**, U. of OregonWhy Is Critical Decision-Making Always Messy? | **Philippe Nicolas Baumard**, U. Paul Cezanne & ESLSCA, ParisThe Social Substrate of High-Reliability Organizing | **Gregory A. Bigley**, U. of WashingtonTsunami Disaster Response: Network Interaction and System Failure | **Tom Haase**, U. of Pittsburgh; **Louise Comfort**, U. of PittsburghWhen Plausibilities Complicate Probabilities: Counterfactuals in Philosophizing Risk | **Kuo Frank Yu**, U. of California, Berkeley; **Karlene H. Roberts**, U. of California, BerkeleyRethinking Risk | **Ian Mitroff**, Alliant International U./U. of California, Berkeley**899** 🗣️📄 SHCS: (MOC, OB, CAR) **The Power of Positive Self-Construction: Enacting Identities at Work**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom B

Chairs: **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Amy Klemm Verbos**, U. of Wisconsin, MilwaukeeRelational Stakeholder Engagement: Enacting Care as a Multi-Level Positive Ethical Identity | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee; **Janice S. Miller**, U. of Wisconsin, MilwaukeeThe Dramas of Everyday Work. Enacting Self-Adventures in Organizations | **Arne Carlsen**, SINTEF Technology and SocietyThe Power of Learning About Your Best Self from Others | **Laura Morgan Roberts**, Harvard U.; **Brianna Barker Caza**, U. of Michigan, Ann Arbor; **Jane E. Dutton**, U. of Michigan, Ann Arbor; **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor; **Gretchen M. Spreitzer**, U. of Michigan, Ann ArborPositive Self-Construction of Scholarly Identities: The Journey across Class Differences | **Emily Darling**, U. of Michigan, Ann ArborThe Power of Possible Selves | **Herminia Ibarra**, INSEAD**900** 🗣️📄: (Paper Session) - (MSR) **Spirituality and Religion: Engaging the Organization**

2:30pm - 3:50pm Loews Philadelphia: Congress B

Chair: **David Thomas Weir**, Ceram Sophia Antipolis*Discussant:* **Nancy E. Day**, U. of Missouri, Kansas City📄 The Characteristics of Character | **Margaret Diddams**, Seattle Pacific U.; **J. Lee Whittington**, U. of Dallas; **Esther Hayman**, Seattle Pacific U.➔ 🗣️📄 The Spiritual Dimension in Leadership: A Case Study of Dilmah Tea and its Founder | **Mario Fernando**, U. of Wollongong; **Frederick Beale**, U. of Wollongong📄 The Development & Test of a Research Model for Management, Spirituality, & Religion in Organizations | **Len Tischler**, U. of Scranton; **Gerald Biberman**, U. of Scranton; **Charles J. Fornaciari**, Florida Gulf Coast U.🗣️ Simple Gifts: Rules for Quaker Business Meetings | **Cynthia L Krom**, Mount Saint Mary College**901** 📄: (Paper Session) - (OB) **Coping with Stress**

2:30pm - 3:50pm Philadelphia Marriott: Independence I

Chair: **Albert H. Chavez**, U. of Phoenix*Discussant:* **Susan Cartwright**, U. of Manchester📄 Coworker Support and Felt Job Stress: The Moderating Effects of Role Ambiguity and Work Overload | **Thomas Ng**, U. of Hong Kong; **Marcus M. Butts**, U. of Texas, Arlington; **David M. Dejoy**, U. of Georgia; **Mark G. Wilson**, U. of Georgia🗣️📄 Buffering Work Stressors: Is Social Support a Double-Edged Sword? | **Margarita Mayo**, Instituto de Empresa; **Juan I. Sanchez**, Florida International U.; **Juan-Carlos Pastor**, Instituto de Empresa; **Alfredo Rodriguez**, U. Autonoma de Madrid📄 Life After the Layoff: On Getting the "Good" Job | **Frances M. McKee-Ryan**, U. of Oklahoma; **Meghna Virick**, San Jose State U.; **Gregory Prussia**, Seattle U.; **B. Jaron Harvey**, U. of OklahomaThe "Real" Effects of Coping on Mental Health During Unemployment and the Duration of Effects | **Xiao-Wan Lin**, City U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong**902** 📄: (Paper Session) - (OB) **Working Well Together: Predicting Team Effectiveness**

2:30pm - 3:50pm Philadelphia Marriott: Independence II

Chair: **Christopher O. L. H. Porter**, Texas A&M U.

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

- Discussant:* **Corinne Coen**, U. at Buffalo, SUNY
 Team Goal Orientation and Team Effectiveness: The Mediating Role of Knowledge Integration | **Anju Mehta**, Auburn U.; **Nikhil Mehta**, Florida A&M U.
- 📄 Team Personality Composition, Collective Personality, and Team Effectiveness | **Narda Quigley**, Villanova U.; **Sharyn D. Gardner**, California State U. Sacramento
- 📄 Team Reflexivity in the OR: The Mediators and Moderators of Reflexivity-Performance Relations | **Dana Rachel Vashdi**, Technion U.; **Miriam Erez**, Technion U.; **Peter Bamberger**, Technion Israel Institute of Technology; **Ahuva Meilik**, Not Specified
- 📄 Emergent Process of Team Goal Orientation and Team Effectiveness | **Guihyun Park**, Michigan State U.; **Rick DeShon**, Michigan State U.

903 → 📄: (Paper Session) - (OB) **In the Eyes of the Beholder: Perceiving Leadership**

2:30pm - 3:50pm Philadelphia Marriott: Independence III

Chair: **Geisce Ly**, U. of Michigan

Discussant: **Jonathan C. Ziegert**, Drexel U.

- 📄 In the Eyes of the Follower: Construction of Charisma in Response to Organizational Change | **Chao C. Chen**, Rutgers U.; **Liuba Y. Belkin**, Rutgers U.; **Robert McNamee**, Rutgers U.; **Terri R. Kurtzberg**, Rutgers U.
- 📄 The Influence of Subordinates' Self-Perceptions on Their Evaluations of and Responses to Leaders | **Niels van Quaquebeke**, U. of Hamburg; **Daan van Knippenberg**, Erasmus U. Rotterdam; **Felix Brodbeck**, Aston U.
- 📄 Perceiving Is Believing: Negative Emotions and Relational Models in Supervisory Relationships | **Annilee Game**, U. East Anglia
- 📄 Leadership Effectiveness After Performance Feedback: Influences of Leader Group Prototypicality | **Steffen Robert Giessner**, Erasmus U. Rotterdam; **Ed Sleebos**, VU U. Amsterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam

904 📄: (Paper Session) - (OB) **Psychological Contracts: Breach Versus Fulfillment**

2:30pm - 3:50pm Philadelphia Marriott: Room 309

Chair: **Louise Tourigny**, U. of Wisconsin, Whitewater

Discussant: **Joshua R. Knapp**, U. of Cincinnati

- Promises: Breach and Fulfillment of Inducements and Contributions in a Psychological Contract | **Lisa Schurer Lambert**, Georgia State U.
- 📄 Psychological Contract Schema, Contract Breach and Sense-Making: A Qualitative Study | **Marjo-Riitta Parzefall**, Swedish School of Economics and Business Administration; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science
- 📄 Felt Violations: Who Reacts More Strongly When Expectations Are Not Met? | **Sabahat Raza Bilgrami**, U. of Management & Technology, Pakistan; **Usman Raja**, Forman Christian College; **Gary Johns**, Concordia U.
- 📄 Using Equations as an Aid for Developing Psychological Contract Theory | **Lisa Schurer Lambert**, Georgia State U.

905 → 📄: (Paper Session) - (OB) **Non-Traditional Work Arrangements**

📄 Teaching-oriented | 📄 Practice-oriented | → International-oriented | 📄 Theme-oriented | 📄 Research-oriented | 📄 Visual Presentation | 📄 Best Paper Proceedings

2:30pm - 3:50pm Philadelphia Marriott: Room 310

Chair: **Kevin W. Rockmann**, George Mason U.

Discussant: **Kevin E. Dickson**, Southeast Missouri State U.

- Exploring the Impact of Contingent Workers on Permanent Employees' Citizenship and Deviant Behavior | **Mamta Bhatt**, Boston College
- 📄 Employment Status, Perceived Organizational Membership, and Work Outcomes | **Su-Fen Chiu**, National Taiwan U. of Science and Technology
- 📄 The Effect of Extrinsic Motives to Enter Short-term Employment on Reactions to Fairness at Work | **Jeroen de Jong**, Tilburg U.; **Rene Schalk**, Tilburg U.
- 📄 Understanding the Impact of Teleworker's Professional Isolation on Performance and Turnover | **Timothy Golden**, Rensselaer Polytechnic Institute; **John F. Veiga**, U. of Connecticut; **Richard N. Dino**, U. of Connecticut

906 📄: (OB) **Corporate Social Responsibility and Organizational Justice: Multifoci,-Level, -Motive Perspective**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103B

Chairs: **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign;

Seth Spain, U. of Illinois, Urbana-Champaign

Discussant: **David A. Jones**, U. of Vermont

- Intraunit Justice Climate: Explication and Validation of a New Construct | **Andrew Li**, U. of Arizona; **Russell Cropanzano**, U. of Arizona; **Lehman Benson**, U. of Arizona
- The Contribution of Corporate Social Responsibility to Organizational Commitment | **Stephen Brammer**, U. of Bath; **Andrew I. Millington**, U. of Bath; **Bruce A. Rayton**, U. of Bath
- What Motivates Companies to Use Social Practices? Commitment, Calculation, Conformance, and Caring | **Adele Queiroz**, U. of Northern Iowa
- Environmental Justice, Social Justice and Workplace Justice as Three Levels of Organizational Ethic | **Keith James**, Portland State U.

907 📄: (Paper Session) - (OB) **Negative and Mixed Emotions at Work**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110B

Chair: **Laura McAndrews Little**, Oklahoma State U.

Discussant: **S. Douglas Pugh**, U. of North Carolina, Charlotte

- 📄 The Influence of Pessimistic and Optimistic Emotional Tendencies on Work Performance | **Yael Beaudion**, U. of Haifa; **Itzhak Harpaz**, U. of Haifa
- 📄 Antisocial Behavior, Affect, Expressivity and Performance: A Team-Level Moderated Mediation Study | **Michael S. Cole**, Texas Christian U.; **Frank Walter**, U. of St. Gallen
- Excluded Feelings: The Role of Anger in Antisocial Responses to Ostracism | **Rosalind M. Chow**, Stanford U.; **Larissa Z. Tiedens**, Stanford U.; **Cassandra L. Govan**, Sweeney Research
- 📄 Feeling Different Than Envy: Antecedents and Consequences of Promotion Rejectionees' Emotions | **Shu Zhang**, U. of Washington

908 📄 JS: (OB, CM) **The Antecedents of Voluntary Work Behavior: Stepping Further**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom B

Chairs: **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida
 An Examination of the Role of Self-Control in the Prediction of CWB and OCB | **Lynda Villanueva**, Brazosport College; **Lisa Penney**, U. of Houston
 An Examination of Counterproductive Work Behavior and the Influence of Perceived Control | **Craig D. Crossley**, U. of Nebraska, Lincoln; **Marie S. Mitchell**, U. of Nebraska, Lincoln; **Rebecca J. Bennett**, Louisiana Tech U.
 The Role of Control: Autonomy, Frustration and Counter Productivity | **L. Jean Whinghter**, Harrah's Entertainment; **Xian Xu**, U. of South Florida
 The Roles of Negative Emotion and Sensitivity to Injustice in the Justice-CWB Relationship | **Liuqin Yang**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **Xichao Zhang**, Beijing Normal U.; **Russell E. Johnson**, U. of South Florida; **Ozgun Burcu Rodopman**, U. of South Florida; **Hongyu Li**, Tianjin Normal U.

909 📄 JS: (OB, GDO, MOC) **Great Expectations! How Path-Breakers Transform Token Status and Stereotypes into Career Success**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103C

Chair: **Judith B. White**, Dartmouth College

Communal Women and Agentic Leadership: The Reconciliation of Two Opposing Stereotypes | **Ashleigh Shelby Rosette**, Duke U.; **Leigh Plunkett Tost**, Duke U.; **Katherine W. Phillips**, Northwestern U.

Getting Even vs. Being the Odd One Out: Cohesion and Conflict in Odd and Even Groups | **Tanya Menon**, U. of Chicago

When Two is the Loneliest Number: Interaction Between Two Tokens in a Group | **Denise Lewin Loyd**, Massachusetts Institute of Technology; **Judith B. White**, Dartmouth College; **Mary Kern**, Baruch College

Dr. Jekyll or Ms. Hyde? The Public-Private Paradox of the Communal Feminine Stereotype | **Frank Flynn**, Columbia U.; **Rebecca Clare Levine**, Columbia U.

Woman Equals Warm: Stereotype Content Interference in Women With a Salient Gender Identity | **Judith B. White**, Dartmouth College; **Wendi L. Gardner**, Northwestern U.

910 🗣️ 📄 JS: (OB, HR) **New Directions in Voluntary Turnover Research: Moving Beyond the "One-Model-Fits All" Paradigm**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103A

Organizer: **Malvina Klag**, McGill U.

Chair: **Brooks C. Holtom**, Georgetown U.

Discussant: **Thomas W. Lee**, U. of Washington

Risky Business: The Role of Risk in Voluntary Turnover Decisions | **David G. Allen**, U. of Memphis; **Robert W. Renn**, U. of Memphis; **James Vardaman**, U. of Memphis; **Karen R. Moffitt**, U. of Memphis

When Staying Depends on Others: Collective Job Embeddedness as a Predictor of Employee Turnover | **Will Felps**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Thomas W. Lee**, U. of Washington; **David R. Hekman**, U. of Washington; **Wendy Harman**, Truman State U.

Reconceptualizing Turnover as a Temporal and Contextualized Process: An Interpretive Study | **Malvina Klag**, McGill U.

Integrating Turnover Reasons and Process Types: Extending Maertz and Campion's (2004) Profiles Approach | **Carl P. Maertz**, St. Louis U.; **Lamarcus Bolton**, St. Louis U.; **Ellen Conelly**, St. Louis U.; **Jessi Culbertson**, St. Louis U.; **Kelly Erickson**, St. Louis U.; **Tricia Johnson**, St. Louis U.; **Pat McVay**, St. Louis U.; **Kayla Kmitta**, St. Louis U.

911 📄 JS: (OB, HR, OCIS) **Leadership: Learning, Development, and Adaptation**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom A

Chair: **Steve W. J. Kozlowski**, Michigan State U.

Leader Regulatory Functions: Leveraging Learning, Skill Development, and Adaptation | **Steve W. J. Kozlowski**, Michigan State U.; **Dustin K. Jundt**, Michigan State U.; **Paul Curran**, Michigan State U.; **Goran Kuljanin**, Michigan State U.

Leader Sense-Giving and Team Adaptability to Crisis | **Leslie A. DeChurch**, U. of Central Florida; **Christian J. Resick**, Florida International U.

Emergent Leader Attributes, Team Learning, and Team Adaptation | **Katherine Ely**, George Mason U.; **Stephen J. Zaccaro**, George Mason U.; **Jeffrey L. Herman**, George Mason U.; **Erin Senter**, George Mason U.; **Lisa M. V. Gulick**, George Mason U.

Team Learning as Mediating Leader Behaviors, Empowerment, Interdependence and Team Performance | **Tammy L. Rapp**, U. of Connecticut, Storrs; **Thomas Ruddy**, Siemens AG

912 📄 SHCS: (OB, MOC, OMT) **When Emotion is No Longer (Merely) Feelings: The Social Role of Emotion in Organizations**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108B

Chairs: **Neal M. Ashkanasy**, U. of Queensland; **Yongmei Liu**, U. of Texas, Arlington

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

Affect and Social Influence: An Empirical Examination of the Perception and Contagion Mechanisms | **Lu Wang**, U. of Illinois, Urbana-Champaign; **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Gregory Northcraft**, U. of Illinois, Urbana-Champaign

Can Followers' Mood States Influence a Leader's Performance: A Laboratory Study of Upward Contagion | **Eugene Y. U. Tee**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Expressed Emotion as a Social Influence Tactic | **Matrecia S.L. James**, Jacksonville University; **Angela Miles**, North Carolina A&T State U.

Strategic Emotional Display: The Construct and its Correlates | **Yongmei Liu**, U. of Texas, Arlington; **Pamela Perrewe**, Florida State U.; **Gerald R. Ferris**, Florida State U.; **Ronald H. Humphrey**, Virginia Commonwealth U.

Antecedents and Outcomes of Surface Acting Within Organizational Settings | **Hakan Ozelik**, California State U. Sacramento

913 📄 SHCS: (OB, ODC, IM) **Resistance and Adaptation Across Cultures**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom A

Chair: **Shaul Oreg**, U. of Haifa; **Mahmut Bayazit**, Sabanci U.

Discussant: **Christopher Earley**, National U. of Singapore

Dispositional Resistance to Change Across Cultures | **Shaul**

Oreg, U. of Haifa; **Mahmut Bayazit**, Sabanci U.; **Luis M.**

Arciniega, Instituto Tecnológico Autónomo de México; **Achilles**

A. Armenakis, Auburn U.; **Rasa Barkauskiene**, Mykolas

Romeris U.; **Nikos Bozionelos**, U. of Durham; **Luis González-**

Fernández, U. de Salamanca; **Ivana Feric**, Institute of Social

Sciences Ivo Pilar in Zagreb; **Yuka Fujimoto**, Deakin U.; **Jian**

Han, Peking U.; **Hilde Hetland**, U. of Bergen; **Martina**

Hrebickova, Academy of Sciences of the Czech Republic;

Marina Kotrla, Institute of Social Sciences Ivo Pilar in Zagreb;

Hitoshi Mitsuhashi, U. of Tsukuba; **Boris Mlacic**, Institute of

Social Sciences Ivo Pilar in Zagreb; **Sandra Ohly**, U. of

Frankfurt; **Per Øystein Saksvik**, NTNU; **Ingvild Saksvik**, U. of

Bergen; **E. S. Srinivas**, XLRI; **Maria Vakola**, Athens U. of

Economics and Business; **Karen Van Dam**, Tilburg U.

A Study on Job Satisfaction and Turnover Intentions of Expatriate Nurses in Saudi Arabia | **Nikos Bozionelos**, U. of Durham

Global Work Culture: Which Values are Global? | **Efrat Shokef**, Technion-Israel Institute of Technology

Humane Orientation as a New Cultural Dimension: Validity Research on the GLOBE Scale | **Michael Frese**, Giessen U.; **Oliver Schloesser**, Giessen U.

914 📄: (Paper Session) - (OCIS) **E-Workspaces -- Attention Issues**

2:30pm - 3:50pm Philadelphia Marriott: Room 307

Chair: **Cynthia M. Beath**, U. of Texas, Austin

Discussant: **Jonathon N. Cummings**, Duke U.

📄 Prioritization in Computer-Mediated Communication:

Influences of Urgency, Notification, and Identity | **Laura**

Dabbish, Carnegie Mellon U.; **Gary Hsieh**, Carnegie Mellon U.;

Robert E. Kraut, Carnegie Mellon U.; **Scott Hudson**, Carnegie

Mellon U.

📄 The Role of Information Systems in a Multi-tasking Environment and the Impact on Performance | **Pamela S. Galluch**, Clemson U.; **Raymond M. Henry**, Clemson U.; **Jason Thatcher**, Clemson U.

🗣️ Enhanced Opportunities, Conflicting Priorities: Enabling Effective Multi-Team Membership | **Anita Williams Woolley**, Harvard U.; **Michael Boyer O'Leary**, Boston College; **Mark Mortensen**, Massachusetts Institute of Technology

📄 Exploring the Link between Family Responsibilities and Workers' Intention to Use E-mentors | **Molly Pepper**, Gonzaga U.

915 📄: (Paper Session) - (OCIS) **Virtual Work and Information Sharing**

2:30pm - 3:50pm Philadelphia Marriott: Room 405

Chair: **Yong-Mi Kim**, U. of Oklahoma at Tulsa

Discussant: **Suzanne P. Weisband**, U. of Arizona

📄 Distance Matters, Except When It Doesn't: Discontinuities in Virtual Work | **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Katherine Chudoba**, Florida State U.; **Kevin Crowston**, Syracuse U.

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

➔ 📄 Creating an Environment for Information Sharing: Why Site Visits Matter in Global Work | **Pamela Hinds**, Stanford U.; **Catherine Cramton**, George Mason U.

🗣️ ➔ 📄 Using ICT to Avoid Communication | **Kannan Srikanth**, London Business School

📄 A Model of Online Trust: The Mediating Role of Norms and Sense of Virtual Community | **Anita Blanchard**, U. of North Carolina, Charlotte; **Jennifer Welbourne**, U. of North Carolina, Charlotte; **Marla Boughton**, U. of North Carolina at Charlotte

916 📄 JS: (OCIS, OMT, MOC) **Beyond Play: Replicating, Mirroring, and Constituting Reality Through Online Games**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom J

Chair: **Julie Rennecker**, Rennecker Research & Consulting

Beyond Play: A New Approach to Games | **Thomas Malaby**, U. of Wisconsin, Milwaukee

Blurring the Boundary: Online Game Players as Reflective Boundary Managers | **Julie Rennecker**, Rennecker Research & Consulting

Understanding Synthetic Economies through their Design | **Edward Castronova**, Indiana U.; **James Cummings**, Indiana U.; **Will Emigh**, Indiana U.; **Michael Fatten**, Indiana U.; **Nathan Mishler**, Indiana U.; **Travis Ross**, Indiana U.; **Will Ryan**, Indiana U.

Reframing Online Games: Synthetic Worlds as Communication Media | **Ulrike Schultze**, Southern Methodist U.; **Julie Rennecker**, Rennecker Research & Consulting

Participants: **Thomas Malaby**, U. of Wisconsin, Milwaukee; **Will Ryan**, Indiana U.; **Ulrike Schultze**, Southern Methodist U.

917 : (Paper Session) - (ODC) **New Approaches to Leadership and Change**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth C

Chair: **G James Francis**, Colorado State U.

Discussant: **Kenneth Wm. Kury**, Saint Joseph's U.

🗣️ Transforming City Government Through Spiritual Leadership | **Steve Vitucci**, Tarleton State U. - Central Texas

🗣️ Magis Leadership: A Look at the Work of Leadership | **Karen Norum**, Gonzaga U.

🗣️ Constructing Authenticity: Arts-based Methods as a Means of Developing the Authentic Leadership Self | **Donna Ladkin**, U. of Exeter; **Steven S Taylor**, Worcester Polytechnic Institute

Swimming Upstream: Tempered Radicals as Misfits Who Create Enduring Organizational Change | **Stephanie Berger**, McGill U.

918 : (Paper Session) - (ODC) **Changing individuals**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth D

Chair: **David S. Bright**, Wright State U.

Discussant: **Dina Mansour-Cole**, Indiana U. Purdue U. Fort Wayne

📄 A Model and Test of Individual and Organization Factors Influencing Individual Adaptation to Change | **Jane D. Parent**, Merrimack College; **D. Anthony Butterfield**, U. of Massachusetts, Amherst

📄 Cultural Dissonance: a Micro-Process of Organizational Change | **David C. Marker**, ESC Clermont Graduate School of Management; **Dennis Karney**, U. of Kansas

Process, Context and Individual Correlates of Readiness to Change: A Multilevel Analysis | **Geert Devos**, Vlerick Leuven Gent Management School

Employee Psychological Contract Evaluation and Response in the Context of Change | **Anjali Chaudhry**, U. of Illinois, Chicago

919 🗨️➔🗨️JS: (ODC, TIM) **Meeting the Practical Challenge of Government Enterprise Change: Lessons from Systems Engineering**

2:30pm - 3:50pm Loews Philadelphia: Congress C

Chair: **JoAnn M Brooks**, MITRE Corporation

Discussant: **Joel Cutcher-Gershenfeld**, U. of Illinois, Urbana-Champaign

Profiling Complex Systems | **Renee Stevens**, MITRE Corporation

Wicked Problems in Enterprise Systems Change: It's the Journey, Not the Destination | **Jon W Beard**, MITRE Corporation

Consensual Decision-Making Around Enterprise Capability Development: The NATO Approach | **JoAnn M Brooks**, MITRE Corporation

Systems Engineering Confronts Enterprise Change: Frameworks and Lessons from MITRE Projects | **John S Carroll**, MIT Sloan School of Management; **George Roth**, Massachusetts Institute of Technology

920 🗨️: (OM) **Journal of Operations Management Best Paper Session**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 13

A Behavioral Study of Supply Manager Decision-Making: Factors Influencing Make Versus Buy Evaluation | **Susan Powell Mantel**, Indiana U., Indianapolis; **Mohan V. Tatikonda**, Indiana U.; **Ying Liao**, U. of Toledo

Impact of Role in the Decision to Fail: An Exploratory Study of Terminated Projects | **David M Dilts**, Vanderbilt U.; **Ken Pence**, Vanderbilt U.

Evolution in the Strategic Manufacturing Planning Process of Organizations | **Karen Papke-Shields**, Salisbury U.; **Manoj K Malhotra**, U. South Carolina; **Varun Grover**, Clemson U.

921 🗨️: (Paper Session) - (OMT) **Institutional Conflict and Institutional Change**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 5

Chair: **Tim Hargrave**, U. of Washington, Bothell

🗨️Organizational Responses to Conflicting Institutional Demands | **Anne-Claire Pache**, INSEAD

Institutional Immunity: Disrupting Institutions Without Reprisal | **Graham John Dover**, Simon Fraser U.; **Thomas B Lawrence**, Simon Fraser U.

🗨️A Fight From Below: Transforming Purchasing Work | **Heng Xu**, Massachusetts Institute of Technology

🗨️Conflict and the Evolution of Institutional Practices in Clearing and Settlement After the 1990s | **Marc Ventresca**, U. of Oxford; **Holger Sommerfeldt**, Oxford U.

922 🗨️: (Paper Session) - (OMT) **Emergence and Diversification of Organizational Forms**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 6

Chair: **Bettina Richards Heiss**, U. of Southern California

🗨️🗨️🗨️The Creation of New Organizational Forms in an Emerging Organizational Field - Venture Philanthropy | **Lisa K. Hehenberger**, IESE Business School; **Johanna Mair**, IESE Business School

Exploring the Micro-Foundations of Resource Partitioning Processes: A Simulation Approach | **Giuseppe Pagani**, U. of Lugano

➔🗨️A Theory of Identity Strength: Fuzziness and Contrast among Foreign Banks in Shanghai, 1847-2004 | **Jeroen Kuilman**, Hong Kong U. of Science & Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

🗨️🗨️Organizational Diversity and Museum Formation: A Study of American Local Communities 1872-1976 | **Hongwei Xu**, INSEAD

923 🗨️: (Paper Session) - (OMT) **Burt and Coleman: Bridging Brokerage and Closure Perspectives on Social Networks**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 7

Chair: **Jennifer Kurkoski**, U. of California, Berkeley

🗨️Between Closure and Holes: Hybrid Network Positions and the Performance of U.K. Investment Banks | **Joel A.C. Baum**, U. of Toronto; **Diederik W. Van Liere**, Erasmus U. Rotterdam; **Tim Rowley**, U. of Toronto

Social Capital & Career Patterns: Effect of Closure & Brokerage on Job Changes between Organizations | **Stanislav D. Dobrev**, U. of Chicago; **Jennifer M. Hitler**, U. of Chicago

➔🗨️Integrating Brokerage and Closure: Social Networks, Simmelian Ties and the Generation of Innovations | **Marco Tortoriello**, HEC Paris; **David Krackhardt**, Carnegie Mellon U.

🗨️Why Do Bridging Positions Weaken? | **Diederik W. Van Liere**, Erasmus U. Rotterdam; **Otto Koppius**, RSM Erasmus U.

924 🗨️: (Paper Session) - (OMT) **Interorganizational Alliances and Performance**

2:30pm - 3:50pm Philadelphia Marriott: Room 401

Chair: **Dania Dialdin**, Suffolk U.

Alliance Performance and Its Antecedents: A Meta-Analysis | **Rekha Krishnan**, Simon Fraser U.; **Paulo V. Cunha**, U. Nova de Lisboa

Alliance and Survival: The Analysis of High-Technology Firms | **Jun Xia**, Montclair State U.; **Beixin Lin**, Montclair State U.; **Ramachandran Subramanian**, Grand Valley State U.

🗨️Partner Similarity: A Study of Alliance Activities and Firm Performance in Biotechnology, 1988-99 | **Lina Deng**, U. of Illinois at Urbana-Champaign; **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

🗨️Do They Know Something We Don't Know? Endorsements and the Private Equity Market in Biotechnology | **Terry Amburgey**, U. of Toronto; **Debbie Elizabeth de Lange**, J.L. Rotman School of Management, U. of Toronto; **Andreas Al-Laham**, U. of Kaiserslautern

925 🗨️: (Paper Session) - (OMT) **Risk and Uncertainty in Organizational Decision Making: Determinants and Consequences**

2:30pm - 3:50pm Philadelphia Marriott: Room 402

Chair: **Mathias Arrfelt**, Michigan State U.

📄 Managing Managerial Fads: Social Information in Organizational Innovation Adoption Decisions | **Peter Micah Madsen**, Brigham Young U.; **Vinit Desai**, U. of California, Berkeley

📄 Sequential Attention: Survival and Aspiration Goals and Corporate Acquisitions | **Mahdi Rostami**, U. of Calgary; **Frances E Bowen**, U. of Calgary

Revisiting the Performance-Risk Relationship: Evidence from the National Football League | **David Lehman**, Purdue U.; **Rangaraj Ramanujam**, Purdue U.; **Bradley J Alge**, Purdue U.
Organizational Risk Taking in Times of Institutional Stability and Change | **Ayse Saka**, U. of Groningen; **Padma Rao Sahib**, Groningen U.

926 📄: (Paper Session) - (OMT) **Power, Dependency and Control in Corporate Governance**

2:30pm - 3:50pm Philadelphia Marriott: Room 403

Chair: **Yuri Mishina**, Michigan State U.

🗣️📄 Ownership Concentration, CEO Reward, and the Managerial Power Thesis: Evidence from Australia | **Alessandra Capezio**, U. of Sydney; **John L Shields**, U. of Sydney; **Alex Frino**, U. of Sydney; **Michael O'Donnell**, Australian National U.; **John O'Brien**, U. of New South Wales

➔ Why Boards Fail to Exert Power over the CEO? A Theoretical View from a Power Dependency Perspective | **Pingying Zhang**, Norwegian School of Management

➔ 📄 Passive Shareholders and Active Managers: When Does Liquidity Enhance Corporate Control? | **Steffen H. Brenner**, Humboldt-U. Berlin

Are Powerful CEOs More Generous? Anti-Takeover Protection and Managerial Attention to Stakeholders | **Aleksandra Joanna Kacperczyk**, U. of Michigan, Ann Arbor

927 👁️: (Paper Session) - (OMT) **Institutions**

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - OMT 4

Presented on Panels 29-32

👁️📄 Institutions and Trust Building | **Reinhard Bachmann**, Birkbeck College, U. of London; **Andrew Inkpen**, Thunderbird, The Garvin School of International Management

➔ 🗣️👁️📄 Studying Institutions from Discourse: The Representation of Health Care in Company Reporting | **Julia Brandl**, Vienna U. of Economics and Business Administration

👁️📄 Building a Process Theory of Organizational Legitimation | **Martin Hughes**, Indiana U. of Pennsylvania

➔ 👁️📄 Myths and the Magic Circle: The Role of Rational Myths in the Maintenance of a Professional Elite. | **Samantha Jane Fairclough**, Said Business School

928 ➔ 📄 JS: (OMT, BPS) **Strategic Conversations: A Multi-level Conversational Approach to Studying Strategy as Practice**

2:30pm - 3:50pm Philadelphia Marriott: Room 404

Micro-level Strategic Conversations | **Curtis LeBaron**, Brigham Young U.

Meso-level Strategic Conversations | **Paula Jarzabkowski**, Aston Business School

Macro-level Strategic Conversations | **Nelson Phillips**, Imperial College London

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 🏆 Best Paper Proceedings

Participants: **Paula Jarzabkowski**, Aston Business School; **Curtis LeBaron**, Brigham Young U.; **Nelson Phillips**, Imperial College London; **Richard Whittington**, Said Business School

929 🗣️➔🗣️📄: (Paper Session) - (ONE) **Stakeholder Dynamics and Reputation Building**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C2

Chair: **Kate Kearins**, Auckland U. of Technology

📄 Enacting Ecological and Collaborative Rationality through Multi-Party Collaboration | **Marie-France B. Turcotte**, Universite du Quebec a Montreal; **Stewart Clegg**, U. of Technology, Sydney; **Julie Marin**, U. of Quebec, Montreal

➔➔ 🗣️ From Niche to Mass Markets: Rival Strategies in Promoting Fair Trade Organic Commodity Cotton Chains | **Winfried Ruigrok**, U. of St. Gallen; **Susanne Zajitschek**, U. of St. Gallen

➔ 🗣️📄 A Multinational Study of Corporate Stakeholders and Organizational Culture | **Carolyn Egri**, Simon Fraser U.; **David A. Ralston**, U. of Oklahoma; **Ian Palmer**, U. of Technology, Sydney; **Carol Yeh-yun Lin**, National Chengchi U., Taiwan; **Francisco B. Castro**, U. do Porto, CEMPRES; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Amandine Perrinjaquet**, U. de Lausanne

🗣️ Impact of Environmental Communication on Firm Reputation | **Deborah Philippe**, HEC Paris; **Rodolphe Durand**, HEC Paris

930 🗣️📄: (Paper Session) - (PNP) **Causes and Consequences of Strategic Collaboration**

2:30pm - 3:50pm Loews Philadelphia: Lescaze

Chair: **Kaifeng Yang**, Florida State U.

Discussant: **Donald P. Moynihan**, U. of Wisconsin, Madison

➔ Furthering Collaborative Strategic Management Theory: Process Model and Factors Per Phase | **Amelia C. Clarke**, McGill U.

👁️📄 Understanding Collaboration Outcomes From An Extended RBV Perspective | **Bindu Arya**, U. of Missouri - St. Louis; **Zhiang (John) Lin**, U. of Texas, Dallas

🗣️🗣️📄 Coming Clean...and Cleaning Up? Examining the Effects of Self-Policing | **Michael Toffel**, Harvard U.; **Jodi L. Short**, U. of California, Berkeley

🗣️🗣️📄 The Consequences of Partner Selection in Service Delivery Collaborations | **Bin Chen**, Baruch College; **Elizabeth Graddy**, U. of Southern California

931 🗣️➔🗣️📄 JS: (PNP, CMS) **Social Entrepreneurship: Challenges for Leadership and Governance**

2:30pm - 3:50pm Loews Philadelphia: Howe

Organizers: **Suzanne Benn**, U. of Technology, Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney

CSR as Social Entrepreneurship: Suggestions for Models of Governance | **Suzanne Benn**, U. of Technology, Sydney

Career Citizenship: Discretionary Behavior in the Space Beyond Organization | **Svenja Tams**, U. of Bath

Microenterprise Strategy in Conservation Zones | **Norman Wright**, ABTI American U. of Nigeria; **Jeff Caneen**, Brigham Young U. Hawaii; **Andrew Gomez**, Brigham Young U. Hawaii

Experience of Nonprofit Business Venturing in Australia, UK and USA | **Bronwen Dalton**, U. of Technology, Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney
 Leadership and Social Entrepreneurship in Indigenous Societies in New Zealand Aoteroa | **Brad Jackson**, U. of Auckland; **Dale Marie Pfeifer**, Victoria U. of Wellington

932 : (RM) Research Methods Division International Networking

2:30pm - 3:50pm Philadelphia Marriott: Franklin 8

Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong
 Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.
 Program Chair: **Charles A. Pierce**, U. of Memphis
 Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

933 : (Paper Session) - (SIM) Perceived Corporate Citizenship

2:30pm - 3:50pm Loews Philadelphia: Washington A

Facilitator: **Sandra Waddock**, Boston College

- 🗨️🗨️ Acting Badly But looking Good: A Matter of Principle (and Processes) | **Tyler Earl Wry**, U. of Alberta
- 🗨️ An Examination of Perceived Corporate Citizenship, Job Applicant Attraction, and Employee Work Roles | **W. Randy Evans**, U. of Arkansas, Little Rock; **Walter Davis**, U. of Mississippi
- 🗨️ Reconceptualizing Store Image: How CSR Programs Influence Store Satisfaction and Store Loyalty | **Julie Pirsch**, Villanova U.; **Shruti Gupta**, Penn State Abington
- 🗨️➔🗨️ The Importance of Intangible Social Attributes in Individual Purchasing Decisions | **Pat Auger**, Melbourne Business School; **Timothy Michael Devinney**, Australian Graduate School of Management; **Jordan J. Louviere**, U. of Technology, Sydney

934 : (Paper Session) - (SIM) Corporate Social Performance and Financial Performance

2:30pm - 3:50pm Loews Philadelphia: Washington B

Facilitator: **Marc Hoffman Lavine**, Boston College

- 🗨️ In Good Companies? A Critical Evaluation of the CSP - CFP Link | **Jon Jungbien Moon**, Wharton School
- 🗨️ Corporate Social Responsibility and the Cost of Equity Capital | **Jeroen Derwall**, Erasmus U.; **Patrick Verwijmeren**, Erasmus U. Rotterdam
- 🗨️➔🗨️ Doing Well by Doing Good: Objective Findings, Subjective Assumptions, or Selective Amplification? | **Marc Oliver Orlitzky**, U. of Redlands
- 🗨️ Managerial Entrenchment and Corporate Social Performance | **Josep A. Tribó**, U. of Carlos III Madrid; **Jordi Surroca**, U. of Carlos III Madrid

935 : (Paper Session) - (SIM) Organizational Characteristics and Corporate Social Responsibility

2:30pm - 3:50pm Loews Philadelphia: Washington C

Facilitator: **Paul Dunn**, Brock U.

- 🗨️➔🗨️ Formal vs Informal CSR Strategies: Evidence from Italian Micro, Small, Medium-sized, and Large Firms | **Angeloantonio Russo**, Bocconi U.; **Antonio Tencati**, Bocconi U.

The Intra-Organizational Institutionalization of Corporate Social Responsibility | **Donal Crilly**, INSEAD
 ➔🗨️🗨️ Organizational Dimensions of Corporate Accountability | **Jonatan Pinkse**, U. of Amsterdam; **Ans Kolk**, U. of Amsterdam; **Fabienne Fortanier**, U. of Amsterdam
 🗨️ Taking the 'Corporate' out of CSR: Responsibility in the Small Firm | **Laura J. Spence**, Brunel U.

936 : (Paper Session) - (SIM) SIM Visual Papers

2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - SIM
 Presented on Panels 1-12

- 🗨️🗨️ Technology and Morally Important Influences: Arguments for a Network Approach to Analyze Technology | **Kirsten Edrie Martin**, Catholic U. of America
- 🗨️🗨️ Corporate Charity: An Analysis of the Potential Benefits of Giving | **Samuel Phineas Upham**, U. of Pennsylvania
- 🗨️🗨️ The Love of Money, Machiavellianism, and Unethical Behavior: College Major and Gender | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Yuh-Jia Chen**, Middle Tennessee State U.
- 🗨️🗨️ E-mail Monitoring in the Workplace: Legal, Ethical, and Behavioral Implications | **William P Smith**, Towson U.; **Filiz Tabak**, Towson U.
- 🗨️ Beyond the Definitional Debate: Metaphors with Fuzzy Definitions in the Business and Society Field | **Sophia Maria Kusyk**, ESADE; **Josep M. Lozano**, ESADE
- 🗨️🗨️ Social Performance Governance in the Family Firm: Beyond the Bottom Line | **Jean McGuire**, Louisiana State U.; **Sandra Dow**, ESG-UQAM
- ➔🗨️🗨️ Advancing Integrative Social Contracts Theory: A Habermasian Perspective | **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Michael Behnam**, Suffolk U.; **Ingo Schedel**, U. of Erlangen, Nuremberg
- 🗨️🗨️ Industry Capacity to Absorb Immigrants: How Politics and Profits Shape Immigration Policy | **G. T. Lumpkin**, Texas Tech U.; **Anjali Chaudhry**, U. of Illinois, Chicago
- 🗨️🗨️ Corporate Governance in the Eyes of the Stakeholders | **Carol-Ann Tetrault Sirsly**, Concordia U.
- 🗨️🗨️ Social Institution on the Relationship Between Organizational Demography and Work-Related Outcomes | **ji Li**, Hong Kong Baptist U.; **Jane WH Moy**, Hong Kong Baptist U.; **Stacy Liao**, Hong Kong Baptist U.; **Donald J Campbell**, United States Military Academy
- 🗨️🗨️ Ensuring Independent Auditors: Increasing the Saliency of the Professional Identity | **Danielle E. Warren**, Rutgers U.; **Miguel Alzola**, Rutgers U.
- 🗨️🗨️ "Helping Systems" and Their Embedded Entities: Further Advances of Strategic Helping Theory | **James D. Westaby**, Columbia U.

937 : (TIM) TIM Best Dissertation Presentations

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom K

Chairs: **Xavier Martin**, Tilburg U.; **Victor Seidel**, U. of Oxford
 The Dynamics of Technological Substitutions and Successful Innovations | **Brice Dattee**, Imperial College London
 Innovation in the Life Sciences: The Impact of Intellectual Property Rights on Scientific Knowledge Diffusion,

Accumulation, and Utilization | **Kenneth Guang-Lih Huang**, Singapore Management University
 Institutions and Innovations: A Longitudinal Study of Institutional Endorsement and Firm Innovation in the Pharmaceutical Industry, 1980 - 2004 | **Francisco Polidoro**, U. of Texas at Austin
 Decoupling Market Incumbency from Organizational Experience: A Study of Biotechnology's Impact on the Market for Anti-Cancer Drugs | **M. Lourdes Sosa**, London Business School

938 📄: (Paper Session) - (TIM) **The Role of Customers in Innovation**

2:30pm - 3:50pm Philadelphia Marriott: Room 303

Chair: **Rui Baptista**, Instituto Superior Tecnico

Discussant: **Lynn W Bakstran**, Boston U.

📄 The Role of Organizational Practices for Innovation through Knowledge Absorption from Customers | **Nicolas Foss**, Copenhagen Business School; **Keld Laursen**, Copenhagen Business School; **Torben Pedersen**, Copenhagen Business School

📄 Successful Innovation Through Customer Involvement: A Framework for Analysis | **Anna Shaojie Cui**, Rensselaer Polytechnic Institute; **Manli Chen**, Rensselaer Polytechnic Institute

➔ 📄 Repeat Purchasers and the Diffusion of Electronic Products: Does Consumer Innovativeness Matter? | **Paul Richard Steffens**, Queensland U. of Technology; **Maria Kaya**, Queensland U. of Technology; **Soenke Albers**, Christian-Albrechts-U. of Kiel; **Dennis Proppe**, Christian-Albrechts-U. of Kiel

Constrained Performance Optimization and Technological Niches | **Terence Ping Ching Fan**, Singapore Management U.

939 📄: (Paper Session) - (TIM) **Team Characteristics & Dynamics: Impact on Innovation**

2:30pm - 3:50pm Philadelphia Marriott: Room 304

Chair: **Micki Eisenman**, Baruch College

Discussant: **Daniel Walter Eifenbein**, Washington U. in St. Louis

📄 Leadership and Team Innovation: The Mediating Effects of Team Dynamics | **Xiaomeng Zhang**, U. of Maryland, College Park; **Craig L. Pearce**, Claremont Graduate U.; **Henry P. Sims**, U. of Maryland; **Seokhwa Yun**, Seoul National U.

➔ 📄 Consensus and Dissent: Fostering Performance of New Product Development Teams | **Mélanie Schöffner**, Technical U. Berlin; **Diether Gebert**, Korea U.; **Eric Kearney**, Technical U. Berlin

Stephan Schrader Best Paper Award Finalist

The Effect of Cognitive Style on Intra Group Collaboration | **Niall Connolly**, U. of College Dublin; **Eleanor O'Higgins**, U. College Dublin

➔ 📄 Learning Strategies and Performance in Innovation Teams | **Henrik Bresman**, INSEAD

940 📄: (Paper Session) - (TIM) **R&D Investments - When and How they Matter**

2:30pm - 3:50pm Philadelphia Marriott: Room 305

Chair: **Gregory Kruse**, U. of Pennsylvania

Discussant: **Riitta Katila**, Stanford U

📄 The Impact of Information Technology on Diminishing Returns to R&D Spending | **Shu Han**, Rensselaer Polytechnic Institute; **T Ravichandran**, Rensselaer Polytechnic Institute
 📄 Governance of R&D Investments | **Ram Mudambi**, Temple U.; **Tim Swift**, Temple U.
 ➔ 📄 Why Some Firms Never Invest in R&D | **Alvaro Cuervo-Cazurra**, U. of South Carolina; **C. Annique Un**, U. of South Carolina
 Management Control Systems and R&D Knowledge Creation Trajectories: A Contingency Framework | **Brian R. Gordon**, Simon Fraser U.; **Ian P. McCarthy**, Simon Fraser U.

941 ➔ 🗣️📄 JS: (TIM, BPS, OMT) **Open Source, Open Standards and Distributed Innovation: Private Motives and Public Goods**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom L

Discussants: **Lee Fleming**, Harvard U.; **Joel West**, San Jose State U.

Coordinator: **Aija Elina Leiponen**, Cornell U.

Boundaries of Open Source Software | **Jennifer Kuan**, Stanford U.

The Primacy of the Periphery in a Distributed Innovation System | **Karim R. Lakhani**, Harvard U.

Collaboration and Networking in Cooperative Standard Setting | **Aija Elina Leiponen**, Cornell U.

Entrepreneurship and the Cost of Technical Coordination | **Tim Simcoe**, U. of Toronto

Monday 2:45PM

942: (AAA) **Conference Break**

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area

Organizer: **Ayman Tarabishy**, George Washington U.

Monday 4:00PM

943 ➔: (OB) **Making Connections Coffee Break**

4:00pm - 5:30pm Philadelphia Marriott: Independence III

Host: **Maureen L. Ambrose**, U. of Central Florida

Monday 4:10PM

944: (Paper Session) - (BPS) **Entrepreneurial Strategies and Managing the Entrepreneurial Firm**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 10

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

Discussant: **Peter G Klein**, U. of Missouri

Environmental Scanning and Corporate Entrepreneurship in SMEs: The Mediating Role of Decision Making | **Ciaran Heavey**, U. of Connecticut; **Zeki Simsek**, U. of Connecticut; **Aidan Kelly**, U. College Dublin

📄 The Influence of Top Management Team Human and Relational Capital on Corporate Entrepreneurship | **Thomas Dalziel**, Arizona State U.; **Robert E White**, Arizona State U.; **Jonathan D. Arthurs**, Washington State U.

The Predictive Strength of Absorptive Capacity on New Firm Performance | **Frederic Delmar**, EM Lyon; **Erik Wetter**, Stockholm School of Economics

➤ The Dynamics of Rent Creation on a Strategic Landscape | **Brent Ross**, U. of Illinois, Urbana-Champaign; **Randall E Westgren**, U. of Illinois, Urbana-Champaign

945 : (Paper Session) - (BPS) Vertical Coordination:

Variations on a Transaction Costs Economics Theme

4:10pm - 5:20pm Philadelphia Marriott: Franklin 2

Chair: **Martha M. Perryman**, Florida A&M U.

Discussant: **Kyle J Mayer**, U. of Southern California

➔ **Vertical Relationships, Hostages, and Supplier Performance in the Japanese Automotive Industry** | **Christina L Ahmadjian**, Hitotsubashi U.; **Joanne Oxley**, U. of Toronto

The Efficiency of an Organizational Form: The Case of Franchising | **Steven C. Michael**, U. of Illinois, Urbana-Champaign

Trust and Governance: Untangling a Tangled Web | **Phanish Puranam**, London Business School; **Bart Vanneste**, London Business School

Testing Organizational Economics Theories of Vertical Integration | **Marko Madunic**, U. of Illinois, Urbana-Champaign; **Kaouthar Lajili**, U of Ottawa

946 : (Paper Session) - (BPS) Learning Theory and Knowledge Management

4:10pm - 5:20pm Philadelphia Marriott: Franklin 9

Chair: **Walter G Tymon**, Villanova U.

Discussant: **Ravi Madhavan**, U. of Pittsburgh

Experience, Restructuring Types and Financial Performance | **Donald D Bergh**, Denver U.; **Elizabeth Ngha-Kiing Lim**, U. of Connecticut

Learning to be Myopic | **Gael Le Mens**, Stanford U

Lose Some, Win Some: Scientist Turnover and the Disruption and Renewal of Innovation Process | **Daniel Tzabbar**, U. of Central Florida; **Mitrabarun Sarkar**, U. of Central Florida

Dynamic Capabilities Versus Other Modes of Organizational Change | **Sandip Basu**, U. of Washington, Seattle; **Suresh B Kotha**, U. of Washington, Seattle

947 : (Paper Session) - (BPS) Alliances and Networks

4:10pm - 5:20pm Philadelphia Marriott: Room 406

Chair: **Ahmad M. Hassan**, Morehead State U.

Discussant: **Gino Cattani**, New York U.

Social Comparison among Rival Firms: Basking in Reflected Glory and Cutting off Reflected Failure | **Kwangho Kim**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.

Rivals by Association: Competitive Networks and Competitive Aggressiveness | **Emery Yao**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky; **Tieying Yu**, Boston College

Corporate Development Choices and Interdependence: Strategic Tradeoffs and Performance Implications | **Vikas A. Aggarwal**, U. of Pennsylvania; **Nicolaj Siggelkow**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania

External Technology Sourcing: The Effect of Uncertainty on Governance Mode Choice | **Vareska Van De Vrande**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology

948 : (Paper Session) - (BPS) Diversification: Scale and Scope Advantages

4:10pm - 5:20pm Philadelphia Marriott: Room 407

Chair: **Laurel A. Adams**, Rollins College

Discussant: **Tyson Brighton Mackey**, Texas A&M U.

Evolving Market for Corporate Assets in Japan: Which Firms Enter and How? | **Tatsuo Ushijima**, Aoyama Gakuin U.

➔ **Extracting Value from Client Relationships: Expertise and Cross-Selling in the UK Legal Market** | **Olivier Chatain**, INSEAD

Firm Scope and the Ecology of Strategic Moves: Inertia, Exploration, and Responses to Competition | **Stanislav D. Dobrev**, U. of Chicago

How Does Diversification Pattern Change Over Firm Life Stages: A Study of U.S. Generic Drug Industry | **Xuanli Xie**, Peking U.; **Hugh O'Neill**, U. of North Carolina, Chapel Hill

949 : (Paper Session) - (BPS) The Dynamic Resource-Based View: Exploration and Exploitation

4:10pm - 5:20pm Philadelphia Marriott: Room 408

Chair: **Inga B Hill**, Ball State U.

Discussant: **Catherine A Maritan**, Syracuse U.

➔ **Trying to Become a Different Type of Company: Dynamic Capability at Smith Corona** | **Erwin Danneels**, Worcester Polytechnic Institute

➔ **Exploration, Exploitation, and Firm Performance: Analysis of S&P 500 Corporations** | **Juha Uotila**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology; **Thomas Keil**, Helsinki U. of Technology

Leaping to New Markets: The Relative Importance of History, Learning and Dynamic Capabilities | **David J. Bryce**, Brigham Young U.; **Jeffrey H. Dyer**, Brigham Young U.; **Nathan Furr**, Stanford U

Managers' Exploration and Exploitation Activities: The Influence of Coordination Mechanisms | **Tom Mom**, Erasmus U.

950 : (Paper Session) - (BPS) Executive Compensation and Corporate Governance

4:10pm - 5:20pm Philadelphia Marriott: Room 409

Chair: **Michael Whitfield**, Georgia College and State U.

Discussant: **Parthiban David**, U. of Oklahoma

Impacts of M&As on Executive Compensation of Canadian Acquiring Firms | **Virginia Bodolica**, U. du Québec en Outaouais; **Michel Magnan**, Concordia U.; **Martin Spraggon**, U. du Québec en Outaouais

➔ **CEO Incentive Alignment and Tunneling Behavior of Controlling Shareholder** | **Zhonghua Wu**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

➔ **CEO Compensation and Managerial Risk Taking: CEO Pay Comparisons, Uncertainty, and Acquisitions** | **Tim R. Holcomb**, Florida State U.; **Cynthia E. Devers**, U. of Wisconsin-Madison; **R. Michael Holmes**, Texas A&M U.; **Michele E. Yoder**, U. of Wisconsin-Madison; **Albert Cannella**, Arizona State U.

What Really Determines Post-acquisition Executive Compensation Change? | **John Stanley Marsh**, Rensselaer Polytechnic Institute; **Hao Zhao**, Rensselaer Polytechnic Institute

951 : (Paper Session) - (BPS) Corporate Strategies

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🎯 Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1
Presented on Panels 1-9

- 🗨️🗨️🗨️ Aligned Strategy with Structure Using Management Control Systems | **S. Noorein Inamdar**, Harvard U.; **Robert S. Kaplan**, Harvard U.
- 🗨️🗨️ Institutional Development, Firms's Political Behaviors, and Firm Performance | **Kyeungrae (Kenny) Oh**, U. of Texas at Dallas
- 🗨️🗨️ Learning About the Value of Focus during the Conglomerate Merger Wave | **Peter G Klein**, U. of Missouri
- 🗨️🗨️ Exercising corporate control : five configurations | **Denis Jean Philippe**, Evry U.
- 🗨️🗨️ Reexamining the Breach of Trust in Corporate Takeovers: An Employee Bargaining Power Perspective | **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science & Technology; **Heli Wang**, Hong Kong U. of Science and Technology
- 🗨️🗨️ Environmental Munificence as a Moderator in the Diversification Performance Linkage | **Jeff Stambaugh**, Texas Tech U.
- 🗨️🗨️ Is Dominant Logic the Missing Link between Diversity and Performance of BGs in Emerging Markets | **Sougata Ray**, Indian Institute of Management Calcutta; **Raveendra Chittoor**, Indian Institute of Management Calcutta; **Subir Sen**, Heritage Institute of Technology
- 🗨️🗨️ Performance Feedback, Slack, and the Direction of Diversification | **Dinesh N Iyer**, Ohio U.; **Thomas Brush**, Purdue U., West Lafayette
- 🗨️🗨️ Do green firms diversify into clean or dirty industries? | **Luis Diestre**, U. of Southern California

952 🗨️🗨️: (Paper Session) - (BPS) **Dynamic Capabilities**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 2
Presented on Panels 15-25

- 🗨️🗨️ Complementary Strategic Orientations That Sustain Value | **Briance Mascarenhas**, Rutgers U.
- 🗨️🗨️ Relative Relational Embeddedness: Towards a Normal Integration of Resources and Relations | **Martin Bliemel**, Simon Fraser U.
- 🗨️🗨️ The Managerial Knowledge Base Underlying the Process of Strategic Renewal | **Bill Wooldridge**, U. of Massachusetts, Amherst; **Steven W Floyd**, U. of St. Gallen
- 🗨️🗨️ The Impact of Alliance Characteristics on Technological Performance in Biotechnology | **Jongwook Kim**, Western Washington U.
- 🗨️🗨️ On the Origins of Corporate Capabilities in the Multi-Business Firm: General Electric from 1940-2001 | **William Ocasio**, Northwestern U.; **John Joseph**, Northwestern U.
- 🗨️🗨️ Being Smart or Being Slow: The Relationship between the Speed of Learning and Performance | **Vladislav Maksimov**, Georgia State U.; **William Bogner**, Georgia State U.
- 🗨️🗨️ Mental Models, Resource Constraints and Differential Performance | **Abhijit Mandal**, U. of Warwick; **Don Antunes**, IMD; **Howard Thomas**, U. of Warwick
- 🗨️🗨️ Co-Specialization, Absorptive Capacity, and Organizational Performance of Information Technology | **Sung Min Kim**, Loyola U. Chicago

- 🗨️🗨️ A Property-Rights View of Franchise Branding: Theory and Propositions | **Shih-Fen S. Chen**, U. of Western Ontario
- 🗨️🗨️ The Strategic Value of Communities of Practice | **Joan Teresa Allatta**, Purdue U.
- ➔🗨️🗨️ Capabilities and Their Impact on Product and International Diversification | **M.V. Shyam Kumar**, Baruch College

953 🗨️🗨️: (Paper Session) - (BPS) **Resource-Based View -- Sustainability**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 3
Presented on Panels 35-44

- 🗨️🗨️ Acquiring Competitively Disadvantaged Targets: The Effect of Strategic Liabilities | **Richard J Arend**, U. of Nevada, Las Vegas
- 🗨️🗨️ From Resources to Imagination: New Directions for a Theory of the Firm | **Jeroen Kraaijenbrink**, U. of Twente, NIKOS; **JC Spender**, U. of Leeds; **Aard J Groen**, U. of Twente, NIKOS
- 🗨️🗨️ Ruling the Airwaves: Untangling the Effect of Shared Resources on the Performance of Radio Stations | **Jamal Shamsie**, Michigan State U.; **Michael J. Mannor**, Michigan State U.; **Alan B. Eisner**, Pace U.; **Helaine J Korn**, Baruch College
- ➔🗨️🗨️ How Dynamic are the Sources of Dynamic Capabilities? Learning from Huawei's success | **Sibin Wu**, U. of Texas, Pan American; **Tailan Chi**, U. of Kansas
- 🗨️➔🗨️ Examining the Role of Capabilities and Heterogeneity in Firm Performance | **Paul L. Drnevich**, U. of Alabama; **Aldas Kriauciunas**, Purdue U.
- 🗨️🗨️ Creating, Capturing and Keeping Rents: Is This Sequence Always Followed? | **Jean J Boddewyn**, Baruch College
- 🗨️➔🗨️ The Resource Based View: theory and practice | **Colin Eden**, Strathclyde U.; **Fran Ackermann**, Strathclyde U.
- 🗨️🗨️ Splitting the Pie at the Top: Executive Compensation, Value Creation, and Value Distribution | **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Panayiota Konstantina Kioussis**, Ohio State U.
- 🗨️🗨️ Organizational Performance Implications of the Human Resource Make or Buy Decision | **Clinton Chadwick**, U. of Alabama, Huntsville
- 🗨️🗨️ Testing Resource-Based View by Untangling Value, Rareness, Inimitability, and Non-substitutability | **Jaeyoung Kang**, State U. of New York, Albany

954 🗨️🗨️🗨️ JS: (BPS, IM, OMT) **Next Generation Offshoring: Global Sourcing of Talent**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom D
Organizer: **Joan Enric Ricart**, IESE Business School
Participants: **Arie Y. Lewin**, Duke U.; **Stephan Manning**, Duke U.; **Silvia Massini**, Manchester Business School

955 🗨️➔🗨️🗨️ JS: (BPS, TIM, ONE) **Shaping Industry Landscapes-How Capabilities & Politics Determine the Structure of the Energy Sector**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 1
Discussants: **Michael V. Russo**, U. of Oregon; **Erkko Autio**, Imperial College London; **Ingo Holzinger**, York U.

Creating Opportunity: Antecedents of Entrepreneurial Activity in the Emerging Wind Power Industry | **Wesley Sine**, Cornell U.; **Brandon H. Lee**, London Business School

How Capabilities and Political Strategies Shape Energy Industries | **Till Stenzel**, Imperial College London; **Alexander Frenzel**, Imperial College London

Collective Corporate Political Strategies: Are Late Joiners the Free Riders? | **Magali Delmas**, U. of California, Santa Barbara; **Maria J. Montes-Sancho**, Carlos III U.

956 : (Paper Session) - (CAR) Empirical and Theoretical Perspectives on Role Models and Mentoring

4:10pm - 5:20pm Pennsylvania Convention Center: Room 111A

Chair: **Peter A. Heslin**, Southern Methodist U.

Discussant: **Barbara Demel**, WirtschaftsU. Wien

📖 Mentoring Functions, Protégé Attitude Toward Knowledge Sharing and Protégé Knowledge Sharing | **Changya Hu**, National Taiwan U. of Science and Technology

Nominee for The Careers Division Applied Paper Award

📖 Social Influence Effects of Role Models on Organizational Support, Commitment, and Job Satisfaction | **Thomas J. Zagenczyk**, Clemson U.; **Audrey Murrell**, U. of Pittsburgh; **Ray Gibney**, U. of Pittsburgh; **Richard Bruns**, Clemson U.

🗣️➔📖 The Effects of Mentoring on Mentor's Job Performance and Social Status | **Dong Liu**, U. Washington; **Ho Kwong Kwan**, Drexel U.; **Yina Mao**, Chinese U. Hong Kong

📖 Inspiration from Afar: A Theoretical Foundation for Vicarious Role Modeling Research | **Richard Donald Cotton**, Boston College

957 : (Paper Session) - (CAR) Studies of Career Transitions

4:10pm - 5:20pm Pennsylvania Convention Center: Room 111B

Chair: **Wendy J Walker**, Georgia Institute of Technology

Discussant: **Hugh P. Gunz**, U. of Toronto

🗣️➔📖 Career Transitions: An Empirical Examination of Second Career of Military Retirees | **Eran Vigoda-Gadot**, U. of Haifa; **Shmulik Grimland**, U. of Haifa; **Yehuda Baruch**, U. of East Anglia

The Role of Protean Career Attitude During Unemployment and Upon Reemployment: A Longitudinal Study | **Lea Waters**, U. of Melbourne; **Douglas T. Hall**, Boston U.

🗣️📖 Leaving Corporate Boundaries: Leveraging Mentors in Career Transitions to Entrepreneurship | **Siri Ann Terjesen**, Queensland U. of Technology; **Sherry E. Sullivan**, Bowling Green State U.

📖 In the Eyes Of the Beholder: Self Evaluation In Women's Career Re-Entry Experiences After 1st Birth | **Jamie J. Ladge**, Boston College

Nominee for The Arnon Reichers Best Student Paper Award

958 CAU: (CAU) Empowerment: Conceptual Issues and Approaches for Research

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106A

Organizer: **Louis White**, U. of Houston, Clear Lake

Participants: **Paul E. Spector**, U. of South Florida; **Myron D Fottler**, U. of Central Florida; **Kevin Wooten**, U. of Houston, Clear Lake; **Alix Valenti**, U. of Houston, Clear Lake

959 CAU: (CAU) The "Human" Side of Project Management

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106B

Organizers: **Jonathan C. Ziegert**, Drexel U.; **Vadake Narayanan**, Drexel U.

Participants: **Edwin J. Andrews**, Project Management Institute; **Gina Colarelli O'Connor**, Rensselaer Polytechnic Institute; **John E. Ettl**, Rochester Institute of Technology; **Jeffrey H. Greenhaus**, Drexel U.; **John Schaubroeck**, Drexel U.

960 CAU: (CAU) Organizational Errors

4:10pm - 5:20pm Pennsylvania Convention Center: Room 107A

Organizer: **Rangaraj Ramanujam**, Purdue U.

Participants: **Paul S. Goodman**, Carnegie Mellon U.; **Timothy J. Vogus**, Vanderbilt U.; **Peter E. Rivard**, Center for Organization, Leadership and Management Research; **Regina F. Bento**, Harvard U.; **John S Carroll**, MIT Sloan School of Management

961 📖: (Paper Session) - (CM) Gender in Negotiations: Roles, Stereotypes, and the Display of Emotion.

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105A

Chair: **Kate Rowbotham**, U. of Toronto

Discussant: **Hannah Riley Bowles**, Harvard U.

In the Words of Larry Summers: Gender Stereotypes and Implicit Negotiation Beliefs | **Laura Kray**, U. of California, Berkeley; **Conson Chou Locke**, U. of California, Berkeley; **Michael Haselhuhn**, U. of California, Berkeley

📖 Gender Roles and Outcomes in Mixed-Motive Negotiation | **Edward W. Miles**, Georgia State U.; **Margaret Marie LaSalle**, Georgia State U.

📖 Benefits of Strategic Display of Emotion in Negotiation: Accounting for Gender and Social Context | **Layne Paddock**, U. of Florida

962 📖: (Paper Session) - (CM) Workplace Aggression: Mobbing, Performance Feedback, and Out-group Categorization.

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105B

Chair: **Merideth Ferguson**, Vanderbilt U.

Discussant: **Laurie J. Barclay**, Wilfrid Laurier U.

Mobbing in the Workplace: A Worldwide Problem | **Carisa Almeida-Bradaschia**, EAESP-FGV; **Paula Emiko Kuwamoto**, EAESP-FGV

📖 Intergroup Counterproductive Work Behavior: The Effects of Conflict and Self-Categorization | **Janelle Enns**, U. of Lethbridge; **Maria Rotundo**, U. of Toronto

The Effects of Performance Feedback and Motive to Aggress on Aggressive Behavior | **Eliza Wicher**, Wayne State U.; **James M. LeBreton**, Purdue U.

963 🗣️: (CMS) Critical Management Studies Keynote

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom I

Presenter: **Charles Perrow**, Yale U.

964 📖: (Paper Session) - (ENT) Entrepreneurial Management

4:10pm - 5:20pm Philadelphia Marriott: Franklin 11

Chair: **Bruce Walters**, Louisiana Tech U.

Discussant: **JUN YU**, U. of Illinois at Chicago

📖 Keeping the Dream Alive – Ambidextrous Management and Entrepreneurial Growth Companies | **Tobias Kollmann**, U. of Duisburg-Essen; **Andreas Kuckertz**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen

- 📄 Predictors and Behavioral Consequences of Family Business Successors' Commitment | **Greg Irving**, Wilfrid Laurier U.; **Joel Marcus**, School of Business & Economics, Wilfrid Laurier U.; **Pramodita Sharma**, Wilfrid Laurier U.
- 📄 → Entrepreneurial Management in the Chinese Online Game Industry | **Denise Tsang**, U. of Reading Business School
- 📄 Entrepreneurship in Silicon Valley during the Boom and Bust | **Robert W. Fairlie**, U. of California, Santa Cruz

- 965** 📄📄📄: (ENT) **Prescriptive Entrepreneurship**
4:10pm - 5:20pm Philadelphia Marriott: Franklin 12
Organizer: **James Fiet**, U. of Louisville
Overview of Informational Economics | **James Fiet**, U. of Louisville
Summary of Experimental Trials Presenter | **Robert D Nixon**, U. of Louisville
Taking a Second Look at Systematic Search Presenter | **Pankaj C Patel**, U. of Louisville
Forgiving Business Models | **James Fiet**, U. of Louisville
Teaching Prescriptive Entrepreneurship Presenters | **William I. Norton**, U. of Louisville; **Van G.H. Clouse**, U. of Louisville

- 966** 📄: (Paper Session) - (ENT) **Sustainable and Social Entrepreneurship**
4:10pm - 5:20pm Philadelphia Marriott: Room 410
Chair: **Harriet Stephenson**, Seattle U.
Discussant: **Carla Pavone**, U. of Minnesota
- 📄📄 Developing an Interactive Model of Social Entrepreneurship | **Clodia Vurro**, Bocconi U.; **Francesco Perrini**, Bocconi U.
- 📄 The Entrepreneurship - Environment Nexus: Uncertainty, Innovation, and Allocation | **Jeff York**, U. of Virginia; **S. Venkataraman**, U. of Virginia - Darden
- 📄 A Conceptual and Theoretic Examination of Social Entrepreneurial Discovery | **Patrick J. Murphy**, DePaul U.; **Susan Coombes**, Syracuse U.
- 📄📄 The Concept of Sustainable Entrepreneurship: A Conceptual Framework and Empirical Analysis | **Ioannis N Katsikis**, Athens U. of Economics and Business; **Lida Kyrgidou**, Athens U. of Economics and Business

- 967** 📄: (Paper Session) - (ENT) **The Growing Role of Entrepreneurial Orientation Explanations**
4:10pm - 5:20pm Philadelphia Marriott: Room 411
Chair: **Goce Andrevski**, U. of Kentucky
Discussant: **G. T. Lumpkin**, Texas Tech U.
- 📄 From Entrepreneurial Orientation to Entrepreneurial Action: The Role of High-Performance Work Systems | **Taiyuan Wang**, U. of Western Ontario; **Stewart Thornhill**, U. of Western Ontario
- 📄 What Really Matters? A Meta-Analytic Examination of the EO-Performance Relationship | **Justin L. Davis**, Ohio U.; **Jeffrey E McGee**, U. of Texas, Arlington; **Gary C. McMahan**, U. of Texas, Arlington
- 📄📄 Learning and Small Firm Growth: The Role of Entrepreneurial Orientation | **James A Wolff**, Wichita State U.; **Timothy Pett**, Wichita State U.
- 📄📄 An Entrepreneurial Orientation: The Role of Resources and Governance in Nonprofit Economies | **Susan Coombes**,

📄 Teaching-oriented | 📄 Practice-oriented | → International-oriented | 📄 Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 📄 Best Paper Proceedings

Syracuse U.; **James Haynie**, Syracuse U.; **Michael H. Morris**, Syracuse U.

- 968** 📄: (Paper Session) - (ENT) **Entrepreneurship and Emerging Economies**
4:10pm - 5:20pm Philadelphia Marriott: Room 412
Chair: **Suzanne Gladys Tilleman**, U. of Oregon
Discussant: **Aaron Chatterji**, Duke U.
- 📄 International Networks, Foreign Market Knowledge and Internationalization of Czech SMEs | **Martina Musteen**, San Diego State U.; **Deepak K Datta**, U. of Texas, Arlington; **Shaker A. Zahra**, U. of Minnesota
- 📄 Strong Ties and Weak Ties in New Venture Internationalization in Transition Economies | **Andreea Noemi Kiss**, Georgia State U.; **Wade Danis**, Georgia State U.
- 📄 → Learning During and After Internationalization by Entrepreneurial Firms from Emerging Economies | **Susanna Khavul**, U. of Texas at Arlington; **Garry D Bruton**, Texas Christian U.; **Congcong Zheng**, San Diego State U.; **Eric Wood**, U. of Cape Town
- Entrepreneurial Strategies and Organizational Learning in Emerging Economies | **Wayne Daniel Jones**, Roosevelt U.; **William David Brice**, U. of Arkansas, Little Rock; **James Richardson**, U. of Hawai'i; **Tung X. Bui**, U. of Hawai'i

- 969** 👁: (Paper Session) - (ENT) **Technology Entrepreneurship Outcomes**
4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - ENT 1
Presented on Panels 31-34
- 👁📄 The Impact of High-Technology Ventures' Resources on Their Post-IPO Market Value | **Raj V Mahto**, California State U. Fullerton; **Dmitry Mikhail Khanin**, California State U. Fullerton; **Peter Davis**, U. of Memphis
- 👁👁📄 Who Learns What? – A Study Based On Entrepreneurs from Biotechnology New Ventures | **Deepak Sardana**, Australian National U.; **Don Scott-Kemmis**, Australian National U.
- 👁👁📄 Toward A Social Capital Theory Of Technology-Based New Ventures As Complex Adaptive Systems | **Mary Han**, Ryerson U.
- 👁 → 👁📄 The Influence of Customer Loyalty Dimensions on the Performance of New Technology-Based Firms | **Malte Brettel**, Aachen U. (RWTH); **Daniela Goedecke**, Aachen U.; **Florian Heinemann**, Aachen U. (RWTH)

- 970** 👁: (Paper Session) - (ENT) **Corporate Entrepreneurship**
4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - ENT 3
Presented on Panels 45-47
- 👁 The Framing of New Business Concepts in Established Corporations | **Christian Czernich**, Not Specified; **Ivo Zander**, Uppsala U.
- 👁📄 Enhancing Corporate Entrepreneurship through Thinking Style Balance | **Kevin S. Groves**, California State U. Los Angeles
- 👁👁📄 The Relationship of Stakeholder Salience and Organizational Posture to Corporate Entrepreneurship | **Jeffrey S Hornsby**, Ball State U.; **Michael G Goldsby**, Ball State U.; **Donald F Kuratko**, Indiana U.

MONDAY

971 → 📄: (Paper Session) - (GDO) **A Cross-Cultural Examination of Work and Family Balance**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104A

Chair: Claudia Verena Peus, Massachusetts Institute of Technology

Discussant: Quinetta Roberson, Cornell U.

📄 Work-Life Balance for Women Entrepreneurs in Brazil | **Camilla Quental**, HEC, Paris; **Ursula Wetzel**, Coppead/UFRJ - Federal U. of Rio de Janeiro

📄 Alleviating Work-family Conflict in Sweden and the United States | **Jessica Bagger**, California State U. Sacramento; **Barbara A. Gutek**, U. of Arizona

→ 📄 Perceptions of Work-Family Balance Among Female Middle Managers: A Cross-Cultural Comparison | **Claudia Verena Peus**, Massachusetts Institute of Technology; **Eva Traut-Mattausch**, Ludwig-Maximilians U., Munich; **Alexa von Vever**, Ludwig-Maximilians U., Munich

972 📄: (Paper Session) - (GDO) **Diversity and Negative Emotions at Work**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104B

Chair: Eden King, George Mason U.

Discussant: Louise Tourigny, U. of Wisconsin, Whitewater

📄 🗣️ → 🗣️ Feeling Badly and Acting Worse: Negative Emotion and Aggression in a Male-Dominated Workplace | **Alberto Ramirez**, U. of Queensland; **Julie Wolfram Cox**, Deakin U.

Who Cares About Diversity? Intergroup Emotion Reactions to Diversity Management Initiatives | **Patricia Garcia-Prieto**, Stanford U.; **Diane Mackie**, U. of California, Santa Barbara
When Can Angry Women Get Ahead? Status Conferral, Gender, and Workplace Emotion Expression | **Victoria L. Brescoll**, Yale U.
GDO Division Best Paper Based on a Dissertation

973 📄 🗣️ → 🗣️: (GDO) **GDO Town Hall Meeting: AOM Coalition on Faculty Diversity - Progress Report and Future Planning**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 108A

Organizers: Ron Ophir, York U.; **Susan L. Kirby**, Texas State U.

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; **Erika H. James**, U. of Virginia

Facilitators: Karen S. Whelan-Berry, Utah Valley State College; **Christine Brown Mahoney**, Hamline U.; **Robyn A. Berkley**, Southern Illinois U., Edwardsville; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Joycelyn Finley-Hervey**, Florida A&M U.; **Martin N. Davidson**, U. of Virginia; **Lucrezia Songini**, Bocconi U.
New Title |

974 : (HCM) **HCM Distinguished Speaker**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth B

Organizer: Timothy Hoff, State U. of New York, Albany

975 : (Paper Session) - (HR) **Socialization and Fit**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112A

Chair: Talya N. Bauer, Portland State U.

Discussant: Jacqueline Laura Power, Brandon U.

→ 🗣️ 📄 The Perceived Person-Environment Fit Scale (PPEFS): Development of Four Fit Measures | **Aichia Chuang**, National Taiwan U.; **Chi Tai Shen**, National Taiwan U.

Fitting with Organizations or Jobs?: A Multilevel Investigation of HR Effects on Employee Behaviors | **Norihiko Takeuchi**, Tokyo U. of Science; **Tomokazu Takeuchi**, Kawaguchi Junior College; **Yutaka Toshima**, Nihon U.

→ 📄 Newcomer Adjustment Strategies: A Cost-Benefit Model | **Helena Cooper Thomas**, U. of Auckland; **Marie Wilson**, U. of Auckland

📄 Socialization of New Employees in Indian IT Firms | **Sunil Kumar Singh**, Indian Institute of Management, Bangalore; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore

976 : (Paper Session) - (HR) **Managing Human Capital**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112B

Chair: Geoff De Lacy, Managing Director Polaris Consulting

Discussant: Christophe Estay, Bordeaux Business School

🗣️ 📄 The Management of Firm-Specific Skills | **Maria Carmen Triana**, Texas A&M U.; **Maria Fernanda Garcia**, U. of Texas at El Paso

🗣️ 📄 Firm-Explicit Human Capital: The Value of Transferable Knowledge in the Labor Marketplace | **Michael Sturman**, Cornell U.; **Kate Walsh**, Cornell U.; **Robin Cheramie**, Kennesaw State U.

A Framework for Managing Contract Human Capital | **Bill Castellano**, Rutgers U.

→ 📄 Monetary Human Capital Measurement: Empirical Evidence from the German DAX 30 Companies | **Christian Scholz**, U. of Saarland; **Volker Stein**, U. of Siegen; **Stefanie Müller**, U. of Saarland

977 : (HR) **Ice Cream Social & Member Networking Event**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113B

978 📄 JS: (HR, MOC) **Conscious and Subconscious Goal Effects on Self-Efficacy and Performance in Single and Dual Tasks**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113C

Discussant: Gary P. Latham, U. of Toronto

What Happens to Performance when Conscious and Subconscious Goals are in Conflict | **Edwin A. Locke**, U. of Maryland, College Park

Effects of Subconscious Self-Efficacy on Performance | **Alexander Stajkovic**, U. of Wisconsin, Madison

Goal Specificity, Personality and Dual Creativity and Efficiency Task Performance | **Sivan Kremer**, Technion U.

Subconscious Goals, Conscious Creativity & Efficiency Goals, and Dual Task Performance? | **Miriam Erez**, Technion U.; **Sivan Kremer**, Technion U.

979 → 📄: (Paper Session) - (IM) **Networks, Business Groups and Subsidiary Performance**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 3

Chair: Richard C Hoffman, Salisbury U.

Discussant: Desislava Dikova, U. of Groningen

→ Foreign Peer Networks and Foreign Subsidiary Performance | **Jing'an Tang**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

→ 📄 Examining Global Responsiveness of Offshore Sourcing Firms: Its Determinants and Effect | **Ming-tien Tsai**, National Cheng Kung U.; **Yen-Chih Huang**, National Cheng Kung U.; **Rong Ma**, U. of Memphis

- From Inward FDI to Outward FDI: The Direct and Moderating Effects of Business Group Experience | **Xuwei Ma**, National U. of Singapore; **Jane Lu**, Singapore Management U.
- Implementing Global Strategies After Mergers and Acquisitions | **Helene Loe Colman**, Norwegian School of Management; **Birgitte Groggaard**, Haskayne School of Business, University of Calgary

980 → (IM) **International Management Division Executive Panel: Experience in Doing Well by Doing Good**

4:10pm - 5:30pm Philadelphia Marriott: Franklin 4
 Ms. Aster Angagaw is Snr VP, Strategy, Planning and Quality of Sodexo Corporate Services; and Mr. Mark Durand is CFO of Teva Pharmaceuticals USA.
 Chair: **Bernard M Wolf**, York U.
 Moderator: **Ram Mudambi**, Temple U.
 Speakers: **Aster Angagaw**, Sodexo Corporate Services; **Mark W. Durand**, Teva Pharmaceuticals USA

981 → (Paper Session) - (IM) **Knowledge Transfer and Spillovers**

4:10pm - 5:20pm Philadelphia Marriott: Room 414
 Chair: **Rakesh B. Sambharya**, Rutgers U.
 Discussant: **Robert Salomon**, New York U.
 → A Resource Dependence Perspective of Knowledge Transfer in International Technology Licensing | **Preet S Aulakh**, York U.; **Marshall Shihing Jiang**, Brock U.
 → How Much do Country Differences Matter in the Performance of Routines Transferred Across Borders? | **Marshall Vance**, Brigham Young U.
 → Patterns of R&D FDI and Knowledge Flows in a Multinational Context | **Mehmet Demirbag**, Sheffield U.; **Violina Ratcheva**, U. of Sheffield
 FDI and the Productivities of Domestic Firms: Technology Spillovers within and between Industries | **Feng Helen Liang**, U. of California, Berkeley

982 → (Paper Session) - (IM) **Leader-Member Exchange and Transformational Leadership**

4:10pm - 5:20pm Philadelphia Marriott: Room 415
 Chair: **Rajnandini Pillai**, California State U. San Marcos
 Discussant: **Kevin B. Lowe**, U. of North Carolina, Greensboro
 A Taxonomy of Supervisor-Subordinate Exchanges Across Cultures | **Naresh Khatri**, U. of Missouri, Columbia
 → Family-Friendly Programs, Leadership, Work Attitudes and Behaviors: A Cross-Level Investigation | **Peng Wang**, Miami U. Ohio; **Fred O. Walumbwa**, Arizona State U.
 → LMX and Work Outcomes: The Mediating Role of Delegation in the Malaysian Business Context | **Mahfooz Alam Ansari**, U. of Lethbridge; **Bui Bui Lee**, Kolej Damansara Utama; **Rehana Aafaqi**, U. of Lethbridge
 → A Model of Emotional Intelligence, Transformational Leadership, Creativity, and Learning | **M. Afzalur Rahim**, Western Kentucky U.; **Clement Psenicka**, Youngstown State U.

983 → (Paper Session) - (IM) **Emerging, Transition and Developing Economies**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

☑ Teaching-oriented | ☑ Practice-oriented | → International-oriented | ☑ Theme-oriented | ☑ Research-oriented | ☑ Visual Presentation | ☑ Best Paper Proceedings

Presented on Panels 48-54

- ☑ Sustainability of Abnormal Returns in Emerging Economies | **Francisco Diaz Hermelo**, U. San Andres; **Roberto Vassolo**, IAE Business School - U. Austral
- ☑ Financial Performance of Foreign and Domestic Owned Companies in a Transitional Economy: Indian Case | **Sudershan Kuntluru**, NMIMS U.; **Venkata Reddy Muppani**, Indian Institute of Technology Bombay; **Mohammad Akbar Ali Khan**, Osmania U.
- ☑ Dinosaurus and Mammals: The Internationalization of CEE Firms in Different Institutional Contexts | **George A. Shinkle**, Purdue U., West Lafayette; **Aldas Kriauciunas**, Purdue U.
- ☑ Institutional Quality and the Environment for Entrepreneurship in Emerging Markets | **Jonathan P Doh**, Villanova U.; **Joseph A LiPuma**, Boston U.; **Scott L. Newbert**, Villanova U.
- ☑ Organizational Change and its cost in Emerging Economies | **Wei Chen**, U. of Alberta
- ☑ → Foreign Ownership and Subsidiary Performance of MNEs from an Emerging Country | **Weiwei Xu**, National U. of Singapore
- ☑ → Legal Forms of Ownership and Economic Performance of Joint Ventures in Transition Economies | **Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law; **Dmitro A. Sokolov**, Independent Researcher

984 → JS: (IM, ODC, BPS) **Multi-Level Analysis of Organizational Decline and Recovery in both International and U.S. Firms**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom C
 Discussant: **Vincent L Barker**, U. of Kansas
 Human Capital, Social Capital and Moderating Effect on Organizational Decline | **Yu-Chen Wei**, Ming Chuan U.
 The Birth, Transformation and Death of Organizations: Two Industries in Taiwan | **Carol Yeh-yun Lin**, National Chengchi U., Taiwan
 Management Styles of a Newly Appointed Leader in a Turnaround Context | **Conor O'Kane**, National U of Ireland - Galway; **James A. Cunningham**, National U. of Ireland, Galway
 Dynamics of Decline and Turning Around of Organizations | **Sunil Maheshwari**, Indian Institute of Management Ahmedabad
 Fatally Flawed | **Kira Kristal Reed**, Syracuse U.; **Dennis J Gillen**, Syracuse U.; **S.P. Raj**, Cornell U.

985 → JS: (IM, SIM, PNP) **Learning from International Humanitarian Organizations: Focus on Africa**

4:10pm - 5:20pm Philadelphia Marriott: Room 413
 Organizer: **Svetlana Madzar**, University of Minnesota
 Participants: **Hugh Parmer**, American Refugee Committee; **Nancy Lindborg**, Mercy Corps

986 : (Paper Session) - (IP) **Organizational Change I**

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A1
 Facilitator: **Michael L Moore**, Michigan State U.
 → ODC: Building Organizational Resilience in a Police Force | **Reuben Chong Wee Ng**, Nanyang Technological U.

📖 **BPS**: Strategies for Large-Scale Organizational Change | **Raf Sluismans**, Maastricht U.; **Friso den Hertog**, UNU-MERIT; **Paul Kunst**, UNU-MERIT

ODC: Escaping the Iron Cage: Institutional Work, Field Theory, and Organizational Change | **James Vardaman**, U. of Memphis; **John Matthew Amis**, U. of Memphis

ODC: Organizational Change and the Communication Roles of Middle Managers | **Tracy A Thompson**, U. of Washington, Tacoma; **Jill M Purdy**, U. of Washington, Tacoma; **Donald B. Summers**, U. of Washington, Tacoma

BPS: The Divesting Process and the Success of Divestitures | **Caterina Moschieri**, IESE, U. of Navarra

987 : (Paper Session) - (IP) Organizational Learning

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **George Westerman**, Massachusetts Institute of Technology

📖 **ENT**: Start-ups, Knowledge Acquisition and Knowledge Exploitation: Does Proximity Really Matter? | **Cristina Boari**, U. of Bologna; **Antonio Majocchi**, Pavia U.; **Manuela Presutti**, Bologna U.

OMT: Organizational Learning and the Ambidextrous Form: The Case of IBM Microelectronics | **Robert C Wood**, San Jose State U.; **George Westerman**, Massachusetts Institute of Technology; **Wendy K. Smith**, U. of Delaware; **Michael L. Tushman**, Harvard U.

BPS: Explorative-Exploitative Search and Knowledge Creation: A Contingency Perspective | **Jatinder Singh Sidhu**, Erasmus U.

📖 **OB**: Health Care Employee Attitudes, Norms, Beliefs and Participation in a Patient Scheduling Program | **David C. Mohr**, U.S. Department of Veterans Affairs; **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs; **Mark Meterko**, U.S. Department of Veterans Affairs

988 : (Paper Session) - (IP) The Strategic Planning Process I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Jongwook Kim**, Western Washington U.

📖 **ODC**: Testing the Impact of an OD Based Strategy Formulation Model on Performance | **Jimmy Brown**, Infote Corp.

➔ **BPS**: Governance vs. Strategy as the Determinant of Profitability: Japanese Enterprises in Transition | **Asli M. Colpan**, Doshisha U.; **Takashi Hikino**, Kyoto U.; **Toru Yoshikawa**, McMaster U.

➔ 📖 **RM**: The Frontier of Performance | **Timothy Michael Devinney**, Australian Graduate School of Management; **Gerry Johnson**, Lancaster U.; **George S Yip**, London Business School

➔ 📖 **BPS**: Exploring the Determinants of Corporate Political Strategy: The Evidence from Chinese Transition | **Zhilong Tian**, Huazhon U. of Science and Technology; **Xinming Deng**, Huazhong U. of Sci. & Tech. China

989 : (Paper Session) - (IP) Top Management Influence I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Yuri Mishina**, Michigan State U.

📖 **BPS**: A Multilevel Model of Executive Involvement in Strategic Alliance Functions | **Baniyelme David Zoogah**, Morgan State U.

📖 **OMT**: Micro- and Macro-Level Adaptation of Organizational Routines | **Bo H. Eriksen**, U. of Southern Denmark; **Dorthe Døjbak Haakonsson**, Aarhus School of Business

➔ **MOC**: Strategic Orientation in Executive's Perception of Firm Priorities: An Attention-Based View | **Tiemin Wang**, Peking U.

➔ 📖 **BPS**: The Effect of TMT Composition on R&D and on Managing Resource Dependence in the Context of China | **Livia Markoczy**, U. of Texas, Dallas; **Yuan Lu**, Chinese U. of Hong Kong; **Weiwen Li**, Chinese U. of Hong Kong; **Erming Xu**, Renmin U. of China; **Han Zhang**, Renmin U. of China

📖 **PNP**: How the Fed Thinks: Narrative Construction at the Federal Reserve | **Mitchel Abolafia**, U. at Albany, SUNY

990 : (Paper Session) - (IP) Identifying Entrepreneurial Opportunities II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Barbara Jean Bird**, American U.

ENT: What Makes Business Plans "Work" for Entrepreneurs? An Exploratory Study and Sensemaking Model | **Elizabeth Ann McCrea**, Seton Hall U.

ENT: Opportunities as Existing and Created: A Study of Entrepreneurs in Swedens Mobile Internet Industry | **Henrik Berglund**, Chalmers U. of Technology

📖 **ENT**: Learning Not to Fall: Venture Selection and the Transformation Heuristic | **Tony Briggs**, Boston U.; **Paul R. Carlile**, Boston U.

OMT: Strategic Ambiguity as a Rhetorical Resource for Enabling Multiple Interests | **John Sillince**, Strathclyde Business School; **Paula Jarzabkowski**, Aston Business School; **Duncan Shaw**, Aston Business School

📖 **ENT**: High-Reliability Organizations and the Mindful Discovery of Entrepreneurial Opportunities | **Claus Rerup**, U. of Western Ontario; **Jeremy Yip**, U. of Toronto; **Ian C MacMillan**, U. of Pennsylvania

991 : (Paper Session) - (IP) Implementation of and Resistance to Change in Technology II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Robert Epstein**, U. of Central Oklahoma

➔ 📖 **TIM**: ERP and Organizational Changes: Perspectives | **Eric Simon**, ESSCA group

📖 **OCIS**: Exploring IS Use: Behavior, Intent, Cognitive Planning, and Habit as Predictors of Use | **Danail Ivanov Ivanov**, Case Western Reserve U.

📖 **OCIS**: Lessons from an IS Implementation: A Social Network Perspective | **Hung-Pheng Tan**, National U. of Singapore; **Victor Ansheng Chew**, National U. of Singapore

➔ 📖 **OMT**: Computerization Movement and the Adoption of ERP Systems by Italian Organizations | **Srikanth Paruchuri**, U. of Florida; **Vincenzo Morabito**, Bocconi U.; **Henry L Tosi**, U. of Florida

📖 **HCM**: The Use of Knowledge Management in Telemedicine and Perceived Effects on Patient Care Activities | **Jami Leanne DelliFraine**, Penn State; **Kathryn H. Dansky**, Pennsylvania State U.; **Jill Rumberger**, Penn State Harrisburg

992 : (Paper Session) - (IP) Learning from Alliances

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Mary B Teagarden**, Thunderbird School of Global Management

- **IM**: Why to Teach Potential Competitors under Knowledge Asymmetry in International Alliances? | **Sonya Wen**, National Taiwan U.; **Cheng-Min Chuang**, National Taiwan U.
- OCIS**: Alliances as a Vehicle for e-Business Enablement: A Study of e-Business Alliance Formation | **Darrin V Thomas**, U. of Illinois, Chicago
- **IM**: Exogenous vs. Endogenous Uncertainty, Learning, and Real Options | **Sangcheol Song**, Ohio State U.
- BPS**: Knowledge Replication from Strategic Alliances | **Nicolas Rolland**, CERAM
- ENT**: Varieties of Cooperation: The Ceramic Tableware District of Lampang, Thailand | **Weeran Kammungwut**, Birkbeck College, U. of London; **Frederick Guy**, Birkbeck, U. of London

993 : (Paper Session) - (IP) Managing Risk

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Yong Li**, State U. of New York, Buffalo

- **OMT**: High Reliability Organizations and Operational Risk | **Janann Joslin Medeiros**, U. de Brasilia ; **Wellington Pinto**, U. de Brasilia
- BPS**: Dynamic Capability, Risk and Performance | **Yi-Ju Lo**, National Taiwan U.
- **IM**: Risk-Return Trade-Off for Global Contractual Suppliers: A Competence-based Perspective | **Chia-Wen Hsu**, National Taiwan U.
- **BPS**: Competence-based Growth Strategy, Boundary Decision, and Risk-Return Relationship | **Chia-Wen Hsu**, National Taiwan U.
- **IM**: Risk and Capital Structure in Asian Project Finance | **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **Barclay James**, U. of Illinois at Urbana-Champaign; **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

994 : (Paper Session) - (IP) Career Management and Gender Differences

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Maria Theresa Humphries**, U. of Waikato

- CMS**: They Lost Faith in Her: Gender in Coverage of Carly Fiorina's Tenure at HP | **Linda A Krefting**, Texas Tech U.
- OCIS**: Women's Groups in Open Source Software: Four Exploratory Case Studies | **Katherine J. Stewart**, U. of Maryland, College Park; **Yixin Qiu**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park
- GDO**: Legislative Framework of Equal Employment Opportunity in Pakistan | **Faiza Ali**, Macquarie U., Sydney
- GDO**: Gendered Lenses in Contexts: A Study of Managerial Women | **Peter Anthony Murray**, Macquarie U., Sydney; **Jawad Syed**, Macquarie U., Sydney
- GDO**: Social Capital as a Gendered Construct | **Jacqueline N. Hood**, U. of New Mexico; **Harry J Van Buren**, U. of New Mexico

995 : (Paper Session) - (IP) Conflict and Negotiation II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Beverly J. DeMarr**, Ferris State U.

- **CM**: Culture and Conflict Strategy Fit Among Firms in Transnational Business Contract Disputes | **George O. White III**, U. of Texas at El Paso; **Richard A. Posthuma**, U. of Texas El Paso; **John Hadjimarcou**, U. of Texas at El Paso
- CM**: Reciprocity in Ultimatum Games: Fairness Perception, Negative Emotions, and Partner Closeness | **Xiao-Ping Chen**, U. of Washington; **Marion Bussmann**, U. of Washington; **Daniel Gregory Bachrach**, U. of Alabama
- OMT**: Assessing the Effectiveness of Bargaining | **Guilhem Bascle**, HEC Paris

996 : (Paper Session) - (IP) Entrepreneurial Process III

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Franz W. Kellermanns**, Mississippi State U.

- TIM**: A Meso-level Theory of Scientific Disclosure and Scientist Entrepreneurship | **Peter T. Gianiodis**, Clemson U.
- **IM**: The World Of Bazaar: On-line Entrepreneurship In Emerging Economies | **Ramya Rajajagadeesan**, U. of Texas at Dallas; **Jane E. Salk**, U. of Texas at Dallas; **Li Sun**, U. of Texas at Dallas
- OMT**: Does Feedback Mechanism Matter: The Commercialization Performance of Incubation Ventures | **Shih-kuan Chiu**, Feng-Chia U.; **Kai-Fen Chang**, Feng-Chia U.
- ENT**: Entrepreneurial Resource Mobilization | **Jaume Villanueva**, U. of Minnesota; **Andrew H. Van de Ven**, U. of Minnesota; **Harry J Sapienza**, U. of Minnesota

997 : (Paper Session) - (IP) Human Resource Management I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Marco Grazi**, Scuola Superiore Sant'Anna

- OB**: An Exploratory Study of Perceived Employee Superfluity | **Humphry Hung**, Hong Kong Polytechnic U.; **Y. H. Wong**, Hong Kong Polytechnic U.
- OMT**: Stock Price Reactions on Corporate Layoff Announcements: A Resource and Systems Theory-based Analysis | **Lars Schweizer**, Grenoble Ecole de Management; **Paul Bilsdorfer**, Not Specified
- HR**: Exchange Process Legitimacy Theory in Employment Relations | **Rene Schalk**, Tilburg U.
- OMT**: Wage structure in Italian Manufacturing Firms | **Giulio Bottazzi**, Scuola Superiore Sant'Anna; **Marco Grazi**, Scuola Superiore Sant'Anna

998 → (MC) The New American Workplace - Management Consulting Division Invited Speaker: Edward E. Lawler III

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C1

Program Chair: **C. Ken Weidner**, Saint Joseph's U.

Distinguished Speaker: **Edward E. Lawler III**, U. of Southern California

The New American Workplace | **Edward E. Lawler III**, U. of Southern California

999 (Paper Session) - (MED) Management Education: Evaluating Value and Benefits

4:10pm - 5:20pm Pennsylvania Convention Center: Room 108B

Chair: **Mark Fenton-O'Creevy**, Open U.

Discussant: **Tom Bryant**, Rowan U.

MONDAY

📖📖 Learning Assessment in Business Schools: A Stakeholder Analysis | **Pamela M Buckle Henning**, Adelphi U.; **MaryAnne Hyland**, Adelphi U.

📖 Satisfied Over Time? Participants' Appraisal of Executive MBA Programs | **Christoph Grimpe**, Centre for European Economic Research; **Thomas Weber**, A.T. Kearney

📖📖 MBA Market Differentiation: An Analysis of Recruiter Perceptions and School Characteristics | **Anson Seers**, Virginia Commonwealth U.; **Jeffrey A Krug**, Virginia Commonwealth U.

📖📖 How Relevant is the MBA? Assessing the Alignment of MBA Curricula and Managerial Competencies | **Robert S. Rubin**, DePaul U.; **Erich C. Dierdorff**, DePaul U.

Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)

1000 📖📖📖: (Paper Session) - (MED) Teaching Approaches in Business Schools

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109A

Chair: **Patricia Denise Lopez**, Alliant International U.

Discussant: **Thomas Bradley**, Tarleton State U.

📖📖 The Education of Aspiring Managers: An Essay on the Core Competence of University Business Schools | **Kathryn Aten**, U. of Oregon; **Luciara Nardon**, Vlerick Leuven Gent Management School

📖📖 The Positive Paradigm: Appreciating Student Experience in Management Education | **Thomas Arthur Conklin**, John Carroll U.

📖📖 How to Teach Creation of New Businesses for Large Numbers of Students: A Sympathetic Approach | **Hervé Colas**, Reims Management School; **Christophe Bouteiller**, REIMS Management School

📖📖 Applying Transformational Learning Teaching Methods in Business Schools | **Sabra Brock**, New York U.; **Amy T Lui**, New York U.

1001 📖📖: (MED) Bridging Frames that Underlie the Context for Doing Well/Doing Good—Reflection, Theory and Practice

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109B

Organizers: **Victoria Marsick**, Columbia U.; **Terrence Earl Maltbia**, Columbia U.

Developing Actionable Knowledge: Practice, Practitioners and Phronesis | **Elena P. Antonacopoulou**, U. of Liverpool

Leadership Development: A Scholarship –Practice Framework and Perspective | **W Warner Burke**, Columbia U.

Collaborative Management Research, Communities of Inquiry and Reflection | **David Coghlan**, Trinity College Dublin; **A.B. Rami Shani**, Cal Poly State U.

Action Learning Conversations: A Protocol for Bridging Differences of Points-of-View | **Victoria Marsick**, Columbia U.; **Terrence Earl Maltbia**, Columbia U.

Mediated Dialogue and “Bridges that Even Enemies May Want to Cross” | **Charles J. Palus**, Center for Creative Leadership

Is Emancipatory Discourse Sufficient to Bridge the Gap Between the Rhetoric and Reality? | **Joseph A Raelin**, Northeastern U.

📖 Teaching-oriented | 📖 Practice-oriented | ➔ International-oriented | 📖 Theme-oriented | 📖 Research-oriented | 📖 Visual Presentation | 📖 Best Paper Proceedings

1002 📖📖: (MH) Management History Division Richard M. Hodgetts Award Invited Address

4:10pm - 5:20pm Loews Philadelphia: Congress A

Organizers: **Julia Teahen**, Baker College; **Regina Greenwood**, Kettering U.; **Jane Whitney Gibson**, Nova Southeastern U.

Introduction | **Fred Luthans**, U. of Nebraska, Lincoln

Reflections of Arthur Bedeian's Scholarly Contributions | **Daniel A Wren**, U. of Oklahoma

Reflections of Arthur Bedeian's Service to the Academy of Management | **Richard T. Mowday**, U. of Oregon

Personal Reflections on the Founding of the Management History Division | **Arthur G. Bedeian**, Louisiana State U.

1003 📖: (Paper Session) - (MOC) Organizational Identity: Formation, Use, and Maintenance

4:10pm - 5:30pm Pennsylvania Convention Center: Room 107B

Chair: **Heather C. Vough**, U. of Illinois, Urbana-Champaign

Discussant: **Elizabeth George**, Australian Graduate School of Management

Forging an Identity: Reflexive Processes in the Formation of Organizational Identity | **Kristin N. Price**, Pennsylvania State U.; **Dennis A Gioia**, Pennsylvania State U.; **James B Thomas**, Pennsylvania State U

Making Use of Organizational Identity: Icons as Symbolic Identity Proxies | **C. V. Harquail**, Independent Scholar

How To Measure Resistance to Changing the Central Characteristics of Organizational Identity | **Laura Illia**, LSE

➔📖 Organizational Identity Construction in Iterative Organizations: Towards a Framework of Enduringness | **Peter O. Foreman**, Illinois State U.; **David A. Whetten**, Brigham Young U.; **Milena Parent**, U. of Alberta

1004 📖: (Paper Session) - (MOC) Cognitive Foundations of Interpersonal Relationships II

4:10pm - 5:30pm Pennsylvania Convention Center: Room 110A

Chair: **Jordi Comas**, Bucknell U and IESE Business School

Discussant: **Liviu Florea**, Washburn U.

📖 Colleagues to Work Friends: The Individual's Perspective on Workplace Friendship Formation | **Hilla Dotan**, U. of California, Los Angeles

How Do I Love Thee...: Differential Associations of Relational Identification and Exchange Quality | **Raina M. Rutti**, U. of South Carolina; **David M. Sluss**, U. of South Carolina

📖 Perspective Taking and Leader-Member Exchange in Supervisor/Subordinate Dyads | **Kenneth Nathan Moates**, Valdosta State U.; **Stanley G. Harris**, Auburn U.; **Hubert S. Feild**, Auburn U.; **Achilles A. Armenakis**, Auburn U.

📖 How Individuals Approach Relationships with Supervisors: The Supervisor Attachment Working Model | **Gary A. Ballinger**, U. of Virginia; **Kevin W. Rockmann**, George Mason U.

1005 📖: (Paper Session) - (MOC) The Next Generation: MOC Best Student Papers

4:10pm - 5:30pm Pennsylvania Convention Center: Room 113A

This session presents the MOC Division's highest rated student-authored papers.

Chair: **Prithviraj Chattopadhyay**, Hong Kong U. of Science and Technology

Discussant: **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

📖 Teaching-oriented | 📖 Practice-oriented | ➔ International-oriented | 📖 Theme-oriented | 📖 Research-oriented | 📖 Visual Presentation | 📖 Best Paper Proceedings

When Are Two Heads Better Than One? | **Rebecca Mitchell**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle

Learning to Collaborate: Exploring the Dynamics of Adaptation in Supply Chain Partnerships | **Desirée Knoppen**, ESADE- Ramon Llull U.; **Ellen Christiaanse**, Universiteit van Amsterdam & ESADE; **Marleen Huysman**, Vrije U. Amsterdam

☞ **Affect and Decisions: A Theory of the Impact of Mood and Emotion on Risk Preference** | **Chien Sheng Richard Chan**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Erica Okada**, U. of Washington Business School
Winner of MOC Best Student Paper Award

➔ **Attitude, Affect, and Trust: Exploring Antecedents of Corporate Trustworthiness** | **Claudio Aqueveque**, U. Tecnica Federico Santa Maria; **Davide Ravasi**, Bocconi U.

1006 ☞➔☞JS: (MSR, SIM) **Leadership for Societal Sustainability: Contributions from Eastern & Western Spiritual Traditions**

4:10pm - 6:00pm Loews Philadelphia: Congress B
Chair: **Kathryn Goldman Schuyler**, Alliant International U. / Coherent Change
Discussant: **Ian Mitroff**, Alliant International U./U. of California, Berkeley
Presenters: **Arthur L. Jue**, U. of Phoenix; **Prasad Kaipa**, Indian School of Business / Kaipa Group; **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta; **Kay Rudisill**, Hyperion Solutions, Inc

1007 ☞: (Paper Session) - (OB) **Leadership and Social Networks**

4:10pm - 5:20pm Philadelphia Marriott: Independence I
Chair: **Paul Varella**, Mount Royal College
Discussant: **Jacoba Lilius**, Queens U. Canada

Longitudinal Effects of Self-Monitoring and Locus of Control on Social Network Position | **Kent C. Halverson**, Air Force Institute of Technology; **Gary J. Moore**, Air Force Institute of Technology; **Daniel T. Holt**, Air Force Institute of Technology

☞ **Utilizing Your Social Network and Emotional Skills to Emerge as the Team Leader** | **Marie T. Dasborough**, Oklahoma State U.; **Jessica M. Thomas**, Oklahoma State U.; **Wm. Matthew Bowler**, Oklahoma State U.

☞ **Are Managerial Networks Problem-Driven or Personality-Driven?** | **Sze-Sze Wong**, Nanyang Technological U.; **Wai Fong Boh**, Nanyang Technological U.

☞ **Self-Monitoring and Trust Brokerage: A Social Network-Leveraging Theory of Leadership Emergence** | **Ajay Mehra**, U. of Kentucky; **Martin J. Kilduff**, U. of Texas, Austin

1008 ➔☞: (Paper Session) - (OB) **"Mirror, Mirror...": Predicting Deviance**

4:10pm - 5:20pm Philadelphia Marriott: Independence II
Chair: **Kathryn J. L. Jacobson**, Arizona State U.
Discussant: **Jonathan Edward Booth**, U. of Minnesota

➔☞ **Job Stress, Social Support, and Employee Deviance Among Boundary Spanners in a Retailing Context** | **Su-Fen Chiu**, National Taiwan U. of Science and Technology; **Chieng-Jung Chiu**, National Taiwan U. of Science and Technology

☞ **Perfectionism, Self-Esteem, and Work-Life Benefit Information as Predictors of Workplace Deviance** | **T. Alexandra Beauregard**, London School of Economics

☞ **The Role of Technology in Organizational Deviance: A Routine Activity Approach** | **Silvia Salas**, Florida International U.

➔☞ **A Diary Study of Counterproductive Work Behavior and Its Antecedents in Hong Kong** | **Jane Yang**, City U. of Hong Kong; **James Diefendorff**, U. of Akron

1009 ☞: (OB) **Job Insecurity: Meanings, Measures, and Performance Outcomes**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom A
Chair: **William D. Reisel**, St. Johns U.
Discussants: **Leonard Greenhalgh**, Dartmouth College; **Zehava Rosenblatt**, U. of Haifa; **Jone L. Pearce**, U. of California, Irvine
Presenters: **Philip Bobko**, Gettysburg College; **William D. Reisel**, St. Johns U.; **Nele De Cuyper**, Katholieke U. Leuven
Participants: **Cynthia Lee**, Northeastern U.; **Susan J. Ashford**, U. of Michigan; **Zhen Xiong Chen**, Australia National U.; **Swee-Lim Chia**, La Salle U.; **Cesar M. Maloles**, California State U. Eastbay; **John W. Slocum**, Southern Methodist U.; **Hans De Witte**, Katholieke U. Leuven; **Ulla Kinnunen**, U. of Tampere; **Jouko Natti**, U. of Tampere; **Xiaopeng Ren**, Chinese Academy of Sciences

1010 ☞: (Paper Session) - (OB) **Links Between Leadership and Organizational Citizenship Behaviors**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom B
Chair: **Nhung T. Nguyen**, Towson U.
Discussant: **Nicholas W. Twigg**, Coastal Carolina U.

☞☞ **When My Supervisor Is a Good Citizen: Exploring Leader OCB as a Unique Social Phenomenon** | **Cheng-Chen Lin**, National Pingtung U. of Science and Technology; **T.K. Peng**, I-Shou U., Taiwan

☞☞ **The Effects of LMX on Employee Conceptualizations and Display of OCB** | **Changquan Jiao**, McMaster U.; **Rick D. Hackett**, McMaster U.

☞☞ **The Informational Distinctiveness of Organizational Citizenship Behaviors** | **Steven Whiting**, Georgia State U.

☞ **What Good Soldiers Are Made of: The Role of Personality Similarity** | **Jennifer Y. M. Lai**, U. of Macau; **Simon Lam**, U. of Hong Kong

1011 ☞: (Paper Session) - (OB) **The Five-Factor Model: Explorations of Personality in Organizations**

4:10pm - 5:20pm Philadelphia Marriott: Room 301
Chair: **Aharon Tziner**, Netanya U. College
Discussant: **Miguel Quinones**, Southern Methodist U.

☞ **Competitiveness and the Five-Factor Model: An Issue of Bandwidth or Something Else?** | **Thomas D. Fletcher**, U. of Missouri, St. Louis; **David Nusbaum**, U. of Missouri, St. Louis

☞ **When Conscientiousness Is a Liability: Exploring the Role of Personality in Investment Decisions** | **Robert Yonker**, U. of Toledo; **Paul W. Paese**, U. of Missouri

☞ **Personality Predictors of Self-Regulation: Five Factor Model Factors, Facets, or a Composite?** | **Erich Christian Fein**, Wilmington College of Ohio; **Howard J. Klein**, Ohio State U.

1012 📄: (Paper Session) - (OB) **Customer Service: The Role of Relationships and Emotion**

4:10pm - 5:20pm Philadelphia Marriott: Room 309

Chair: **Yongmei Liu**, U. of Texas, Arlington*Discussant:* **Joseph M. Goodman**, James Madison U.📄 Emotion Recognition and the Performance of Customer Service Representatives | **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Greg R. Oldham**, U. of Illinois, Urbana-Champaign📄 It Takes Three to Tango: Leadership and Hostility in the Service Encounter | **Hana Medler-Liraz**, Bar-Ilan U.; **Ronit Kark**, Bar Ilan U.📄 Should I Serve My Customer or My Supervisor? A Relational Perspective on Pro-Social Rule Breaking | **David Mayer**, U. of Central Florida; **James Caldwell**, U. of Central Florida; **Robert C. Ford**, U. of Central Florida; **Mary Uhl-Bien**, U. of Nebraska, Lincoln; **Amy Rebecca Gresock**, U. of Central FloridaThe Effects of Customer Relationship Programmes on Customer Loyalty in Insurance | **Tsu-Wei Yu**, National Cheng Kung U.**1013** 📄: (Paper Session) - (OB) **Job Demands and Resources/Control**

4:10pm - 5:20pm Philadelphia Marriott: Room 310

Chair: **Jason Fertig**, Temple U.*Discussant:* **Simon L. Dolan**, Esade U.➔ 📄 How Job Demands/Resources are Related to Team Financial Performance: Burnout Acting as a Mediator | **Arnold B. Bakker**, Utrecht U.; **Hetty Van Emmerik**, Utrecht U.; **Pim Van Riet**, Utrecht U.📄 An Integrative Job Demand-Resource Model of Burnout & Job Performance: A Meta-Analytic Path Analysis | **Anand N. Chandrasekar**, Center for Creative Leadership; **Kok-Yee Ng**, Nanyang Technological U.📄 Karasek's Job Demands-Control Model: Is Instrumental Feedback the Missing Second-Order Moderator? | **Mark S. Preston**, Columbia U.**1014** 📄: (OB) **Organizational Team Effectiveness: A Review and New Directions**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103A

Chairs: **Tammy L. Rapp**, U. of Connecticut, Storrs; **Travis Maynard**, Colorado State U.*Discussant:* **Eduardo Salas**, U. of Central FloridaTeam Effectiveness 1997-2007: A Review of Recent Advancements and a Glimpse Into the Future | **John Mathieu**, U. of Connecticut, Storrs; **Travis Maynard**, Colorado State U.; **Tammy L. Rapp**, U. of Connecticut, Storrs; **Lucy L. Gilson**, U. of Connecticut, StorrsWhen Complex Change is Status Quo: Exploring Collaborations' Ability to Externally Adjust | **Cristina Gibson**, U. of California, Irvine; **Rebekah Dibble**, U. of California, IrvineLeadership from Within: A Look at Leadership Roles in Teams | **Jay B. Carson**, U. of Maryland, College Park; **Paul E. Tesluk**, U. of MarylandEffective Team and Leader Behavior in Cross-Functional Product Development Teams | **Vanessa Urch Druskat**, U. of New Hampshire

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

1015 ➔ 📄: (Paper Session) - (OB) **Cross-Cultural Comparisons in Organizational Behavior**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103B

Chair: **Kathryn H. King-Metters**, Ashford U.*Discussant:* **Janice R. Joplin**, Southern Illinois U., Edwardsville➔ 📄 Empowerment and Organizational Citizenship: Moderation by Culture in a Multi-National Sample | **Steffen P. Raub**, Ecole Hoteliere de Lausanne; **Christopher Robert**, U. of Missouri, Columbia**Winner of Outstanding Practical Implications for Management Award**The Effects of Age And Gender on Organizational Commitment and Job Satisfaction: A 50-Nation Study | **Abiola O. Fanimokun**, Florida Atlantic U.; **Mark F. Peterson**, Florida Atlantic U.➔ ➔ What Kind of Organizations Do Protean People Prefer?: The Case of Germany and the United States | **Rosina M. Gasteiger**, U. of Amsterdam; **Jon P. Briscoe**, Northern Illinois U.➔ 📄 The Relationship Between Culturally-Emphasized Luck Beliefs and Superstitious Behavior | **Ning Chen**, U. of California, Los Angeles; **Maia J. Young**, U. of California, Los Angeles**1016** 📄: (Paper Session) - (OB) **Team Identity and Cohesion**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103C

Chair: **Tjai M. Nielsen**, George Washington U.*Discussant:* **Richard Kettner-Polley**, Colorado Technical U.📄 Team Identity, Team Reputation, and Member Satisfaction: Whose Opinions Matter Most? | **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Kang Yang Trevor Yu**, U. of North Carolina, Chapel Hill📄 Why People Affiliate: Interpersonal and Collective Facets of Group Identity | **Shu Zhang**, U. of Washington; **Michael David Johnson**, U. of Washington📄 Influence of Team Emotional Skills on Member Perceptions of Cohesion and Communication Effectiveness | **Ashlea Clare Troth**, Griffith U.; **Peter J. Jordan**, Griffith U.; **Sandra A. Lawrence**, Griffith U.; **Herman Tse**, U. of Newcastle, Australia📄 The Team Cohesion-Performance Relationship: Causality and the Role of Goal Commitment | **Matthew Scott Prewett**, U. of South Florida; **Michael T. Brannick**, U. of South Florida; **Jeremy Bauer**, U. of South Florida**1017** 🗣️ 📄: (Paper Session) - (OB) **Motivation, Work Orientation, and the Work Ethic**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 110B

Chair: **Michael J. Provitera**, Barry U.*Discussant:* **Peter B. Thompson**, U. of Illinois, Chicago📄 Improving Upon a Measure of Work Orientation: A New Response Format and a Revision of Subscales | **Jennifer Ellen Yugo**, Bowling Green State U.; **Jennifer McInroe**, Bowling Green State U.; **Jennifer Zophy Gillespie**, Bowling Green State U.🗣️ 📄 A "Doing Good" Framework for Motivation Theory and Practice | **Jason C. Senjem**, St. Norbert College📄 Crowding-Out of Intrinsic Motivation – Opening the Black Box | **Antoinette Weibel**, U. of Zurich; **Katja Rost**, U. of Zurich; **Margit Osterloh**, U. of Zurich

Variations in Work Ethic Between Workforce Professionals and College/University Seniors | **Raymond K. Van Ness**, U. at Albany, SUNY; **Kimberly A. M. Melinsky**, U. at Albany, SUNY; **Cheryl Buff**, Siena College; **Charles F. Seifert**, Siena College

1018 : (OCIS) Keynote: Temporal, Spatial, and Structural Perspectives in Communication and Information Systems

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom J

Keynote Speaker: **JoAnne Yates**, Massachusetts Institute of Technology

1019 : (Paper Session) - (ODC) International and Global Contexts

4:10pm - 5:20pm Loews Philadelphia: Commonwealth C

Chair: **Anthony J DiBella**, Naval War College

Discussant: **Robert A. Dengler**, Roosevelt U./Benedictine U./Hawaii Pacific U.

→ Longevity and Performance Within the Brazilian Business Context | **Haroldo Vinagre Brasil**, Fundação Dom Cabral; **Carlos A. Arruda**, Fundação Dom Cabral; **Debora Nogueira**, Fundação Dom Cabral

📖 Going Global, Feeling Small: An Examination of Managers' Reactions to Globalisation | **Clare Kelliher**, Cranfield School of Management; **Elaine Fardale**, Tilburg U.; **veronica hope hailey**, Cass Business School; **Caroline Clarke**, U. of Bath

📖 What Kinds of the Successor Can Make Success? The Case of a Catching-Up Economy | **Sue-Chin Yang**, National Cheng Kung U.; **Chiayu Tu**, National Chung Cheng U.; **Hsin-Hong Kang**, National Cheng Kung U.

📖 Identity and Trust Relations in International Collaborations | **Ying Zhang**, Strathclyde U.; **Chris Huxham**, Strathclyde U.

1020 : (Paper Session) - (ODC) Knowledge, Cognition, and Change

4:10pm - 5:20pm Loews Philadelphia: Commonwealth D

Chair: **Deborah Soule**, Harvard U.

📖 Deconstructing Organizational Knowledge and Corporate Culture | **John Pillay**, Cranfield School of Management; **Ashley Braganza**, Cranfield U.

🗣️ "They're making all the wrong decisions": Unintended Consequences Resulting from Situated Cognition | **Jonathan H. Coleman**, Case Western Reserve U.

🗣️ → Knowledge Sharing in Organizations: Inviting Ethics and Emotion to the Banquet | **Rodolphe Durand**, HEC Paris

→ 📖 Integration-Responsiveness and Knowledge Management Perspectives on MNCs | **Helmut Kasper**, WirtschaftsU. Wien; **Mark Lehrer**, Suffolk U.; **Juergen Muehlbacher**, WirtschaftsU. Wien; **Barbara Mueller**, WirtschaftsU. Wien

1021 : (Paper Session) - (OM) Operations Division Business Meeting & Awards

4:10pm - 5:20pm Philadelphia Marriott: Franklin 13

The Operations Management Division will present awards for the Chan Hahn Best Paper, Best Student Paper, and Reviewer Awards at this session.

1022 📖: (Paper Session) - (OMT) The Past, Present, and Future of Institutional Theories: An Assessment

4:10pm - 5:30pm Philadelphia Marriott: Franklin 5

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

Chair: **Marvin Washington**, U. Alberta

Looking Back & Moving Ahead: Milestones in 50 Years of Institutional Theory in Organizational Analysis | **Daniel Rottig**, Florida Atlantic U.

📖 The Past, Present and Future of Isomorphism and Decoupling | **Eva Boxenbaum**, Copenhagen Business School; **Stefan Jonsson**, Stockholm School of Economics and Uppsala U.

Testing the Strength of the Iron Cage: A Meta-analysis of Neo-Institutional Theory | **Purseu Heugens**, RSM Erasmus U.; **Michel Lander**, RSM Erasmus U.

📖 Institutional Entrepreneurs: A Comparative Analysis of Current Empirical Work | **Laura Singleton**, Boston College

1023 📖: (Paper Session) - (OMT) New Perspectives on Population Ecology

4:10pm - 5:30pm Philadelphia Marriott: Franklin 6

Chair: **Elizabeth Boyle**, National U. of Singapore

📖 Extending the Niche Width Theory to Interconnected Firms | **Maud Pindard**, U. of Carlos III de Madrid; **Isabel Gutierrez**, U. of Carlos III de Madrid

📖 Effects of Market Contact Network and Market Density on Avoidance of Head-on Competition | **You-Ta Chuang**, York U.; **Wenpin Tsai**, Pennsylvania State U.

→ Density-Dependent Entry in Heterogeneous Populations Characterized by Complex Organizational Forms | **Juha T. Mattsson**, Helsinki U. of Technology

📖 Spillovers and Competition: Knowledge Space activity and Market Survival | **Elizabeth G. Pontikes**, Stanford U

1024 : (OMT) What Have You Done For Me Lately? Understanding How Client Relationships Develop One Step at a Time

4:10pm - 5:30pm Philadelphia Marriott: Franklin 7

Organizer: **Heidi K. Gardner**, London Business School

Discussant: **Herminia Ibarra**, INSEAD

Network Ownership and New Business Development in Established Firms | **Michelle A. Rogan**, INSEAD

What's in a Title? The Effects of New Job Titles on Retaining Organizational Resources | **Joseph Broschak**, U. of Arizona; **Lisa Ellen Cohen**, London Business School

How Team Dynamics Affect Relational Outcomes with Clients: A Field Study in Accounting & Consulting | **Heidi K. Gardner**, London Business School

Will You Come Back? Ties with Workers as a Determinant of Project Renewal in the Staffing Sector | **Isabel Fernandez-Mateo**, London Business School

1025 📖: (Paper Session) - (OMT) Multiple and Changing Organizational Identities

4:10pm - 5:30pm Philadelphia Marriott: Room 401

Chair: **Susanne G Scott**, U. of Massachusetts, Dartmouth

Being Similar but Unique: Balancing Shared and Unique Identity | **Rumina Dhalla**, York U.

→ 📖 Identity Change and Continuity: Two Sides of the Same Organizational Coin? | **Markus Rometsch**, Freie U. Berlin; **Johan Van Rekom**, Erasmus U.

Maintaining and Enhancing Internal Legitimacy of Alternate Identity in Dual-identity Organizations | **Prathan B. Desai**,

📖 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

Indian Institute of Management Bangalore; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

➔ 📄 Focusing on Lone Trees in the Forest: Members' Experiences of a Multiple-Identity Organization | **Michel Anteby**, Harvard U.; **Amy Wrzesniewski**, Yale U.

1026 📄: (Paper Session) - (OMT) **Issues and Action: Agendas and Sensemaking in Organizations**

4:10pm - 5:30pm Philadelphia Marriott: Room 402

Chair: **Michael G. Hendron**, U. of Texas, Austin

Processing Strategic Contradictions: TMTs and Cognitive Decision Making Processes | **Wendy K. Smith**, U. of Delaware

Impression Management, Complacency, and Threat Rigidity: New Perspectives on Strategic Issues | **Scott D Julian**, Saginaw Valley State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

📄 Ambivalence and Action Responses to Strategic Issues | **Nils Plambeck**, HEC School of Management, Paris; **Klaus Weber**, Northwestern U.

Routine Sensemaking and the Reproduction of Social Order | **Gerardo Patriotta**, Nottingham U. Business School; **Andrew D. Brown**, U. of Bath

1027 📄: (Paper Session) - (OMT) **The Mechanisms of Governance: Theory and Applications**

4:10pm - 5:30pm Philadelphia Marriott: Room 403

Chair: **Stephen V Horner**, Arkansas State U.

🗣️ Can You Hear Me Now? Governance as Signal-Making | **Craig R. Littler**, St. Andrews U.

Contracts and Information Sharing: A Proposal for Theoretical Expansion | **Kimberlie Stephens**, U. of Southern California

📄 A Conceptual Examination of Governance's Impact on the Restructuring-Performance Relationship | **Luke H. Cashen**, Nicholls State U

📄 Mechanisms of Governance and Quality: An Application to Meat Sector | **Marta Fernandez-Barcala**, U. of Oviedo; **Manuel González-Díaz**, U. of Oviedo

1028 🗣️: (Paper Session) - (OMT) **Organizational Change**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 26-30

🗣️🗣️ The Technology-Stakeholder Approach: Examining Technology in its Relationships to Stakeholders | **Kirsten Edrie Martin**, Catholic U. of America

🗣️📄 Strategic Fitness: Exploring the Intersection Between Capabilities and Change Environments | **Ellen R. Auster**, York U.; **Pat Meredith**, York U.; **Elizabeth Sullivan**, York U

🗣️🗣️📄 F. Perroux's Concept of Development and Performance Induced by Organisational Change | **Wilfrid Azan**, Haute Alsace U.

➔🗣️📄 A Complementarity Perspective on Organizational Change | **Ansgar Richter**, European Business School; **Matthias Schroeder**, European Business School

🗣️ Towards a Theory of Organizational Path Dependency | **Georg Schreyogg**, Freie U. Berlin; **Jochen Koch**, Freie U. Berlin

1029 🗣️📄 JS: (OMT, CMS) **Competing Rationalities in Organizations**

📄 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:30pm Philadelphia Marriott: Room 404

Chair: **Ann Langley**, HEC Montreal

Discussant: **C.R. Bob Hinings**, U. of Alberta

Competing Rationalities in Management Practice and Management Education | **Bruno Dyck**, U. of Manitoba

Typifying Competing Rationalities: A Conventionalist Framework | **Charlotte Cloutier**, HEC Montreal; **Ann Langley**, HEC Montreal

The Co-existence of Competing Rationalities: The Case of Israeli Hi-Tech | **Tammar B. Zilber**, Hebrew U. of Jerusalem

1030 🗣️: (Paper Session) - (PNP) **Issues in Nonprofit Management**

4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - PNP

Presented on Panels 10-14

Discussant: **Matthew Liao-Troth**, Western Washington U.

🗣️🗣️🗣️ The Role Organizations Serve to Assist Others in Need: Propositions from Strategic Helping Theory | **James D. Westaby**, Columbia U.

🗣️📄 Investing in Social and Human Capital to Improve NPO Growth | **Delissa Nuno**, U. of Texas at Arlington; **G. Tyge Payne**, Texas Tech U.

🗣️🗣️🗣️ Nonprofit Fiscal Stability: How Does the Board Performance Matter? | **Rinku Bhattacharya**, Pace U.

🗣️ The Challenges of Faith-Based Public Policy | **Nicholas Harvey**, Georgia State U.

➔🗣️🗣️📄 Managing Human Resources in Nonprofit Organizations: An Analytical Framework of HRM Orientations | **Hans-Gerd Ridder**, Hannover U.; **Alina S. McCandless**, Hannover U.

1031 🗣️🗣️📄 JS: (PNP, OB) **Public Service Motivation: State of the Science and Art**

4:10pm - 5:20pm Loews Philadelphia: Lescaze

Organizer: **James L. Perry**, Indiana U.

Discussants: **Adam M. Grant**, U. of North Carolina, Chapel Hill; **Boas Shamir**, Hebrew U. of Jerusalem

Scientific Foundations | **Hal G. Rainey**, U. of Georgia; **Michael Koehler**, U. of Georgia

Behavioral Dynamics | **James L. Perry**, Indiana U.

Methodological Challenges in Studying Public Service

Motivation | **Bradley E. Wright**, U. of North Carolina, Charlotte

Antecedents and Correlates of Public Service Motivation | **Sanjay K. Pandey**, U. of Kansas

The Normative Model in Decline? Public Service Motivation in the Context of Governance | **Donald P. Moynihan**, U. of Wisconsin, Madison

Translating Theory to Practice: An Applied Public Service Motivation | **Laurie E. Paarlberg**, San Francisco State U.

1032 🗣️📄: (Paper Session) - (SIM) **Theoretical and Methodological Perspectives on Corporate Social Responsibility**

4:10pm - 5:30pm Loews Philadelphia: Washington A

Facilitator: **Mark B. Milstein**, Cornell U.

🗣️📄 Revisiting the Validity of the Kinder Lydenberg and Domini Corporate Social Performance Indicators | **Mark P. Sharfman**, U. of Oklahoma; **Timothy A Hart**, U. of Oklahoma

- 🗨️📄 The Meaning and Measurement of “Doing Good” at the Company Level of Analysis | **Marc Oliver Orlitzky**, U. of Redlands
- 🗨️📄 Practicing Corporate Social Responsibility: Doing Good and Doing Well | **Andromache Athanasopoulou**, U. of Oxford; **Sue Dopson**, Said Business School
- 🗨️📄 Capturing the Corporation-Society Interface: Toward a Pluralistic View of CSR | **Jean-Pascal Gond**, Nottingham U. Business School; **Dirk Matten**, York U.

1033 📄: (Paper Session) - (SIM) **Corporate Political Activity**

4:10pm - 5:30pm Loews Philadelphia: Washington B

Facilitator: **Amy Hillman**, Arizona State U.

- ➔🗨️📄 Strategic Value of CEO Political Connections: A Contingency Framework | **Mika Skippari**, U. of Tampere; **Kathleen Rehbein**, Marquette U.
- 🗨️📄 Corporate Philanthropy and Corporate Political Activity: Complementary Strategic Dynamics | **Michael Hadani**, Long Island U., C.W. Post
- ➔🗨️📄 Firm Political Responsibility: A Definition and a Typology of Firm Political Responsiveness | **Mike Valente**, U. of Victoria
- 🗨️📄 The Five P's of Corporate Political Activity | **Nicolas M Dahan**, Ramapo College

1034 ➔🗨️📄: (SIM) **Enterprise, People and Place: Community Development in the New Economy**

4:10pm - 5:30pm Loews Philadelphia: Washington C

Organizer: **Robert Brent Anderson**, U. of Regina

Participants: **Robert Brent Anderson**, U. of Regina; **Jean-Marie Nkongolo-Bakenda**, U. of Regina; **Leo Paul Dana**, U. of Canterbury; **Kevin George Hindle**, Swinburne U. of Technology; **Emer Ni Bhrádaigh**, Trinity College Dublin; **Louw van der Walt**, North West U.

1035 📄: (TIM) **TIM Theme Session - Distinguished Speaker**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom K

The Role of Theory in Technology & Innovation Management Scholarship | **Claudia Bird Schoonhoven**, U. of California, Irvine

1036 📄: (Paper Session) - (TIM) **Timing and Rate of Innovation**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom L

Chair: **Edward Levitas**, U. of Wisconsin, Milwaukee

Discussant: **Gurneeta Vasudeva**, Indian School of Business

- 📄 Strategic Acceleration and Delay: Evidence on Optimal Timing of R&D Investment | **Chang Hoon Oh**, Indiana U./Brock U.
- 🗨️🗨️📄 Communication in New Product Development Teams. How does Time Pressure Matter? | **Darrel Sau Foong Chong**, National U. of Singapore & Technische U. Eindhoven; **Wendelien Van Eerde**, Technische U. Eindhoven; **Kah-Hin Chai**, National U. of Singapore; **Christel G. Rutte**, Technische U. Eindhoven
- 🗨️📄 Structure, Dynamics, and the Rate of Innovation: An Agent-based Model | **Xing Zhong**, U. of Chicago; **Salih Zeki Ozdemir**, Australian Graduate School of Management / U. of New South Wales

🗨️ Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

Stephan Schrader Best Paper Award Finalist

Is Timeliness Next to Godliness? The Strategic Determinants of Tardy Entry | **Luca Berchicci**, Ecole Polytechnique Fédérale de Lausanne; **Andrew King**, Dartmouth College; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

1037 📄: (Paper Session) - (TIM) **Technological Evolution and Change**

4:10pm - 5:20pm Philadelphia Marriott: Room 303

Chair: **Claire A. Simmers**, St. Joseph's U.

Discussant: **Sandip Basu**, U. of Washington, Seattle

- Alternative Fuel Vehicles Turning the Corner?: A Diffusion Model with Heterogeneous Technologies | **Jeroen Struben**, MIT Sloan School of Management
- 📄 Inter-Generational Transitions in Technological Ecosystems: The Case of Mobile Telephony | **Shahzad Mumtaz Ansari**, Erasmus U.; **Raghu Garud**, Penn State U.
- 📄 The Evolution of Competitive Advantage during a Technological Discontinuity | **M. Lourdes Sosa**, London Business School

1038 📄: (Paper Session) - (TIM) **Technology and Innovation: Country Specific Studies**

4:10pm - 5:20pm Philadelphia Marriott: Room 304

Chair: **dt ogilvie**, Rutgers U.

Discussant: **Michael W. Lawless**, INSEAD

- Self-Regulation and Innovation in the Irish Software Industry | **Carol A Fitzgerald**, U. of Limerick; **Patrick Christopher Flood**, U. of Limerick; **Philip O'Regan**, U. of Limerick; **Nagarajan Ramamoorthy**, U. of Houston, Victoria
- ➔ Taiwan's A-Team: Integrated Supplier Networks and Innovation in Taiwan's Bicycle Industry | **Ren-Jye Liu**, Tunghai U.; **Jonathan Brookfield**, Tufts U.
- Microcredit Delivery through Banking Correspondents in Brazil | **Eduardo Henrique Diniz**, EAESP, Fundação Getúlio Vargas; **Marlei Pozzebon**, HEC Montreal; **Martin Jayo**, Escola de Administração de Empresas de São Paulo, Fundação Getúlio Vargas
- 🗨️➔📄 The Patterns of Technology Legitimation: Electronic Health Record Development in Canada | **Alex B. Bitekhtine**, McGill U.

1039 📄: (Paper Session) - (TIM) **Radical Innovation - Organizational Implications**

4:10pm - 5:20pm Philadelphia Marriott: Room 305

Chair: **Egide Karuranga**, Virginia State U.

Discussant: **Anne H. Koch**, U. of California, Berkeley

- 📄 Cross-functional Integration of R&D, Marketing, and Manufacturing in Radical Product Innovations | **Steven Neubauer**, Aachen U. of Technology (RWTH); **Florian Heinemann**, Aachen U. (RWTH); **René Mauer**, Aachen U. of Technology (RWTH); **Ralf Schmelter**, Aachen U. of Technology (RWTH)
- 📄 Designing and Evolving Corporate Radical Innovation Programs | **Donna Kelley**, Babson College
- ➔📄 Eyes Wide Shut: Organisational Field Transparency and Inertia to Discontinuous Innovation | **Pete Thomond**, Queensland U. of Technology; **Paul Richard Steffens**, Queensland U. of Technology

MONDAY

How Much Do Specialists Have to Learn from Each Other When They Develop Radical Product Innovations? |
Christina Schmickl, HRC Human Resources Consulting GmbH;
Alfred Kieser, Mannheim U.

Monday 5:20PM
1040 : (MC) Management Consulting Division Business Meeting and Awards Presentations

5:20pm - 6:15pm Loews Philadelphia: Regency Ballroom C1
Division Chair: **Susan M. Adams**, Bentley College
Program Chair: **C. Ken Weidner**, Saint Joseph's U.
Professional Development Workshop Chair: **Marc Bonnet**, ISEOR, U. of Lyon 3

Monday 5:30PM
1041 : (CMS) Critical Management Studies Interest Group Business Meeting

5:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom I

1042 : (ENT) Entrepreneurship Division Business Meeting

5:30pm - 6:30pm Philadelphia Marriott: Grand Ballroom A

1043 : (GDO) GDO Business Meeting

5:30pm - 7:00pm Pennsylvania Convention Center: Room 107B
Award Presentations and New EC member announcement. GDO wants to thank Emerald Publishing for their Award Sponsorship and Division support
Division Chair: **Myrtle P. Bell**, U. of Texas, Arlington
Program Chair: **Jeanette N. Cleveland**, Pennsylvania State U.

1044 : (HCM) HCM Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Commonwealth B
Division Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Timothy Hoff**, State U. of New York, Albany
Program Chair: **Christy Harris Lemak**, U. of Florida
Professional Development Workshop Chair: **Christian Gericke**, U. of Adelaide

1045 : (MH) Management History Division Business Meeting

5:30pm - 6:15pm Loews Philadelphia: Congress A
Division Chair: **Julia Teahen**, Baker College

1046 : (OCIS) OCIS Business Meeting

5:30pm - 6:30pm Philadelphia Marriott: Grand Ballroom J
Division Chair: **Pamela Hinds**, Stanford U.

1047 : (ONE) Organizations and the Natural Environment Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Congress C
Division Chair: **Kate Kearins**, Auckland U. of Technology
Division Chair-Elect.: **Alfred Allen Marcus**, U. of Minnesota
Program Chair: **Irene Henriques**, York U.
Professional Development Workshop Chair: **Lynne Andersson**, Temple U.
Treasurer: **Perry Sadorsky**, York U.

1048 : (RM) Research Methods Division Business Meeting

5:30pm - 6:30pm Philadelphia Marriott: Room 306
Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong

Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.
Program Chair: **Charles A. Pierce**, U. of Memphis
Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

1049 : (SIM) SIM Division Business Meeting.

5:30pm - 7:00pm Loews Philadelphia: Commonwealth C
Division Chair: **Duane Windsor**, Rice U.
Division Chair-Elect.: **Thomas J. Donaldson**, U. of Pennsylvania
Program Chair: **Linda K. Trevino**, Pennsylvania State U.
Professional Development Workshop Chair: **Ann K. Buchholtz**, U. of Georgia

1050 : (TIM) TIM Business Meeting

5:30pm - 7:00pm Philadelphia Marriott: Grand Ballroom K

Monday 5:40PM
1051 : (OMT) OMT Artifact and Business Meeting

5:40pm - 6:30pm Philadelphia Marriott: Franklin 7
Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Kimberly D Elsbach**, U. of California, Davis
Program Chair: **William Ocasio**, Northwestern U.
Professional Development Workshop Chair: **Henrich R. Greve**, BI Norwegian School of Management
Past Chair: **Pamela R Haunschild**, U. of Texas, Austin

Monday 5:45PM
1052 : (IM) Booz Allen Hamilton Eminent Scholar in International Management Award

5:45pm - 7:15pm Philadelphia Marriott: Franklin 4
Awarded annually to a leading scholar. Sponsored by Booz Allen Hamilton/strategy+business.
Introduction: **Timothy Michael Devinney**, Australian Graduate School of Management
Distinguished Speaker: **Ikujiro Nonaka**, Hitotsubashi U.
Discussants: **Eleanor Westney**, Massachusetts Institute of Technology; **Art Kleiner**, Booz Allen Hamilton; **David Teece**, U. of California, Berkeley

1053 : (PNP) Public and Nonprofit Division Business Meeting

5:45pm - 6:45pm Loews Philadelphia: Lescaze

Monday 6:00PM
1054 : (BPS) Irwin Outstanding Educator Award in Honor of Kathleen Eisenhardt

6:00pm - 6:45pm Philadelphia Marriott: Liberty Ballroom A&B
This award is given once every two years to acknowledge an outstanding teacher and mentor in the field of strategic management and business policy.
Participants: **Anita McGahan**, Boston U.; **Russell Coff**, Emory U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Joanne Oxley**, U. of Toronto

1055 : (ICW) Sloan Industry Studies Reception

6:00pm - 8:00pm Philadelphia Marriott: Liberty Ballroom C
Organizer: **Laura Castman**, U. of Pittsburgh

1056 : (ICW) Management Faculty of Color Reception

6:00pm - 8:00pm Pennsylvania Convention Center: 13th Street Foyer

Session Details – Monday

Organizer: **Donna Maria Blancero**, National Society of Hispanic MBAs

1057 : (OM) OM Division Social
6:00pm - 7:30pm Philadelphia Marriott: Franklin 2

Monday 6:15PM

1058 : (MC) MC Social Hour
6:15pm - 7:00pm Loews Philadelphia: Regency Ballroom C2
Hosts: **Susan M. Adams**, Bentley College; **C. Ken Weidner**, Saint Joseph's U.

Monday 6:30PM

1059 : (ICW) Northeastern U./Moscow State U. Reception
6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom D
Organizer: **Cynthia Lee**, Northeastern U.

1060 : (MH) Management History Division Reception in Honor of Arthur Bedeian
6:30pm - 8:30pm Loews Philadelphia: Regency Ballroom A
Sponsored by **Texas A&M University - Commerce**

1061 : (OB) OB Division Awards and Celebration / Social Hour
6:30pm - 8:30pm Philadelphia Marriott: Grand Ballroom H
Presentation of OB Division Awards followed by Division Celebration/Social
Host: **Maureen L. Ambrose**, U. of Central Florida

1062 : (OCIS) OCIS Social Hour
6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom F

1063 : (OMT) OMT Social Hour
6:30pm - 7:30pm Philadelphia Marriott: Franklin 5
Division Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Kimberly D Elsbach**, U. of California, Davis
Program Chair: **William Ocasio**, Northwestern U.
Professional Development Workshop Chair: **Henrich R. Greve**, BI Norwegian School of Management
Past Chair: **Pamela R Haunschild**, U. of Texas, Austin

1064 : (RM) Research Methods Division Social
6:30pm - 8:30pm Philadelphia Marriott: Franklin 8
Division Chair: **Gordon W Cheung**, Chinese U. of Hong Kong
Division Chair-Elect.: **Mark Gavin**, Oklahoma State U.
Program Chair: **Charles A. Pierce**, U. of Memphis
Professional Development Workshop Chair: **Timothy Hinkin**, Cornell U.

1065 : (TIM) TIM Social Hour
6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom L

Monday 6:45PM

1066 : (BPS) Irwin Outstanding Educator Award Reception
6:45pm - 7:30pm Philadelphia Marriott: Grand Ballroom E
Participants: **Anita McGahan**, Boston U.; **Russell Coff**, Emory U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Joanne Oxley**, U. of Toronto

1067 : (HCM) HCM Division Reception

📄 Teaching-oriented | 📄 Practice-oriented | ➔ International-oriented | 🎤 Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 📄 Best Paper Proceedings

6:45pm - 8:00pm Loews Philadelphia: Howe
Sponsored by the **Fox School of Business and Management**, Temple University
Division Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor
Division Chair-Elect.: **Timothy Hoff**, State U. of New York, Albany
Program Chair: **Christy Harris Lemak**, U. of Florida
Professional Development Workshop Chair: **Christian Gericke**, U. of Adelaide

Monday 7:00PM

1068 : (ENT) Entrepreneurship Division Reception
7:00pm - 9:00pm Philadelphia Marriott: Grand Ballroom B

1069 : (GDO) GDO Social and Reception
7:00pm - 8:30pm Pennsylvania Convention Center: 12th Street Foyer
Welcome to all new, international, and continuing members!
Division Chair: **Myrtle P. Bell**, U. of Texas, Arlington
Program Chair: **Jeanette N. Cleveland**, Pennsylvania State U.

1070 : (ICW) British Academy of Management Reception
7:00pm - 9:00pm Philadelphia Marriott: Grand Ballroom C
Organizer: **Clare Saunders**, British Academy of Management

1071 : (ICW) The Business Journal of Hispanic Research Reception
7:00pm - 9:00pm Philadelphia Marriott: Independence Ballroom
Organizer: **Donna Maria Blancero**, National Society of Hispanic MBAs

1072 JS: (SIM, PNP, ONE) SIM/PNP/ONE Joint Social
7:00pm - 9:00pm Loews Philadelphia: Regency Ballroom B

Monday 7:30PM

1073 : (MC) Members and Friends Dinner
7:30pm - 10:30pm Off Site: Twenty21
Registration is Required. To register, please visit <http://apps.aomonline.org/PDW/Reg>. Twenty21 is located at 2005 Market Street, Philadelphia, PA 19103
Host: **Susan M. Adams**, Bentley College
Contact: **Rickie A. Moore**, EM LYON
Distinguished Speaker: **W Warner Burke**, Columbia U.
Sixth Inning Consulting: The Team Is Losing But The Game Is Not Over | **W Warner Burke**, Columbia U.

Monday 8:00PM

1074 : (ICW) ORBH Alumni Reception
8:00pm - 10:00pm Loews Philadelphia: Commonwealth D
Organizer: **Patricia Petty**, Case Western Reserve U.

Monday 9:00PM

1075 : (AAA) President's Dessert Reception for New and International Members
9:00pm - 10:30pm Philadelphia Marriott: Liberty Ballroom C
Host: **Ken G. Smith**, U. of Maryland

Tuesday 7:00AM

1076 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
 Organizer: **Gerald Biberman**, U. of Scranton

Tuesday 7:30AM

1077 : (AAA) AOM Past Presidents Breakfast

7:30am - 8:30am Loews Philadelphia: Millennium Hall
 Organizer: **Kathryn M. Bartol**, U. of Maryland, College Park

Tuesday 8:00AM

1078 : (AAA) Conference Registration

8:00am - 11:30am Pennsylvania Convention Center: Exhibit Hall C - Reg.
 Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration


1079 : (AAA) Philadelphia 2007 LAC

8:00am - 11:00pm Pennsylvania Convention Center: Room 307A
 Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

Tuesday 8:30AM

1080    : (AAS) **Doing Good for the Growing Global Immigrant Labor Sector**

8:30am - 10:10am Philadelphia Marriott: Liberty Ballroom A
 Chair: **Charles M. Vance**, Loyola Marymount U.
 Discussant: **Helene Maria Mayerhofer**, Vienna U. of Economics and Business Administration
 Participants: **Chris Brewster**, Henley Management College; **Kerr Inkson**, U. of Waikato; **Andre L Delbecq**, Santa Clara U.; **Paul Sparrow**, Lancaster U.; **Jan Selmer**, Aarhus School of Business, University of Aarhus; **Jakob Lauring**, Aarhus School of Business, University of Aarhus; **Jean-Luc Cerdin**, ESSEC Business School; **Manel Abdeljalil**, IAE Aix en Provence, CEROG, France; **Nithya Seelan**, Massey U.

1081 : (AAS) **“Doing Good” : How Work-Life Research Can Create Positive Change**

8:30am - 10:10am Philadelphia Marriott: Liberty Ballroom B
 Chairs: **Ann Marie Ryan**, Michigan State U.; **Megan Leigh Huth**, Michigan State U.
 Corporate Social Responsibility from the Inside Out: Linking Work-Life to "Doing Good" | **Marcie Pitt Castsopoulos**, Boston College
 Applications of Work-Life Research to Leadership Development | **Marian Ruderman**, Center for Creative Leadership
 Learning Leadership in an Online Community | **Stewart D. Friedman**, U. of Pennsylvania
 Facilitating the Transition of Professional Students into Work and Family Roles | **Alyssa Jill Friede**, DePaul U.; **Ann Marie Ryan**, Michigan State U.
 The Impact of Schools on Parent Experiences of Work-Family Balance | **Megan Leigh Huth**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.; **Alyssa Jill Friede**, DePaul U.

1082 : (AAS) Women Leaders in Business, Government, and Academia: Doing Well by Doing Good

8:30am - 10:10am Philadelphia Marriott: Liberty Ballroom C
 Organizer: **Detelin S Elenkov**, U. of Tennessee, Knoxville
 Women in International Assignments - Doing Good by Doing Well | **Rosalie L. Tung**, Simon Fraser U.
 Russian Women Business Leaders: Opportunities for Doing Good by Doing Well | **Sheila M. Puffer**, Northeastern U.
 The Feminine Leadership Mystique: What We Don't Know and Why We Don't Know It | **Terri A. Scandura**, U. of Miami
 Defensive Enactments of Feminine Identity: Impediments to Doing Well by Doing Good | **Robin Ely**, Harvard U.; **Debra Meyerson**, Stanford U.
 Female Entrepreneurship: Doing Well by Doing Good | **William Q Judge**, Old Dominion U.
 Women Leaders and Ethical Leadership: Doing Well by Doing Good | **Detelin S Elenkov**, U. of Tennessee, Knoxville

1083 : (AAS) Corporations and the 21st Century:How Do Today's Companies Need to Change to Meet Tomorrow's Needs?

8:30am - 10:10am Loews Philadelphia: Regency Ballroom B
 Organizer: **Sandra Waddock**, Boston College
 Moderator: **Sandra Waddock**, Boston College
 Speakers: **Allen White**, Tellus Institute; **Mark Goyder**, Tomorrow's Company
 Participants: **James E. Post**, Boston U.; **Jane Nelson**, Harvard U.; **Peter Lacy**, European Academy of Business in Society; **Simon Zadek**, Account Ability

1084 : (AAS) Managerial Behavior and Employee Health: Causes, Consequences and Cures

8:30am - 10:10am Pennsylvania Convention Center: Room 108A
 Chairs: **Jerald Greenberg**, National U. of Singapore; **Aino Salimaki**, Helsinki U. of Technology
 Discussant: **Cary L. Cooper**, Lancaster U.
 Work, Stress and Health: Findings from the Whitehall II Study | **Jane E. Ferrie**, U. College London
 Procedural and Interactional Fairness as Determinants of Employee Health Following the Illness or Death of a Spouse: A Study of "Absences Waiting to Happen" | **Marko Elovainio**, National Research and Development Centre for Welfare and Health; **Jussi Vahtera**, Finnish Institute of Occupational Health; **Mika Kivimaki**, U. of Helsinki; **Anne Linna**, Finnish Institute of Occupational Health; **Kees Van den Bos**, Utrecht U.; **Jerald Greenberg**, National U. of Singapore; **Jaana Pentti**, Finnish Institute of Occupational Health; **Joel Brockner**, Columbia U.
 Examining How Authentic Leadership and Psychological Capital Predict Human Flourishing and Performance with Police Officers | **Suzanne J. Peterson**, Arizona State U.; **Fred O. Walumbwa**, Arizona State U.; **Bruce Avolio**, U. of Nebraska; **Barbara L. Fredrickson**, U. of North Carolina
 Managers, Leaders, and Occupational Health: Preventing Damage and Promoting Well-Being | **James Campbell Quick**, U. of Texas at Arlington; **Debra L Nelson**, Oklahoma State U.; **Marilyn Macik-Frey**, U. of Texas, Arlington

Mental Workloads in Virtual Work: Identifying and Coping with the Unique Stressors of Distance | **Niina Kokko**, Helsinki U. of Technology; **Matti Vartiainen**, Helsinki U. of Technology

1085 📄: (BPS) **Doing Strategic Management Research Well by Doing Good Methodologically**

8:30am - 10:10am Philadelphia Marriott: Franklin 1

Chair: **Donald D Bergh**, Denver U.; **David Ketchen**, Auburn U.

Using Policy Capturing to Understand Strategic Decisions: Concepts and an M&A Application | **Amy L Pablo**, U. of Calgary

Interpreting Empirical Results in Strategy and Management Research | **Gary Dushnitsky**, U. of Pennsylvania; **J Myles Shaver**, U. of Minnesota

Toward Greater Integration of the Resource Based View and Strategic Groups Research | **Jeremy Collin Short**, Texas Tech U.

Mediation in Strategic Management Research | **Toyah L. Miller**, Texas A&M U.; **Maria Carmen Triana**, Texas A&M U.; **Christopher Ray Reutzel**, Texas A&M U.; **S. Trevis Certo**, Texas A&M U.

Mixed Methods Research and the Resource-Based View of the Firm | **Jose F. Molina-Azorin**, U. de Alicante, Spain

1086 : (Paper Session) - (BPS) **Capabilities: Knowledge Transfer and Replication**

8:30am - 10:10am Philadelphia Marriott: Franklin 10

Chair: **Jerry Paul Sheppard**, Simon Fraser U.

Discussant: **Jeff Macher**, Georgetown U.

📄➔ Intra-Firm Knowledge Flows: Explaining Subsidiary Isolation and Its Performance Implications | **Felipe Monteiro**, London Business School; **Niklas Arvidsson**, NormannPartners AB; **Julian Birkinshaw**, London Business School

📄 Reproducing Knowledge: Inaccurate Replication and Failure in Franchise Organizations | **Sidney G. Winter**, U. of Pennsylvania; **Gabriel Szulanski**, INSEAD; **Dimo Ringov**, INSEAD; **Robert Jensen**, BYU

📄 Replication and Adaptation: Effect of Adaptation Degree and Timing on Perf. of Replicated Routines | **Robert Jensen**, BYU

➔📄 How Binding Are Boundaries? Learning Economies in the Foreign Operations of a Fast Food Chain | **David L. Leibsohn**, California State U. Fullerton

1087 📄: (BPS) **Bringing Theory to Strategy Teaching: From Doctoral Students to the MBA/MS Classroom and Executive Marketplace**

8:30am - 10:10am Philadelphia Marriott: Franklin 2

Participants: **Kathleen M. Eisenhardt**, Stanford U; **Edward Zajac**, Northwestern U.; **Jan W. Rivkin**, Harvard U.

1088 : (Paper Session) - (BPS) **Evolutionary Theory of Firms and Industries**

8:30am - 10:10am Philadelphia Marriott: Franklin 9

Chair: **Susan Fox-Wolfgramm**, Hawaii Pacific U.

Discussant: **Lyda S. Bigelow**, U. of Utah

📄➔ Guided Evolution Theory and Dynamic Capability Development: A Path Analytic Exploration | **Terry B. Porter**, U. of Maine; **Bill Wooldridge**, U. of Massachusetts, Amherst; **Linda M. Peters** U. of Massachusetts Amherst

📄 Understanding the Origins and Dynamics of Heterogeneous Firm Performance: An Evolutionary Model | **Antonio Javier Revilla**, U. Carlos III de Madrid

➔📄 The Sustainability of Global Structural Interactions as Sources of Differential Performance | **Rogério Victor**, Boston University

📄 Who Wins from Bank Competition? Strategic Persistence as a Barrier to Entry | **Adam Fremeth**, U. of Minnesota

1089 : (Paper Session) - (BPS) **Network Formation and Interfirm Coordination**

8:30am - 10:10am Philadelphia Marriott: Room 406

Chair: **James M. Pappas**, Oklahoma State U.

Discussant: **Gino Cattani**, New York U.

📄📄 A Population Based Model of Network Analysis | **Chunlei Wang**, Stanford U

📄📄 The Origin of the Network Positions of New Organizations | **Benjamin L. Hallen**, Stanford U

📄 Understanding Alliance Performance: A Reconciliation of the Structure and Process Perspectives | **Brian den Ouden**, Radboud U. Nijmegen; **Olivier Furrer**, Radboud U. Nijmegen; **John Bell**, Radboud U. Nijmegen

📄 Do Alliance Networks Really Affect Firm Outcomes? | **Balaji R. Koka**, Arizona State U.; **John E Prescott**, U. of Pittsburgh

1090 : (Paper Session) - (BPS) **Strategy: A Game-Theoretic Approach**

8:30am - 10:10am Philadelphia Marriott: Room 407

Chair: **James R. Maxwell**, Indiana State U.

Discussant: **Richard Makadok**, Emory U.

📄 Peer-to-Peer File Sharing and the Market for Digital Information Goods | **Ramon Casadesus-Masanell**, Harvard U.; **Andres Hervas-Drane**, Harvard U.

📄 A Greater Price for a Greater Good? Charity Premiums in Online Auctions | **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Brian McManus**, Washington U. in St. Louis

📄 Do New Competitors, ... Sustain, Destroy or Create Competitive Advantage? | **Michael Ryall**, Melbourne Business School; **Glenn MacDonald**, Washington U. in St. Louis

📄 A Game Theoretic Study of Competitive Interaction between Coke and Pepsi | **Anil Nair**, Old Dominion U.; **David D Selover**, Old Dominion U.

1091 : (Paper Session) - (BPS) **Strategy Through an Institutional Theory Lens**

8:30am - 10:10am Philadelphia Marriott: Room 408

Chair: **Andrew D Varghese**, General Electric

Discussant: **Witold Jerzy Henisz**, U. of Pennsylvania

Two-Stage Diffusion Model Revisited: Firms' Early Adoption of New Knowledge in Product Innovations | **Francisco Polidoro**, U. of Texas at Austin

📄 Activism Prone & Stability Seeking: Observational Filtering in the Spread of Contentious Practices | **Sean Safford**, U. of Chicago Graduate School of Business

📄➔ Strategic Adaptation during Institutional Transition | **Ajai S Gaur**, National U. of Singapore

📄 Revisiting the Agency Theoretic View of Capital Structure | **Jonathan O'Brien**, U. College Dublin; **Parthiban David**, U. of Oklahoma

1092 : (Paper Session) - (BPS) Top Management Teams and Corporate Governance

8:30am - 10:10am Philadelphia Marriott: Room 409

Chair: **Jerry Kopf**, Radford U.*Discussant:* **Mark H Hansen**, Brigham Young U.

📖 The Influence of Core Self Evaluation on Risky Strategic Decisions | **Jerayr M Haleblan**, U. of California, Riverside; **Gerry McNamara**, Michigan State U.

CEO Succession, Top Management Team Functioning, and Organizational Capabilities | **Ciaran Heavey**, U. of Connecticut

➔ 📖 A Multilevel Exploration of the Performance Effects of Top Management Team Heterogeneity | **Sabina Tacheva**, Copenhagen Business School

📖 Dyadic and Reciprocal Flows of Knowledge within Top Management Teams | **R. Scott Livengood**, U. of Maryland; **Dante DiGregorio**, U. of New Mexico; **Ken G. Smith**, U. of Maryland; **Kevin Clark**, Villanova U.

1093 🗨️ : (Paper Session) - (BPS) Strategy as Practice

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 37-47

🗨️ 📖 Exploring middle managers' strategic sensemaking role in practice | **Julia Balogun**, Cass Business School, City U.

🗨️ 📖 Managing the Firm's Boundaries: How Rules Shape Frontline Managers' Use of External Suppliers | **Matthew J. Bidwell**, INSEAD

➔ 🗨️ 📖 State Ownership, Corporate Governance, and Profitability in China's Publicly-Traded Firms | **Douglas Guthrie**, New York U.; **Zhixing Xiao**, China Europe International Business School; **Junmin Wang**, New York U.

🗨️ External expectations and aspirations: The behavioral outcomes of stock analyst forecasts | **Richard John Gentry**, West Virginia U.; **Xueji Liang**, U. of Florida; **Wei Shen**, U. of Florida

🗨️ 📖 Stakeholder Theory: A Reconceptualization and Empirical Test in the Not-For-Profit Context | **Lorn Sheehan**, U. of Calgary; **Brent Ritchie**, U. of Calgary

🗨️ 🗨️ 📖 How Different Exploitation Strategies Affect the Balance between Exploration and Exploitation | **Adrian Atilio Caldart**, Warwick Business School; **Sotirios Paroutis**, Warwick Business School; **Duncan Robertson**, Warwick Business School

🗨️ 📖 Downsizing effects on Financial Performance: A Longitudinal Study | **Zachary Sheaffer**, Open U. of Israel; **Abraham Carmeli**, Bar Ilan U.; **Michal Steiner Revivo**, Ben Gurion U. School of Management; **Saul Zionit**, Open U. of Israel; **Orly Yeheskel**, Interdisciplinary Center

🗨️ The Effects of Deregulation on the Variability of Strategy and Performance in U.S. Air Carriers | **Irene Goll**, U. of Scranton

🗨️ 📖 Exploitation Practice: Expert Performance in Entrepreneurial Strategy Implementation | **Jeff Stambaugh**, Texas Tech U.; **Ronald K. Mitchell**, Texas Tech U.

🗨️ 🗨️ Strategy as Distributed Phronesis: Knowledge Creation for Common Good | **Ikujiro Nonaka**, Hitotsubashi U.

🗨️ 🗨️ 📖 Potential and Realized Absorptive Capacity as Determinants of Acquisition Premiums and Performance | **Rushi Karichalil**, Tulane U.

1094 : (Paper Session) - (CAR) Relationships Between Gender and Career

8:30am - 10:10am Pennsylvania Convention Center: Room 111A

Chair: **Robert C. Myrtle**, U. of Southern California*Discussant:* **Martina Gianecchini**, U. of Padova

📖 A Life-Course Examination of Women's Career and Family Trajectories | **Corinne Post**, Pace U.; **Emilio De Lia**, Rutgers U.; **Rochelle Parks-Yancy**, Texas Southern U.

📖 Faculty at Early, Middle, and Late Career Stages: Gender Effects on Academic Work Experiences | **Xiang Fen Liang**, Case Western Reserve U.; **Jeffrey Turell**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

📖 High Achieving Women: An Exploratory Study of the Differences between Kaleidoscope Career Types | **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Anna Marie Noble**, Penn State Great Valley U.; **Courtney Line**, Penn State Great Valley U.

📖 Full- or Part-Time? Organizationally- or Self-Employed? Gender, Family Structure, and Outcomes | **David J Prottas**, Adelphi U.

The Career Phases of Women in Healthcare: Early, Middle, and Late Career Dynamics | **Christopher E. Stevens**, Case Western Reserve U.; **Deborah Anne O'Neil**, Bowling Green State U.; **Diana Bilimoria**, Case Western Reserve U.

1095 🗨️ 📖 JS: (CAR, HR) People Helping People: New Directions in Careers Research

8:30am - 10:10am Pennsylvania Convention Center: Room 111B

Moderator: **Hugh P. Gunz**, U. of Toronto

A Career Schema Approach to Developmental Relationships | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Doing Good by Being Bad? A Proposed Model of the Nemesis Effect | **Scott Seibert**, U. of Melbourne; **Maria Kraimer**, U. of Melbourne

Sticky Educational Ties: Are they Helpful? | **Monica Higgins**, Harvard U.

Improving Immigrant Newcomer Employability | **Soo Min Toh**, U. of Toronto; **Hugh P. Gunz**, U. of Toronto

1096 CAU: (CAU) Shared Sisterhood? A New and Challenging Reality of Black-Brown Relations

8:30am - 10:10am Pennsylvania Convention Center: Room 106A

Organizers: **Stacy Blake-Beard**, Simmons College; **Stephanie Creary**, Simmons School of Management; **Geetha Krishnamurthy**, Simmons School of Management

Participants: **Maureen A. Scully**, U. of Massachusetts; **Karen L. Proudford**, Morgan State U.; **Myrtle P. Bell**, U. of Texas, Arlington; **Donna Maria Blancero**, National Society of Hispanic MBAs

1097 CAU: (CAU) Measuring Value In Teaching

8:30am - 10:10am Pennsylvania Convention Center: Room 107A

Organizer: **Joann Krauss Williams**, Jacksonville State U.

Participants: **Linda L Brennan**, Mercer U.; **Kristena Payne Gaylor**, Belhaven College; **David D Van Fleet**, Arizona State U.; **Ellen F. Goldman**, George Washington U.; **Runa Sarkar**, Indian Institute of

1098 : (Paper Session) - (CM) **New Considerations in Conflict Resolution**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - CM
Presented on Panels 74-78

- What You See is What You Get: Antecedents, Moderators, and Outcomes of Justice Expectations | **Christopher J. Meyer**, Baylor U.; **Stephen E. Humphrey**, Florida State U.; **Donald E. Conlon**, Michigan State U.
- Relative Standing and Giving Advice: You Often Hurt the One You Love | **Stephen M Garcia**, U. of Michigan; **Abraham Tesser**, U. of Georgia
- Interpersonal Aspects of Justice in Relationships Between Consumers and Service Providers | **Joseph P Daly**, Appalachian State U.; **David R Williams**, Appalachian State U.; **Stephen James O'Connor**, U. of Alabama, Birmingham; **Richard Pouder**, Appalachian State U.
- Scissors Cut Paper: Proactive and Contingent Strategies in a Conflict Situation | **Christopher J. Meyer**, Baylor U.; **Blaine McCormick**, Baylor U.; **Aimee Clement**, Baylor U.; **Rachel Woods**, Baylor U.; **Charles Fifield**, Baylor U.
- Collectivizing Preference Disputes: When Flipping a Coin Just Isn't Fair | **Stephen M Garcia**, U. of Michigan; **Dale Miller**, Stanford U

1099 : (CM) **Cracks in the American Dream: Generational Fault Lines Creating Social Conflict**

8:30am - 10:10am Pennsylvania Convention Center: Room 105A
Organizer: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign
Participants: **John C Dencker**, U. of Illinois, Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Niti Pandey**, U. of Illinois, Urbana-Champaign; **Barbara S. Lawrence**, U. of California, Los Angeles; **Lynn Shore**, San Diego State U.; **Kimberly A Wade-Benzoni**, Duke U.

1100 JS: (CM, OB) **Negotiator Reputation and the Development of Trust and Cooperation**

8:30am - 10:10am Pennsylvania Convention Center: Room 105B
Organizer: **Aiwa Shirako**, U. of California, Berkeley
Chair: **Cameron Anderson**, U. of California, Berkeley
Discussant: **Catherine Tinsley**, Georgetown U.
The Development of Reputations Among Negotiators | **Cameron Anderson**, U. of California, Berkeley; **Aiwa Shirako**, U. of California, Berkeley
On the Intuition That Some Negotiators Are Better Than Others: A Round-Robin Study of Individual Differences | **Hillary Anger Elfenbein**, U. of California, Berkeley; **Jared R. Curhan**, Massachusetts Institute of Technology; **Noah Eisenkraft**, U. of Pennsylvania
Rational Decision Making and Lying in Negotiations | **Chen-Bo Zhong**, U. of Toronto
Reputation's Two Subconstructs: Experiential versus Hearsay Reputation | **Nathan Goates**, Shippensburg U.

1101 : (Paper Session) - (CMS) **Making Identities: Organizational Myths, Gender, and Aesthetics**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom I
Chair: **Ralph Stablein**, Massey U.
 Myth-making in organisational change | **Ralph James Bathurst**, Massey U. Albany; **Nanette Monin**, Massey U. - Auckland

No Past – No Future: The Political Advantages of an Ever-Present Organizational Identity | **Shirley R. Leitch**, U. of Wollongong; **Sally Jane Davenport**, Victoria U. of Wellington
Best CMS Paper Nominee

- Organizational Aesthetics and the Reinforcement of Hierarchical Occupational Identities | **Michal Frenkel**, Hebrew U. of Jerusalem; **Varda Wasserman**, Open U. Israel
- Representations of Work-Life Balance Arrangements | **Samula Mescher**, Radboud U. Nijmegen; **Yvonne Benschop**, Radboud U. Nijmegen; **Hans Doorewaard**, Radboud U. Nijmegen

1102 : (Paper Session) - (CMS) **Managerial Labor and Corporate Radicals: Surveillance, Representation and Subject Relations**

8:30am - 10:10am Philadelphia Marriott: Room 405
Chair: **Linda A Krefting**, Texas Tech U.
 The Institutional Subject: The Construction of the Subject through Power and Reciprocal Relations | **Cagri Topal**, U. of Alberta; **Robert P. Gephart**, U. of Alberta
 Power without Knowledge? Foucault and Fordism, c. 1900-50 | **Alan McKinlay**, U. of St Andrews
 Engaging Corporate Radicals: Applying Social Movement Theory to Employee Empowerment | **Leah Ritchie**, Salem State College
 Managerial Labor: From a Representation of Labor to a Labor of Representation | **Colas Herve**, Groupe RMS

1103 : (Paper Session) - (ENT) **The Dynamics of Corporate Entrepreneurship**

8:30am - 10:10am Philadelphia Marriott: Franklin 11
Chair: **Peter J Lane**, U. of New Hampshire
Discussant: **Diana L. Day**, Rutgers U.
 How Do S&P500 Company Positions in Interlocking Boards Impact Corporate Entrepreneurship? | **Erik A. Noyes**, Boston U.
 Configuring Corporate Venturing Portfolio for Creating Growth Options Value | **Shu-Jou Lin**, National Taiwan U.; **Ji-Ren Lee**, National Taiwan U.
 Launching Successful Corporate Entrepreneurial Initiatives: Functional Support and Decision Autonomy | **Dilene Crockett**, Northeastern State U.; **Jeffrey E McGee**, U. of Texas, Arlington; **G. Tyge Payne**, Texas Tech U.
 The Cognition Termination Curve: Failure and Learning in Corporate Entrepreneurship | **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Heidi M. Neck**, Babson College; **Dawn R. DeTienne**, Colorado State U.

1104 SHCS: (ENT) **Entrepreneurial Passion: Origins, Nature, and Consequences**

8:30am - 10:10am Philadelphia Marriott: Franklin 12
Chair: **Melissa S. Cardon**, Pace U.
Entrepreneurial Passion as an Identity Process | **Charles Murnieks**, U. of Colorado, Boulder; **Elaine Mosakowski**, U. of Colorado, Boulder
Exploring Entrepreneurial Passion: From "Animal Spirits" to "Human Spirits" | **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Malin Brannback**, Abo Akademi U.; **Alan L Carsrud**, Florida International U.; **Jennie Elfving**, Abo Akademi U.

Moving Forward: Balancing the Financial and Emotional Costs of a Failed Venture | **Dean A Shepherd**, Indiana U.; **Johan Wiklund**, Jonkoping International Business School; **James Haynie**, Syracuse U.

Is Passion Contagious? The Transference of Entrepreneurial Passion to Employees | **Melissa S. Cardon**, Pace U.

1105 📄: (Paper Session) - (ENT) **Diversity and Entrepreneurship**

8:30am - 10:10am Philadelphia Marriott: Room 410

Chair: **Carla Pavone**, U. of Minnesota

Discussant: **Amanda B. Harris**, U. of Colorado, Boulder

📄 Mexican-American Entrepreneurship | **Robert W. Fairlie**, U. of California, Santa Cruz; **Christopher Woodruff**, U. of California, San Diego

➔ 📄 United Arab Emirates Female Entrepreneurs: Motivations and Frustrations | **Yusuf M. Sidani**, American U. of Beirut; **Hanifa Itani**, American U. of Beirut; **Imad Baalbaki**, American U. of Beirut

🗣️ 📄 Does Gender Moderate Knowledge, Education and Entrepreneurial Self-Efficacy Relationships? | **Sanjib K Chowdhury**, Eastern Michigan U.; **Megan Lee Endres**, Eastern Michigan U.; **Crissie M. Frye**, Eastern Michigan U.

📄 An Investigation of Gender Differences in Social Network Dynamics | **Kim Klyver**, U. of Southern Denmark

1106 📄: (Paper Session) - (ENT) **New Venture Financing**

8:30am - 10:10am Philadelphia Marriott: Room 411

Chair: **Jay Inghwee Chok**, U. of Southern California

Discussant: **Cathy Lynn Neeley**, Northern Illinois U.

📄 🗣️ 📄 Impact of Bootstrapping on Venture Growth and Survival | **Pankaj C Patel**, U. of Louisville; **James Fiet**, U. of Louisville; **Jeff Sohl**, U. of New Hampshire

🔗 📄 The Mediating Role of Bank Knowledge in Small and New Firms' Access to Debt Finance | **Patrick Saporito**, Drexel U.; **Kenneth Colwell**, Drexel U.

📄 Does Time Heal All Wounds? Investment Constraints in Newly-Public Firms | **Fernando R. Chaddad**, U. of North Carolina, Chapel Hill; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

📄 When Do Companies Go Public Too Early? International Evidence from Venture Capital | **Douglas Cumming**, Rensselaer Polytechnic Institute; **Sofia Johan**, Tilburg U.

1107 📄: (Paper Session) - (ENT) **Impact of New Venture Settings**

8:30am - 10:10am Philadelphia Marriott: Room 412

Chair: **Jennifer Woolley**, U. of California, Irvine

Discussant: **Mark Shanley**, U. of Illinois, Chicago

➔ 📄 The Commons Problem and the Evolution of Industry Legitimacy in Emerging Industries | **David Deeds**, U. of Texas at Dallas; **Yasuhiro Yamakawa**, U. of Texas, Dallas

📄 Social Capital Unleashed: A Different Kind of Creative Destruction | **R. Drew Sellers**, Case Western Reserve U.

The Impact of Bankruptcy Laws on the Entrepreneurial Decision: Are Entrepreneurs Even Aware? | **Jeffrey B Kaufmann**, Iowa State U.; **Pol Herrmann**, Iowa State U.; **Howard E Van Auken**, Iowa State U.

📄 Does Psychological Ownership Matter in the Context of Franchise Organization? | **Sheng-Tsung Hou**, Asia U., Taichung, Taiwan; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Mu-Yen Hsu**, National Chengchi U., Taiwan

1108 🗣️: (Paper Session) - (ENT) **Entrepreneurial Process**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 21-24

🗣️ 📄 Refueling or Running Dry – Entrepreneurs' Energetic Resources and the Start-Up Process | **Anders Landberg**, Stockholm School of Economics

🗣️ 📄 Understanding the Entrepreneurial Process Using a Dynamic Approach | **Newton Siqueira da Silva**, Mackenzie U.; **Vania Jorge Nassif**, Mackenzie U.; **Alexandre Nabil Ghobril**, U. Presbiteriana Mackenzie

🗣️ Formalizing the Front End of the Entrepreneurial Process Using the Stage-Gate Model | **Bruce R Barringer**, U. of Central Florida; **Amy Rebecca Gresock**, U. of Central Florida

🗣️ End-User Entrepreneurship: An Emergent & Collective Process | **Sonali K. Shah**, U. of Illinois, Urbana-Champaign; **Mary Tripsas**, Harvard U.

1109 🗣️: (Paper Session) - (ENT) **Behavior and Entrepreneurial Consequences**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ENT 2

Presented on Panels 25-28

🗣️ The Effects of Organizational Citizenship Behaviors on the Liability of Newness | **Brian Nagy**, U. of Alabama

🗣️ 📄 Sensemaking Processes that Contribute to New Venture Emergence | **Cameron Ford**, U. of Central Florida

🗣️ Is It Business or Personal?: Entrepreneurs' Charismatic Leadership Behaviors and VC Decision-Making | **Mark Ciavarella**, Bucknell U.; **Jay Alden Conger**, U. of Southern California; **Allen Amason**, U. of Georgia

1110 🗣️ 📄: (Paper Session) - (GDO) **Correlates of Identity, Gender and Race**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - GDO 1

Presented on Panels 48-56

🗣️ 📄 Team Diversity and Team Learning: The Moderating Effects of Team Affective Climate | **Oluremi B. (Remi) Ayoko**, U. of Queensland

🗣️ 🗣️ The Role of Personality and Coping in Work-Family Conflict: New Directions | **Jeanine K. Andreassi**, Sacred Heart U.

🗣️ Peeling Away the Onion: An Analysis and Development of Racial Identity Models | **Audrey Suat Hui Lim**, Pennsylvania State U.; **Katherine Hamilton**, Pennsylvania State U.

🔗 🗣️ 📄 Gendering Engineering: Professional Identity Formation and Peer Effects | **Brian Rubineau**, Massachusetts Institute of Technology

🗣️ Opportunity or Defeat? Kaleidoscope Careers and Gender Differences in Reactions to Unemployment | **Monica L Forret**, St. Ambrose U.; **Sherry E. Sullivan**, Bowling Green State U.; **Lisa A Mainiero**, Fairfield U.

🗣️ Modesty, Gender, and Income: The "Feminine" Modesty Effect and Wages of Unionized Employees | **Marie-Helene Budworth**, York U.; **Sara Mann**, McMaster U.

- 🗨️🗨️ Building Bridges or Towers? Affiliative Behavior, Gender Differences and Uncertain Work Environments | **K. Michele Kacmar**, U. of Alabama; **Daniel Gregory Bachrach**, U. of Alabama; **Ken Harris**, Indiana U., Southeast
- 🗨️🗨️ The Gender Pay Gap above the Glass Ceiling: Are Women Executives Underpaid? | **Mark Anderson**, U. of Texas at Dallas; **Rong Huang**, Baruch College; **Jiangxia Liu**, Western Carolina U.

1111 🗨️: (Paper Session) - (GDO) **Motherhood: Career Obstacle or Life-Quality Enhancer?**

8:30am - 10:10am Pennsylvania Convention Center: Room 104A
 Chair: **Karen S. Whelan-Berry**, Utah Valley State College
 Discussant: **Susan Mary Vinnicombe**, Cranfield U.
 Motherhood as a Career Obstacle: Enhanced Femininity and the Perceived Lack of Job-Person Fit | **Tyler G. Okimoto**, Flinders U. of South Australia; **Madeline E. Heilman**, New York U.
 🗨️ Managing Tension When Making Tradeoffs in Life-quality Decisions | **Amy Mickel**, California State U. Sacramento; **Elise Dallimore**, Northeastern U.
 🗨️ Disentangling Legitimate Concerns from Inaccurate Stereotypes as Predictors of Mothers' Advancement | **Eden King**, George Mason U.

1112 🗨️🗨️: (Paper Session) - (GDO) **Community and Organizational Climate Diversity: Enhancing Performance and Interpersonal Reactions**

8:30am - 10:10am Pennsylvania Convention Center: Room 104B
 Chair: **David A. Kravitz**, George Mason U.
 Discussant: **Robert G. DelCampo**, U. of New Mexico
 🗨️🗨️ Racial-Ethnic Differences in Employee Sales Performance: The Moderating Role of Diversity Climate | **Patrick F. McKay**, U. of Wisconsin, Milwaukee; **Derek R. Avery**, Rutgers U.; **Mark Allen Morris**, JCPenney
 🗨️ The Relationship between Black Population Share and Black Managerial Advancement. | **Marla Baskerville Watkins**, Tulane U.; **Alexis Nicole Smith**, Tulane U.
 🗨️ Enhancing Contact Experiences: Cross-Race Interpersonal Efficacy and Affect Regulation | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Jakari Griffith**, U. of Nebraska-Lincoln
 The Influence of Diversity Climate Perceptions on Organizational Climate | **Benjamin E. Liberman**, Columbia U.

1113 🗨️🗨️🗨️: (Paper Session) - (HCM) **How Do Health Care Providers Keep Key Staff? Human Resources Management and Turnover**

8:30am - 10:10am Loews Philadelphia: Commonwealth A2
 Chair: **Robert J. Weech-Maldonado**, U. of Florida
 Discussant: **Leonard H. Friedman**, Oregon State U.
 🗨️ Job Perceptions & Intent-to-Leave Among LTC Workers: Evidence from a 5-State Demonstration | **Diane Brannon**, Pennsylvania State U.; **Andrea Schreiner**, Penn State; **Joe Vasey**, Pennsylvania State U.; **Teta Barry**, Penn State U; **Peter Kemper**, Pennsylvania State U.
 🗨️ Registered Nurse Vacancy Rates in Nursing Homes: Benefits and Incentives That Matter | **Norris Gunby**, Elon U.
 🗨️ Establishment Turnover and Vacancy Rates for RNs: What is the Role of Local Labor Market Factors? | **Kent Rondeau**,

U. of Alberta; **Terry H. Wagar**, Saint Mary's U.; **Eric S. Williams**, U. of Alabama
 🗨️🗨️ The Multilevel Influence of Perceptions of HRM Effectiveness on Hospitals | **Anthony R. Wheeler**, Bradley U.; **Matthew O'Brien**, Bradley U.

1114 🗨️🗨️🗨️: (Paper Session) - (HCM) **Organizational Behavior Issues in Health Care**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - HCM 1
 Presented on Panels 66-69
 ➔ 🗨️ Drivers of Physician Job Satisfaction – Insights from a Cross-national Comparative Study | **Katharina Janus**, Columbia U.; **Volker Eric Amelung**, Hannover Medical School; **Laurence C. Baker**, Stanford U.; **Michael Gaitanides**, Helmut Schmidt U.; **Friedrich Wilhelm Schwartz**, Hannover Medical School; **Thomas Rundall**, U. of California, Berkeley
 🗨️🗨️ The Emotional Labor of Managers: Using Servant Leadership to Enhance the Job Satisfaction of Nurses | **Marjorie N. Jenkins**, Moses H. Cone Regional Health Care System; **Charles E Wilson**, North Carolina A&T State U.; **Alice C Stewart**, North Carolina A&T State U.
 ➔ 🗨️🗨️ Leader-member Exchange as a Significant Correlate of Work Exhaustion and Complaining Behaviors | **Gary J. Blau**, Temple U.; **Unnikammu Moideenkutty**, Sultan Qaboos U.; **Ahmed Al Mandhari**, SQU Hospital
 🗨️🗨️ Organizational and Personal Factors: Do They Predict Inter-professional Team Effectiveness? | **Anat Freund**, Haifa U.; **Anat Drach-Zahavy**, U. of Haifa

1115 ➔ 🗨️ JS: (HCM, TIM) **The Translation of New Genetic Health Technologies: Empirical and Theoretical Issues**

8:30am - 10:10am Loews Philadelphia: Commonwealth B
 Coordinators: **Sue Newell**, Bentley College, USA and Warwick U., UK; **Ewan Ferlie**, Royal Holloway College, U. of London
 Translation of New Genetic Health Technologies | **Ewan Ferlie**, Royal Holloway College, U. of London; **Sue Newell**, Bentley College, USA and Warwick U., UK
 Participants: **Sue Dopson**, Said Business School; **Gerald McGivern**, Royal Holloway, U. of London; **Wendy Currie**, U. of Warwick; **Maxine Robertson**, Queen Mary College, U. of London; **Jacky Swan**, U. of Warwick; **Timothy Hoff**, State U. of New York, Albany

1116 : (Paper Session) - (HR) **Compensation and Outcomes**

8:30am - 10:10am Pennsylvania Convention Center: Room 112A
 Chair: **William J. Heisler**, Troy U.
 Discussant: **Michael Sturman**, Cornell U.
 The Effects of Pay Compression on Perceptions of Pay Fairness and Employee Withdrawal | **Amy B. Henley**, Kennesaw State U.; **Gary C. McMahan**, U. of Texas, Arlington; **Kenneth H. Price**, U. of Texas, Arlington; **James J. Lavelle**, U. of Texas, Arlington
 🗨️ Pay Dispersion and Top Management Team Turnover: Additional Evidence | **Jake Messersmith**, U. of Kansas; **James P. Guthrie**, U. of Kansas; **Yong-Yeon Ji**, U. of Kansas
 🗨️ Pay Communication: Implications for Organizational Justice and Pay Satisfaction | **Nancy E. Day**, U. of Missouri, Kansas City
 🗨️ Does Money Matter? The Influence of Compensation Level, Form and Structure on Labor Productivity | **James P.**

🗨️ Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

Guthrie, U. of Kansas; **Patrick Christopher Flood**, U. of Limerick; **Wenchuan Liu**, U. of Limerick; **Sarah MacCurtain**, U. of Limerick

1117 : (Paper Session) - (HR) The Impact of Turnover on Organizations

8:30am - 10:10am Pennsylvania Convention Center: Room 112B

Chair: **MaryAnne Hyland**, Adelphi U.

Discussant: **Rebecca A. Henry**, Rensselaer Polytechnic Institute

☞ Performance and Turnover: An Argument for Including Both Employee Perceptions and Objective Measures | **Anthony Justin Nyberg**, U. of Wisconsin, Madison

➔ ☞ Employee Turnover and Firm Performance: Modeling Reciprocal Effects | **Khim Kelly**, Nanyang Technological U.; **Soon Ang**, Nanyang Technological U.; **Gillian H.H. Yeo**, Nanyang Technological U.; **Wayne F. Cascio**, U. of Colorado / Health Sciences Center

The Influence of HR Practices and Collective Organizational Commitment on Voluntary Turnover | **Timothy M. Gardner**, Brigham Young U.; **Lisa M. Moynihan**, U. of London; **Patrick Wright**, Cornell U.

☞ ☞ The Effects of Employee Mobility Between Competitors and Cooperators on Firm Performance | **Deepak Somaya**, U. of Maryland, College Park; **Ian O. Williamson**, U. of Melbourne; **Nataliya Lorinkova**, U. of Maryland, College Park
Winner of HR Division Best Conference Paper Award,
Sponsored by Personnel Review

1118 ☞ ➔ ☞: (HR) Taking Measure of Organizational Commitment

8:30am - 10:10am Pennsylvania Convention Center: Room 113B

Chairs: **Russell E. Johnson**, U. of South Florida; **Dan Ispas**, U. of South Florida

Discussant: **Howard J. Klein**, Ohio State U.

Measurement Issues in the Meyer and Allen Model of Organizational Commitment | **Stephen J Jaros**, Southern U.
Development of a Four-Factor Model of Commitment to Supervisors | **Alexandra-Joelle Panaccio**, HEC Montreal; **Guyline Landry**, HEC Montreal; **Christian Vandenberghe**, HEC Montreal

Motivation and Organizational Commitment: Support for a Four-Factor Model | **Russell E. Johnson**, U. of South Florida; **Chu-Hsiang Chang**, Roosevelt U.; **Liuqin Yang**, U. of South Florida

Profiles of Commitment and Turnover Intentions: A Romanian Sample | **Dan Ispas**, U. of South Florida; **Michael Rossi**, U. of South Florida; **Alexandra Ilie**, U. of Bucharest

1119 : (Paper Session) - (HR) Performance Appraisal

8:30am - 10:10am Pennsylvania Convention Center: Room 113C

Chair: **Steven D. Berkshire**, Regis U.

Discussant: **Steve Scullen**, Drake U.

☞ ☞ ☞ ☞ When Constructs Don't See Eye to Eye: Cognitions of HR and the Line on Appraisal Systems | **Robert Phillip Wright**, Hong Kong Polytechnic U.; **Hanhua Xu**, Hong Kong Polytechnic U.

Using Rater Discomfort and Big-Five Facets to Predict Rater Leniency | **Enrique M. Perez**, Florida Atlantic U.; **John Bernardin**, Florida Atlantic U.; **Peter D. Villanova**, Appalachian State U.

☞ Teaching-oriented | ☞ Practice-oriented | ➔ International-oriented | ☞ Theme-oriented | ☞ Research-oriented | ☞ Visual Presentation | ☞ Best Paper Proceedings

The Effects of Repeated Multisource Feedback on Behavior Change for Managers | **Charles F. Seifert**, Siena College; **Gary Yukl**, U. of Albany

☞ Performance Evaluation with Within-Individual Comparisons: A Prospect Theory Approach | **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology

1120 ➔ ☞: (Paper Session) - (IM) The Global/Regional Debate

8:30am - 10:10am Philadelphia Marriott: Franklin 3

Chair: **Mike C. H. Chao**, Baruch College

Discussant: **Jerry G. Hunt**, Texas Tech U.

➔ ☞ Born Global or Born Regional? Evidence from the Costa Rican Software Industry | **Luis Lopez**, INCAE; **Sumit Kumar Kundu**, Florida International U.; **Luciano Ciravegna**, INCAE
➔ ☞ Local, Regional or Global? Quantifying MNC Geographic Scope | **Christian Geisler Asmussen**, Copenhagen Business School

☞ ☞ ➔ ☞ In-Bound or Out-Bound Home-Region Orientation: Which Way for the Multinational? | **Elitsa R. Banalieva**, Northeastern U.

☞ ➔ ☞ Geographic Orientation And Performance of Global Versus Regional MNEs | **Christian Geisler Asmussen**, Copenhagen Business School; **Anthony Goerzen**, U. of Victoria

1121 ➔ ☞: (Paper Session) - (IM) OB Issues across Cultures

8:30am - 10:10am Philadelphia Marriott: Franklin 4

Chair: **Aharon Tziner**, Netanya U. College

Discussant: **Svetlana Madzar**, University of Minnesota

➔ Organizational Citizenship in a Global Context: A Literature Review | **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Rick D. Hackett**, McMaster U.; **Zhijun Chen**, Hong Kong U. of Science and Technology

➔ ☞ Proactive Behavior at Work: A Cross-Cultural Comparison of Variables Related to Proactive Behavior | **Neta Parnas**, Haifa U.; **Itzhak Harpaz**, U. of Haifa

➔ ☞ Cross-National, Cross-Cultural Organizational Behavior Research: Advances, Gaps, and Recommendations | **Sushil Nifadkar**, Arizona State U.; **Yi A. Ou**, Arizona State U.

➔ The Influence of Social and National Contexts on Nurses in China and the United States | **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Janice R. Joplin**, Southern Illinois U., Edwardsville; **Sandy Chan**, Buddhist Hospital; **Richard A. Posthuma**, U. of Texas El Paso

1122 ➔ ☞: (Paper Session) - (IM) International Expansion of MNCs from Emerging Economies

8:30am - 10:10am Philadelphia Marriott: Room 413

Chair: **Egide Karuranga**, Virginia State U.

Discussant: **Christine M. Chan**, Hong Kong U.

☞ ➔ ☞ The Liabilities of Origin: An Emerging Economy Perspective on the Challenges of Venturing Abroad | **J Ramachandran**, Indian Institute of Management Bangalore; **Anirvan Pant**, Indian Institute of Management Bangalore

➔ ☞ Determinants of Foreign Ownership Strategies of MNEs from an Emerging Market | **Mehmet Demirbag**, Sheffield U.; **Ekrem Tatoglu**, Bahcesehir U.; **Keith W. Glaister**, U. of Sheffield

- Small- and Medium-Sized Enterprises in Emerging Economies | **Christian Keen**, McGill U.
- Internationalization Strategies and Performance of Chinese Multinationals | **Lin Yuan**, National U. of Singapore; **Nitin Pangarkar**, National U. of Singapore

1123 → 📄: (Paper Session) - (IM) **HQ-Subsidiary Integration**

8:30am - 10:10am Philadelphia Marriott: Room 414

Chair: **Stephen Todd Rudman**, San Francisco State U.

Discussant: **Ivan Manev**, U. of Maine

- 🗨️ → Local-Global Tensions in Multinational Subsidiaries: Cases from Mobile Communications | **Andreas Birnik**, Cranfield U.; **Cliff Bowman**, Cranfield U.; **Veronique Ambrosini**, Cranfield U.
- 📄 Subsidiary Anti-initiatives: Why do Foreign Subsidiaries Decide to Not Leverage Expertise to the Firm? | **Marcus M Keupp**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen
- 📄 Business Relatedness in International Settings: Performance Effects in Two Customer Contexts | **Anders Pehrsson**, Växjö U.
- 🗨️ → Integrating the Multinational: Lessons from Subsidiary Managers | **Andreas Birnik**, Cranfield U.

1124 → 📄: (Paper Session) - (IM) **Cultural Distance and FDI**

8:30am - 10:10am Philadelphia Marriott: Room 415

Chair: **Richard C Hoffman**, Salisbury U.

Discussant: **Gerhard Fink**, WU-Wien

- 🗨️ Bridging Cultural Distance: A Multi-level Model of Diaspora Homeland Investment | **Tjai M. Nielsen**, George Washington U.; **Liesl Riddle**, George Washington U.
- Egalitarianism, Cultural Distance, and FDI: A New Approach | **Jordan Siegel**, HBS; **Amir Licht**, Interdisciplinary Center Herzliya; **Shalom Schwartz**, Hebrew U. of Jerusalem
- 📄 Has Cultural Distance Declined for Bilateral FDI? Evidence from Panel Data | **Linghui Tang**, College of New Jersey
- 📄 Knowledge Seeking FDI: An Examination of Firm- and Location-Specific Factors | **Björn Ambos**, Vienna U. of Economics and Business Administration; **Tina Claudia Ambos**, Vienna U. of Economics and Business Administration

1125 : (Paper Session) - (IP) **Competitive and Institutional Context Surrounding M&As**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Alfred Allen Marcus**, U. of Minnesota

- OMT**: Conformity in the Content of Mergers and Acquisitions | **Monica Yang**, Adelphi U.
- CMS**: A Critical Discursive Analysis of Nationalism in Lenovo's Acquisition of IBM's Personal Computers | **Nathan Zhang**, Victoria Management School; **Sally Riad**, Victoria Management School; **Eero Vaara**, Swedish School of Economics and Business Administration
- 📄 **BPS**: Cross-border Acquisition Waves: Country and Industry Effects | **Protiti Dastidar**, George Washington U.; **Alexander Sleptsov**, Tulane U.
- **BPS**: The Impact of Mergers on Outside Rivals: A Boon Not a Loss | **Joseph A. Clougherty**, Wissenschaftszentrum Berlin (WZB); **Tomaso Duso**, Wissenschaftszentrum Berlin (WZB)

1126 : (Paper Session) - (IP) **Challenges of New Ventures**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **David L. Turnipseed**, Indiana U./Purdue U.

- ENT**: Building Relational Resources for Coordination and Improvisation in New Ventures | **Ruth Blatt**, U. of Michigan
- 🗨️ → **ENT**: Rents-Generated-Potential: A Framework for Born Global Ventures | **Morris L Samit**, College
- 📄 **ENT**: Business Model Development in Emerging Industries: Approaches of New Technology-Based Ventures | **Petra Andries**, K.U.Leuven; **Bart Van Looy**, K.U.Leuven; **Catherine Lecocq**, K.U.Leuven; **Koenraad Debackere**, K.U.Leuven
- ENT**: Do US VC Firms Make a Difference? An Analysis of Liquidity Events in Foreign Biotechnology Firms | **Elisa Alvarez-Garrido**, Wharton School

1127 : (Paper Session) - (IP) **Ethical Firm Behavior**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Barry M Mitnick**, U. of Pittsburgh

- 📄 **SIM**: Labour Relations and Ethical Dilemma of Extractive MNEs in Nigeria, South Africa and Zambia. | **Gabriel Eweje**, Massey U.
- 📄 **OB**: Authentic Moral Development Theory: A Framework for Developing Followers' Ethical Capabilities | **Sean Hannah**, U.S. Military Academy, West Point
- 📄 **OMT**: Navigating the Grey Market: The Commerce for Corpses in the United States | **Michel Anteby**, Harvard U.
- 📄 **SIM**: A Cross Cultural Comparison of Moral Philosophy Moral Development on Moral Judgment | **Charles G Smith**, Otterbein College; **Erika Sumilo**, U. of Latvia; **Viestars Karnups**, U. of Latvia
- 🗨️ 📄 **SIM**: Discursive Self-Interest in a Sustainable Corporate Ecology | **David H Saiia**, Ithaca College; **Dale Cyphert**, U. of Northern Iowa

1128 : (Paper Session) - (IP) **Governance Structure and Processes II**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Marc S Mentzer**, U. of Saskatchewan

- 🗨️ **CMS**: Institutional Investors And Corporate Governance: The Wolf In Shareholder's Clothing? | **Thomas Clarke**, U. of Technology, Sydney
- BPS**: Strategic Governance Complexities Shaping Biotechnological Innovative Capabilities | **Tariq H. Malik**, Birkbeck College, U. of London
- 📄 **BPS**: Competing Rationale in Corporate Governance: Capital Market vs. Cooperative Innovation in France | **Taeyoung Yoo**, Birkbeck College, U. of London
- BPS**: Patterns of Compliance with the German Corporate Governance Code | **Till Talaulicar**, Technical U., Berlin; **Axel V. Werder**, Technical U., Berlin
- BPS**: Agency Implications of a Heterogeneous Ownership Base | **Camille Madelon**, HEC Paris

1129 : (Paper Session) - (IP) **Individual Learning and Knowledge Sharing I**

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **David F Robinson**, Indiana State U.

- 🗨️ 📄 **OMT**: Knowledge Sharing – Motivated by Reciprocities | **Peter Holdt Christensen**, Copenhagen Business School

📄 Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 📄 Best Paper Proceedings

- **OMT**: Individual Antecedents of Absorptive Capacity in Emerging Economies: Evidence from Russia and Ukraine | **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.; **Ruth C May**, U. of Dallas; **Wayne Stewart**, Clemson U.; **Donna Ledgerwood**, U. of North Texas
- ☞ → **OB**: Learning-Oriented, Autonomy and Voice and Residents' Medical Treatment Errors | **Tal Katz-Navon**, Interdisciplinary Center; **Eitan Naveh**, Technion-Israel Institute of Technology; **Zvi Stern**, Hadassah Hebrew U. Medical Center
- OCIS**: Performance Tip-Sharing: When, and How, Do Employees Share Their Insights? | **Meredith F. Burnett**, U. of Maryland
- **OMT**: The Effects of Formal and Relational Mechanisms on Knowledge Sharing Behavior upon Repatriation | **Ming-Chang Huang**, Providence U.; **Yuwen Liu**, ChungHsing U.; **Ting-Chun Lu**, Providence U.

1130 : (Paper Session) - (IP) Inter-firm Relationships

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B2
Facilitator: **Francois Herve Collet**, Said Business School

- **OMT**: Over Prevalence of the Logic of Status and Alliance Partner Selection in the Software Industry | **Francois Herve Collet**, Said Business School
- OMT**: A Relationship as a Resource View: Integrating the Relational View with the Resource Based View | **Subrata Chakrabarty**, Texas A&M U.; **Dwayne Whitten**, Texas A&M U.
- BPS**: Vertical Restraints as Incentive Alignment Mechanisms in Long-term Relationship | **Giorgio Zanon**, Pompeu Fabra U.
- ☞ **PNP**: The Role of Strategic Orientation in the Creation of Network Structures in Human Service Nonprofits | **Jessica Word**, U. of Nevada, Las Vegas
- BPS**: Network Evolution and Competitive Advantage: The View of Trust Pursuing | **Tzu-Hsin Liu**, Da-Yeh U.

1131 : (Paper Session) - (IP) Issues in Social and Environmental Responsibility II

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B3
Facilitator: **Ana Maria Peredo**, U. of Victoria

- ☞ **ONE**: Emergence, Complexity and Sustainability: A Study of the 'Sub-Political Arena'. | **Mel Edwards**, School of Management, UTS; **Suzanne Benn**, U. of Technology, Sydney; **Robert Perey**, School of Management, UTS; **Dexter Dunphy**, U. of Technology, Sydney
- CM**: Competition and Cooperation for Water Resources: A Multilevel Multi-Stakeholder Management Modeling | **Eliezer Arantes da Costa**, U. Estadual de Campinas - Unicamp; **Celso Pascoli Bottura**, U. Estadual de Campinas - UNICAMP
- ☞ **TIM**: The Relationship of Environmentally-Related Innovation with Environmental Management Activities | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée
- ☞ **ONE**: Chaos Theory: An Alternative Paradigm in the Study of Organizational Crises | **William R. Crandall**, U. of North Carolina at Pembroke; **John A Parnell**, U. of North Carolina, Pembroke
- ☞ **IM**: Poverty Alleviation Through Enterprise Development: The Business Challenges | **Martin H. Klein**, Erasmus U.; **Harry R. Commandeur**, Erasmus U.

1132 : (Paper Session) - (IP) Organizational Justice

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty B - Table B4
Facilitator: **Michael Wesson**, Texas A&M U.

- OB**: Role Ambiguity and Self-Efficacy: The Moderating Effects of Goal Orientation and Procedural Justice | **Andrew Li**, U. of Arizona; **Jessica Bagger**, California State U. Sacramento
- OB**: Egocentrism in Distributive Justice | **Krista D. Mattern**, College Board
- ☞ **CM**: Tightening the Ties that Bind: Nonunion Arbitration, Organizational Justice & Governance in Academia | **Michael A. Gross**, Colorado State U.; **Raymond Louis Hogler**, Colorado State U.; **Zinta S. Byrne**, Colorado State U.
- HR**: A Structural View of Employee Voice: A Network Perspective | **Ye Dai**, U. of Texas at Austin; **Yan Yan**, U. of Texas at Austin
- CM**: Who Gets What and How They Feel: Interpersonal Utility and Contextual Information | **Nathan L Steele**, U. of Illinois at Springfield

1133 : (Paper Session) - (IP) Organizational Change II

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C1
Facilitator: **Thomas G. Cummings**, U. of Southern California

- ☞ → **ODC**: Loud Killers and Already-Invented-Here: Managing Change in Professional Organizations | **Niclas Adler**, Jönköping Int'l Business School; **Maria Elmquist**, Chalmers U. of Technology; **Tobias Fredberg**, Chalmers U. of Technology; **Björn Frössevi**, Chalmers U. of Technology; **Flemming Norrgren**, Chalmers U. of Technology
- OMT**: Organizational Change and Individual Experience: Inertia and Learning in Formula One Racing | **Fabrizio Castellucci**, INSEAD
- OMT**: Technical Change among Organizational Communities | **Elizabeth G. Pontikes**, Stanford U.; **William P Barnett**, Stanford U
- ☞ **ODC**: Explaining Arts-Based Methods in Development and Change in Organizations | **Steven S Taylor**, Worcester Polytechnic Institute; **Donna Ladkin**, U. of Exeter
- MOC**: Déjà vu, But Not all over Again: Impact of Inertia and Aspirations on Movie Sequels | **Joseph Lampel**, Cass Business School; **Pushkar P Jha**, U. of Newcastle Business School

1134 : (Paper Session) - (IP) Organizational Design II

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C2
Facilitator: **Rajshree Prakash**, Alberta U.

- ☞ **HCM**: Evidence-Based Management in Health Care Organizations: A Critique of Its Assumptions | **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.
HCM Best Paper Award Nominee
- ☞ **OMT**: Developing Theory of the Hospital from a Knowledge-Based View | **Chen-Wei Yang**, Fooyin U.
- BPS**: Levers of Strategic Renewal: Vertical Versus Lateral Coordination Mechanisms | **Michiel Pieter Tempelaar**, Rotterdam School of Management - Erasmus U.; **Justin J.P. Jansen**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.
- BPS**: Retrofitting the Rumelt System and the Dominant Logic Concept with Segment Reporting Standards | **Petri J. Karisto**, U. of Tampere; **Kari A Lohivesi**, U. of Tampere

OCIS: Fuzzy Pictures: Process Models in the Service Industry
| **Harminder Singh**, Michigan State U.

OCIS Division Best Interactive Paper Award - Finalist

1135 : (Paper Session) - (IP) Stress, Well-being, and Work-family Conflict

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Meni Koslowsky**, Bar Ilan U.

📖 **OB:** Job Engagement as a Mediator of the Commuting Stress-Organizational Commitment Relationship | **Tiffany M. Bludau**, George Mason U.; **Meni Koslowsky**, Bar Ilan U.; **Lisa M. V. Gulick**, George Mason U.; **Jordan Robbins**, George Mason U.; **Michael T. Ford**, George Mason U.; **Alicia A. Stachowski**, George Mason U.; **Katherine Elder**, George Mason U.; **Tine Koehler**, George Mason U.

➔ **CAR:** Bringing Work Home: Parents' Work-Family Conflict, Frustration, and Youths' Work Beliefs | **Vivien KG Lim**, National U. of Singapore; **Tae-Yeol Kim**, City U. of Hong Kong

📖 **OB:** Workplace Social Well-Being: A New Construct and Measure | **Gergana T. Markova**, Wichita State U.; **Corey Keyes**, Emory U.

📖 **MSR:** Mission: The Impact of Well Being on Processes, Customer Satisfaction and Financial Performance | **Laura L. Matherly**, Tarleton State U. Central Texas

📖 **CAR:** Work-Family Role Boundaries: A Person Identity Perspective | **Zheng Chen**, U. of Connecticut

1136 : (Paper Session) - (IP) Studying Culture

8:30am - 10:10am Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Gerhard Apfelthaler**, FH Joanneum

➔ 📖 **IM:** Quantifying Culture: Approaches, Challenges and Suggestions Based On Analysis of 121 Value Measures | **Vas Taras**, U. of Calgary; **Julie Rowney**, U. of Calgary

📖 **CMS:** How We Talk about Culture: Overview of the Field of Culture and Management | **Laurence Romani**, Stockholm School of Economics

➔ 📖 **MSR:** Religious Dimensions and Work Obligation: A Country Institutional Profile Model | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Martin Hoegl**, WHU - Otto Beisheim School of Management; **John B Cullen**, Washington State U.

📖 **RM:** Hidden in the Shadows: Methodological Considerations in Researching Immigrant Worker Populations | **Vinita Ambwani**, Sprott School of Business, Carleton U.; **Steven A Murphy**, Carleton U.

1137 ➔ 📖 (Paper Session) - (MC) Professionalism and Professional Self-Evaluation: "Consultant, Heal Thyself"

8:30am - 10:10am Loews Philadelphia: Regency Ballroom C1

Chair: **Geoff De Lacy**, Managing Director Polaris Consulting

Discussants: **David Jamieson**, Pepperdine U.; **C. Greer Jordan**, Case Western Reserve U.

📖 Which Competencies do Management Consultants Need? | **Leon De Caluwe**, Free U., Twynstra

📖 Self-Other Agreement on Competency Ratings: Moderating Effects of Rater Ambiguity and Perspective | **Guangrong Dai**, Lominger International- A Korn/Ferry Company; **Paul Stiles**, Lominger International- A Korn/Ferry Company; **George Hallenbeck**, Lominger International- A Korn/Ferry

Company; **Kenneth Paul De Meuse**, Lominger International- A Korn/Ferry Company

📖 Management Consulting as Participation: Client-Consultant Relations in the Context of Implementation | **Irene Skovgaard Smith**, Copenhagen Business School

📖 Negative Relationships: How Persistent Are They? | **Ginka Toegel**, London School of Economics

1138 📖 📖 📖 (Paper Session) - (MC) MC Division Visual Papers Session

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - MC

Presented on Panels 17-20

📖 Exploring the Use of the Critical Incident Technique as an Organizational Diagnostic Tool | **Eric Gresch**, Auburn U.

📖 ➔ 📖 📖 What's Different About Doing Well by Doing Good in the 21st Century? | **Marilyn E. Harris**, Capella U.; **Toni Buchsbaum Greif**, Capella U.; **Gulian Wang**, Central Michigan U.

📖 📖 📖 Diversity Icebreaker: Social Construction of Team Roles as a Tool for Managing Diversity | **Bjoern Z. Ekelund**, Human Factors; **Eva Langvik**, Norwegian U. of Science and Technology; **Miriam Nordgård**, Norwegian U. of Science and Technology

📖 📖 📖 Management Consultants as Sensitive Information Hawkers Serving Firm's Competition | **Olivier Babeau**, Paris Dauphine U.

1139 📖 📖 📖 (Paper Session) - (MED) Virtual Learning: Sensitivity and Values

8:30am - 10:10am Pennsylvania Convention Center: Room 109A

Chair: **Joseph F Byrnes**, Bentley College

Discussant: **Cynthia L Krom**, Mount Saint Mary College

📖 Management Education Through Online Learning: Impact of Cultural Diversity Among Students | **John Andrew Hannon**, U. of South Australia; **Brian D'Netto**, U. of South Australia

📖 ➔ 📖 📖 Blogging in the Online Classroom: Implications for Teaching and Research | **Donna Malvey**, U. of Central Florida; **Allison Ondrasik King**, U. of Central Florida; **Andrew Todd**, U. of Central Florida; **Barbara Alderman**, U. of Central Florida

📖 Diversity Sensitivity in Online Management Education: Doing Well or Not? | **Andrew Creed**, Deakin U.; **Ambika Zutshi**, Deakin U.; **Yuka Fujimoto**, Deakin U.; **Melissa Parris**, Deakin U.

📖 ➔ 📖 Utilizing Videoconferencing to Develop Emotional Awareness in Cross-Cultural Communication | **Hakan Ozelik**, California State U. Sacramento; **Zita Zoltayne-Paprika**, Corvinus U. of Budapest

1140 📖 ➔ 📖 (MED) Being and Becoming a Management Education Scholar

8:30am - 10:10am Pennsylvania Convention Center: Room 109B

Chair: **Charles Wankel**, St. Johns U.

Discussant: **Robert J. DeFillippi**, Suffolk U.

Being and Becoming a Management Scholar: Overview | **Charles Wankel**, St. Johns U.

Interpreting the Scholarship of Teaching in Management Education and Learning | **Gordon E Dehler**, College of

Charleston; **Joy E. Beatty**, U. of Michigan, Dearborn; **Jennifer Leigh**, Gettysburg College

A Narrative of the Founding of the Academy of Management Learning & Education | **Roy J. Lewicki**, Ohio State U.; **James R Bailey**, George Washington U.

The Emergence of the Scholarship of Management Teaching and Learning as a Field in Its Own Right | **Cynthia Fukami**, U. of Denver; **Steven Armstrong**, U. of Hull

Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

1141 📖🗺️🌐🗣️📄JS: (MH, ODC, MC) **Doing Well By Doing Good: The Legacy of Douglas McGregor in Today's Corporate World**

8:30am - 10:10am Loews Philadelphia: Congress A

Distinguished Speakers: **Edgar H. Schein**, Massachusetts Institute of Technology; **Edith W. Seashore**, Edith W. Seashore Asso. Ltd.
Chair: **Therese F. Yaeger**, Benedictine U.

Participants: **Peter Sorensen**, Benedictine U.; **Ghazala Ovaice**, Abbott Laboratories; **Timothy W. Goodly**, Not Specified

1142 📄: (Paper Session) - (MOC) **Intersections: Cognition Theory at the Juncture of Concepts and Thought Worlds**

8:30am - 10:10am Pennsylvania Convention Center: Room 110A

Chair: **John Patrick Orr**, Webster U.

Discussant: **Andrea Casey**, George Washington U.

📄The Palimpsestic Syndrome in Management Research:

Stereotypes and the Obliteration Process | **William P. Bottom**, Washington U. in St. Louis; **Dejun Kong**, Washington U. in St. Louis; **Zhan Zhang**, Washington U. in St. Louis

Job Title Inflation | **Art D. Martinez**, Florida State U.; **Mary Dana Laird**, Florida State U.; **Gerald R. Ferris**, Florida State U.

📄What Management Development Programs Can Learn from Cognitive Psychology | **Mary Foster**, Ryerson U.; **Barbara Bell Angus**, U. of Toronto; **Ryan Rahinel**, Ryerson U.

A Marriage Made in Heaven? Relationships of Organizational Identity and Spirituality | **Mathew L. Sheep**, Illinois State U.; **Peter O. Foreman**, Illinois State U.

1143 🗣️📄JS: (MOC, CM, OB) **Bridging the Tech-Fuzzy Divide: Issues for Collaboration in Cross-Expertise Teams**

8:30am - 10:10am Pennsylvania Convention Center: Room 113A

Chair: **Richard Hackman**, Harvard U.

Object and Spatial Imagery: Distinctions Between Members of Different Professions | **Maria Kozhevnikov**, George Mason U.

Differences in Reasoning Styles Among Occupational Groups | **Anita Williams Woolley**, Harvard U.

How Deep is the Techie-Fuzzy Divide? An Experiment in Engineering-Humanities Collaboration | **Heather M. Caruso**, Harvard U.

Boundary Objects in Cross-Functional Collaboration | **Paul R. Carlile**, Boston U.

1144 🗣️📄JS: (MOC, OB, CAR) **Meaning of Work: Construction, Change and Consequences**

8:30am - 10:10am Pennsylvania Convention Center: Room 107B

Organizers: **Heather C. Vough**, U. of Illinois, Urbana-Champaign; **Teresa Cardador**, U. of Illinois, Urbana-Champaign

Facilitator: **Amy Wrzesniewski**, Yale U.

Meaning Matters: The Role of Meaning in Linking Callings to Domain Specific Work Outcomes | **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Michael Pratt**, U. of Illinois, Urbana-Champaign; **Erik Ian Dane**, U. of Illinois, Urbana-Champaign
A Meaning-Making View of Strategic Change Implementation | **Scott Sonenshein**, U. of Michigan, Ann Arbor
Learning from Learning Lab Denmark: Creating an Organization by Enacting Routines | **Claus Rerup**, U. of Western Ontario; **Martha S. Feldman**, U. of California, Irvine
Finding and Losing Meaning: The Construction of Meaning of Work in Architecture | **Heather C. Vough**, U. of Illinois, Urbana-Champaign

1145 🗣️📄: (Paper Session) - (MSR) **Looking Back and Forging Forward in Spiritual Leadership**

8:30am - 10:10am Loews Philadelphia: Congress B

Chair: **Alex Murdock**, South Bank U.

Discussant: **Kathy Lund Dean**, Idaho State U.

🗣️📄Servant Leadership: Finding Fulfillment in Serving Humanity | **Faith Wambura Ngunjiri**, Yale U.

📄Integral leadership: A developmental perspective on leadership visions. | **Jean-Francois Coget**, Calpoly

🗣️🗣️An Empirical Investigation of Relationships between Servant Leadership and Work Attitudes | **Rynetta Washington**, Auburn U.; **Charlotte Sutton**, Auburn U.; **Howard Clayton**, Auburn U.; **William Sauser**, Auburn U.

1146 📄: (Paper Session) - (OB) **Work-Family Dynamics: Bridging the Divide**

8:30am - 10:10am Philadelphia Marriott: Independence II

Chair: **Molly Pepper**, Gonzaga U.

Discussant: **C. Melissa Fender**, Drexel U.

📄Job Satisfaction Extending Over the Work-Family Boundary: Spillover to Satisfaction and Mood at Home | **Remus Ilies**, Michigan State U.; **Kelly Marie Schwind**, Michigan State U.; **David T. Wagner**, Michigan State U.

🗣️🗣️📄Debunking the Ideal Worker Myth: Effects of Temporal Flexibility & Family Configuration on Engagement | **Jill Perry-Smith**, Emory U.; **Tracy Dumas**, Emory U.

➔📄Unraveling the Stress Crossover Between the Unemployed and Their Spouses | **Zhaoli Song**, National U. of Singapore; **Marilyn Ang Uy**, U. of Colorado, Boulder

Non-Work Support, Job Demands, and Work-Life Outcomes Among Diverse Older Workers | **Jeanette N. Cleveland**, Pennsylvania State U.; **April M. Jones**, Pennsylvania State U.; **Su Chuen Foo**, Pennsylvania State U.; **Katina B. Sawyer**, Pennsylvania State U.

1147 📄: (Paper Session) - (OB) **Justice and the Role of Managers**

8:30am - 10:10am Philadelphia Marriott: Independence III

Chair: **Brian Joseph O'Leary**, U. of Tennessee, Chattanooga

Discussant: **Martin R. Fellenz**, Trinity College Dublin

🗣️🗣️📄Lying in the Bed That You Make: How Subordinates Monitor Supervisor's Efforts to Promote Fairness | **Chris Paul Long**, Washington U.; **Corinne Bendersky**, U. of California, Los Angeles; **Calvin Morrill**, U. of California, Irvine

📄Supervisory Procedural Justice and Work Outcomes: A Mediating Role of Supervisor Support | **Jenell Lynn Senter**,

Wayne State U.; **James E. Martin**, Wayne State U.; **Amanuel G. Tekleab**, Wayne State U.

📖 Is It Your Company or Your Boss? Perceptions of Justice, Support, and Their Focus | **Rommel O. Salvador**, U. of Central Florida; **Rebecca L. Greenbaum**, U. of Central Florida; **Mary Bardes**, U. of Central Florida; **Robert L. Porter**, U. of Central Florida; **James Caldwell**, U. of Central Florida; **Amy Rebecca Gresock**, U. of Central Florida; **Robert Folger**, U. of Central Florida

📖 Between a (Scotch on the) Rock(s) and a Hard Place: Bar Managers' Perspectives on Justice | **Deborah Kidder**, U. of Hartford; **Barrie E. Litzky**, Pennsylvania State U., Great Valley; **Kimberly Eddleston**, Northeastern U.

1148 📖: (Paper Session) - (OB) **Self-Defeating Behaviors at Work**

8:30am - 10:10am Philadelphia Marriott: Room 301

Chair: **Carrie A. Belsito**, Texas A&M U.

Discussant: **Maria Rotundo**, U. of Toronto

📖 Development and Test of an Individual-Level Personality-Based Theory of Self-Management Failure | **Robert W. Renn**, U. of Memphis

📖 Self-Perceived Victimization and the Proactive Employee | **Jesus Bravo**, Arizona State U.

🗣️📖 The Higher They Are, The Harder They Fall: The Influence of Status on Self-Handicapping Behavior | **Phyllis Anne Siegel**, Rutgers U.; **Shalei Simms**, Rutgers U.; **Alice M. Wieland**, U. of California, Los Angeles

🗣️📖 Handicapping: The Effects of Its Source and Frequency | **James C. McElroy**, Iowa State U.; **Mike Crant**, U. of Notre Dame

1149 📖: (Paper Session) - (OB) **Decision Making: A Potpourri of Research**

8:30am - 10:10am Philadelphia Marriott: Room 309

Chair: **Davide Sola**, ESCP-EAP European School of Management

Discussant: **Michael A. Roberto**, Bryant U.

Prospect Theory and the Role of Affect and Learning in Decision Making Under Risk | **Myeong-Gu Seo**, U. of Maryland; **Brent Goldfarb**, U. of Maryland

🗣️📖 Heightened Mindfulness in Decision Makers: Antecedents and Consequents During Crisis Management | **Ravindra Singh Bangari**, EduMetry Inc., Fellow (Indian Institute of Management Bangalore)

🗣️📖 What You Do, Should Do, and What Others Think You Do: Advice Giving and the Self-Other Discrepancy | **Liat Hadar**, U. of California, Los Angeles; **Ilan Fischer**, U. of Haifa

🗣️📖 Future Lock-In: Or, I'll Agree to Do the Right Thing...Next Week | **Todd Rogers**, Harvard U.; **Max H. Bazerman**, Harvard U.

1150 📖: (Paper Session) - (OB) **Anxiety, Attachment, and Change: The Role of Affect**

8:30am - 10:10am Philadelphia Marriott: Room 310

Chair: **Vishwanath V. Baba**, McMaster U.

Discussant: **Wan Yan**, U. of Missouri, Columbia

📖 A Multi-Level Study of Shared and Personal Change Fairness Perceptions During Organizational Change | **Donald B. Fedor**, Georgia Institute of Technology; **Steven D. Caldwell**, U. of South Carolina, Upstate; **David M. Herold**,

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

Georgia Institute of Technology; **Yi Liu**, Georgia Institute of Technology

📖 Emotions During Organizational Change: An Appraisal Theory and Dynamic Systems Perspective | **Mel Fugate**, Southern Methodist U.; **Spencer Harrison**, Arizona State U.; **Angelo J. Kinicki**, Arizona State U.

📖 The Conceptualization and Measurement of Workplace Anxiety | **Stéphane Côté**, U. of Toronto; **Julie M. McCarthy**, U. of Toronto; **Sue Hyun Moon**, U. of Toronto; **Wanying Zhao**, U. of Toronto; **Christopher T. H. Miners**, U. of Toronto; **Jeremy Yip**, U. of Toronto

📖 Emotional and Behavioral Consequences of Attachment in the Workplace | **David Richards**, McMaster U.; **Aaron C. H. Schat**, McMaster U.

1151 📖: (Paper Session) - (OB) **Creativity: Deepening and Broadening Our Understanding**

8:30am - 10:10am Pennsylvania Convention Center: Room 110B

Chair: **Anil Kumar Bhat**, BITS PILANI

Discussant: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

📖 Contextual Influence on Creativity and Knowledge Sharing: A Test of Mediating Mechanisms | **Abhishek Srivastava**, West Virginia U.; **Seokhwa Yun**, Seoul National U.

📖 Meta-Analyzing the Relationship Between Mood and Creativity | **Mark A. Davis**, U. of North Texas

📖 Creative Performance: The Role of Organizational Justice | **Aneika L. Simmons**, Sam Houston State U.

📖 Testing a Goal-Based View of Brainstorming | **Robert Litchfield**, Washington and Jefferson College

1152 📖 SHCS: (OB, CAR) **Firing Back: How Great Leaders Rebound After Career Disaster**

8:30am - 10:10am Pennsylvania Convention Center: Room 108B

Discussant: **Douglas T. Hall**, Boston U.

Participants: **Jeffrey Alan Sonnenfeld**, Yale U.; **Andrew Ward**, U. of Georgia; **Andre L. Delbecq**, Santa Clara U.; **Kim Cameron**, U. of Michigan; **John W. Slocum**, Southern Methodist U.

1153 🗣️📖 SHCS: (OB, GDO, CM) **Faultlines and Between-Subgroup Relations in Teams: New Perspective on Team Diversity**

8:30am - 10:10am Loews Philadelphia: Regency Ballroom A

Chairs: **Yunhyung (Yun) Chung**, Rutgers U.; **Dora C. Lau**, Chinese U. of Hong Kong

Examining Subgroup Interactions and Trust Dynamics in Faultline Groups: A Social Network Approach | **Dora C. Lau**, Chinese U. of Hong Kong; **Keith Murnighan**, Northwestern U.
Team vs. Subgroup Functioning: The Role of Faultline Perceptions in Team Performance | **Floor Rink**, Leiden U.; **Karen A. Jehn**, Leiden U.

Potential and Actual Subgroups in Teams: Intra-Team Networks as Validation for Faultlines | **Woody Van Olfen**, Maastricht U.; **Anneloes Raes**, Maastricht U.; **Boris F. Blumberg**, U. of Maastricht; **Yunhyung (Yun) Chung**, Rutgers U.

Cultural Shifts in Groups with Faultlines | **Yekaterina Bezrukova**, Rutgers U.

1154 📖 JS: (OB, HR, MOC) **New Perspectives in Work Motivation: When Context and Time Matter**

8:30am - 10:10am Pennsylvania Convention Center: Room 103A

Chair: **Ruth Kanfer**, Georgia Institute of Technology
Presenters: **Gilad Chen**, U. of Maryland; **Wendy R. Boswell**, Texas A&M U.; **Sharon Parker**, U. of New South Wales; **Connie Wanberg**, U. of Minnesota; **Kaumudi Misra**, Michigan State U.; **Ellen Ernst Kossek**, Michigan State U.

1155 → JS: (OB, HR, ODC) Virtual Team Leadership in Organizations

8:30am - 10:10am Pennsylvania Convention Center: Room 103B

Chairs: **Frederick P. Morgeson**, Michigan State U.; **Bradley L. Kirkman**, Texas A&M U.

Discussant: **Luis Martins**, Georgia Institute of Technology
 Virtuality Here and Now: A Review and Synthesis of Virtuality Research | **Cristina Gibson**, U. of California, Irvine; **Taryn Lyn Stanko**, U. of California, Irvine

Leading Virtual Teams: Understanding How Leaders Satisfy Team Needs | **Frederick P. Morgeson**, Michigan State U.; **Daniel Scott DeRue**, Michigan State U.

A Contingency Model of Global Virtual Team Leadership | **Bradley L. Kirkman**, Texas A&M U.; **John Mathieu**, U. of Connecticut, Storrs; **John Cordery**, U. of Western Australia; **Benson Rosen**, U. of North Carolina

Empowering Leadership, Member Experience, and Virtuality: Influences on Processes and Effectiveness | **John Mathieu**, U. of Connecticut, Storrs; **Adam Rapp**, Kent State U.; **Michael Ahearne**, U. of Houston

1156 SHCS: (OB, MOC, CM) The Role of Emotion in Individual Decision-Making

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom C

Chairs: **Jerald Greenberg**, National U. of Singapore; **Marissa S. Edwards**, U. of Queensland

Discussant: **Arthur P. Brief**, U. of Utah

The Role of Emotions in Employees' Decisions to Report or to Remain Silent about Serious Wrongdoing | **Marissa S. Edwards**, U. of Queensland; **John Gardner**, U. of Queensland

Ambivalent Emotions and Decision-Making Processes and Outcomes | **Naomi B. Rothman**, New York U.; **Batia Wiesenfeld**, New York U.; **Steven Blader**, New York U.

Affective Transitions in Social Decision Making | **Allan Filipowicz**, INSEAD; **Sigal Barsade**, U. of Pennsylvania

One Angry Man is Enough! The Effects of One Members' Anger on Group Performance | **Anat Rafaeli**, Technion-Israel Institute of Technology; **Arik Cheshin**, Technion U.; **Roy Israely**, Technion U.

1157 JS: (OB, OMT, ODC) Going the Extra Mile: Antecedents and Psychological Processes in Prosocial Behavior and Initiative

8:30am - 10:10am Pennsylvania Convention Center: Room 103C

Chairs: **Ethan Burris**, U. of Texas, Austin; **Michael G. Hendron**, U. of Texas, Austin

Discussant: **Debra L. Shapiro**, U. of Maryland

From Passive to Active Membership: Psychosocial Antecedents of Low-Power Change Seeking Behaviors | **Paul V. Martorana**, U. of Texas, Austin

Above, Beyond, and Below the Call of Duty: The Role of Intrinsic and Prosocial Motivations | **Adam M. Grant**, U. of North Carolina, Chapel Hill

Fostering Bottom-Up Change: The Role of Network Characteristics and Leader-Member Relationships | **Michael G. Hendron**, U. of Texas, Austin; **Ethan Burris**, U. of Texas, Austin; **James Oldroyd**, Northwestern U.

Shaping Social Networks Through Employment Relationships: A Psychological Contract Perspective | **J. Stuart Bunderson**, Washington U.; **Jeffery A. Thompson**, Brigham Young U.; **Jeffrey Bednar**, Brigham Young U.; **James Oldroyd**, Northwestern U.

1158 (Paper Session) - (OCIS) ERP Diffusion and Implementation

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom J

Chair: **Jimmy Huang**, U. of Warwick

Discussant: **Jeanette L. Blomberg**, IBM Almaden Research Center
 Popular Concepts beyond Organizations: Exploring New

Dimensions of IT Innovations | **Ping Wang**, U. of Maryland
 Reconciliation Mechanisms and the Façade of Alignment with Enterprise Systems: The Case of NASA | **Nicholas Berente**, Case Western Reserve U.; **Youngjin Yoo**, Temple U.

Returns to ERP Investments: Managerial and Organisational Factors | **Thomas Kalling**, Lund U.; **Lisen Selander**, Lund U.

1159 (Paper Session) - (OCIS) Knowledge Management - Definitions and Challenges

8:30am - 10:10am Philadelphia Marriott: Room 307

Chair: **Steven L. Johnson**, U. of Maryland

Discussant: **Genevieve Bassellier**, McGill U.

An Examination of "What Is 'Knowledge Sharing' Exactly?" | **Dianne P. Ford**, Memorial U. of Newfoundland; **Sandy Staples**, Queen's U. Canada

The Discovery of Boundaries: Cross-Boundary Knowledge Spanning for Handling Ill-structured Problems. | **Ruey-Lin Hsiao**, National U. of Singapore; **Stephen Tsai**, National Sun Yat-Sen U.; **Ching-fang Lee**, Kao Yuan U.

Knowledge Management Systems and Organizational Knowledge Processing Challenges: A Field Experiment | **Jungpil Hahn**, Purdue U.; **Ta-Wei Wang**, Purdue U., West Lafayette

Expanding Knowledge-Flow Theory through Computational Analysis of Knowledge Specialization | **Mark E. Nissen**, Naval Postgraduate School; **Ryan Orr**, Stanford U.; **Raymond Levitt**, Stanford U.

1160 (Paper Session) - (ODC) New Models for Thinking About Change

8:30am - 10:10am Loews Philadelphia: Commonwealth D

Chair: **Jyotsna Sanzgiri**, Alliant International U.

Discussant: **Danielle Zandee**, Case Western Reserve U.

A Resiliency Model for Change: Funding Adaptations by Two Nonprofit, Health Care Organizations | **Hope Witmer**, Philhaven Behavioral Healthcare

Rational-Intentional and Open-Processional Change Models: Partners in the Dance of Change | **Randal Ford**, Spartanburg Healthcare System

Revising OD: A Post Modern Perspective | **Gervase R. Bushe**, Simon Fraser U.; **Robert J Marshak**, American U.

Change Leadership: Predictions from Big Five Personality and Constructive/Developmental Theory | **Kristin Doss**

Mountcastle, U. of Georgia

📖🗨️ Applying Design Rules for Whole System Intervention | **Jean E. Neumann**, Tavistock Institute

1161 🗨️📖: (ODC) **Engaged Research: A Case Study from the VA Workplace Stress and Aggression Project**

8:30am - 10:10am Loews Philadelphia: Congress C

Organizer: **Daniel R Kowalski**, Kowalski Consulting and Management LLC

Chair: **Mariann Jelinek**, College of William and Mary

Participants: **Lyle Yorks**, Columbia U.; **Rita Kowalski**, Work Life Consulting LLC; **Joel H. Neuman**, State U. of New York, New Paltz; **Joel I Harmon**, Fairleigh Dickinson U.; **Loraleigh Keashly**, Wayne State U.; **James Scaringi**, US Department of Veterans Affairs; **Janet Reid-Hector**, U. of Medicine and Dentistry of NJ

1162 🗨️: (Paper Session) - (ODC) **Employee Perspectives During Change**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ODC 1

Presented on Panels 1-9

🗨️🗨️ Team Perspective in Delivering On-time Accurate Health Information | **Mambo G. Mupepi**, Grand Valley State U.

🗨️📖 Exploring the Arranged Marriage Metaphor to Understand Employee Commitment to Merger | **Shandana Abedin**, Manchester Business School; **Gary Davies**, U. of Manchester

🗨️📖 Change & Transformation in the UK Financial Services Sector: Equipping Employees to Cope with Change | **Steve Leybourne**, Plymouth U.

🗨️📖 Perspectives on Embodied, Emotional and Aesthetic Dimensions of Transformation in Organisations | **Wendelin Merlin Küpers**, U. of Hagen

🗨️📖 Meso Trust: Modeling the Antecedents and Consequences of Multiple Forms of Organizational Trust | **Curt Moore**, Texas Christian U.; **Jeff Rosa**, Texas Tech U.; **Barry A Macy**, Texas Tech U.; **Lori T. Peterson**, Texas Tech U.

🗨️ Union-Management Cooperation in Organization Change – A Model | **Virajanand Varma**, Auburn U.

🗨️ Effects of ESOP Adoption and Employee Ownership: Thirty years of Research and Experience | **Steve Freeman**, U. of Pennsylvania

🗨️📖 A Mathematical Model of Network Structures and Its Implications for Organizational Downsizing | **Ekin Alakent**, Chapman U.; **Cyrus Taylor**, Case Western

1163 🗨️: (Paper Session) - (ODC) **Strategic Change Case Studies**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - ODC 2

Presented on Panels 10-15

🗨️🗨️ Development and Use of a Board of Director Peer Feedback Process | **William James Shepherd**, Sky Financial Group

🗨️📖 The Changing Role of the Supervisory Director | **Stefan Peij**, InHolland U.

🗨️📖 Complementarity of Positivism and Action Research: Shared Identity in Shared Services-A Case Study | **Richard**

Donald Cotton, Boston College; **Laura Singleton**, Boston College

➔🗨️📖 Barriers to the Development of Effective Goals for Pharmaceutical Salesforces | **Gabriel Morelli**, Cranfield U.; **Ashley Braganza**, Cranfield U.

🗨️🗨️ Toxic Leader Behavior as Antecedent and Consequence of Organizational Change | **Alan Goldman**, Arizona State U.

1164 🗨️➔📖JS: (ODC, RM, MC) **Collaborative Management Research: Closing the Gap Between Practice and Knowledge Creation**

8:30am - 10:10am Loews Philadelphia: Commonwealth C

Chairs: **Susan A. Mohrman**, U. of Southern California; **A.B. Rami Shani**, Cal Poly State U.

Participants: **Armand Hatchuel**, Ecole des Mines de Paris; **Albert David**, Ecole Normale Supérieure; **Hilary Bradbury**, U. of Southern California; **David Coghlan**, Trinity College Dublin; **Richard W. Woodman**, Texas A&M U.

1165 📖: (Paper Session) - (OM) **Product & Process Development & Change**

8:30am - 10:10am Philadelphia Marriott: Franklin 13

Chair: **Kathryn Lee Blackmon**, Oxford U.

Discussant: **Zhaohui Wu**, Oregon State U.

📖 New Product Development in a Platform-driven Organization: Towards Platform Lifecycle Management | **Sylvain Lenfle**, CRG Ecole Polytechnique; **Sihem Ben Mahmoud-Jouini**, HEC Paris / CRG Ecole Polytechnique; **Caroline Derrousseaux**, CRG Ecole Polytechnique

🗨️📖 The Trajectory of Joint Technological Change | **John E. Ettl**, Rochester Institute of Technology

🗨️📖 Are Expert Opinions in New Product Development Really So Bad? | **Muammer Ozer**, City U. of Hong Kong

📖 Transitioning from Mass Production to Mass Customization: Hindrance Factors and Transition Hazard | **Manus Rungtusanatham**, U. of Minnesota; **Fabrizio Salvador**, Instituto de Empresa Business School

1166 📖: (Paper Session) - (OMT) **Agents of Organizational Change and Transformation**

8:30am - 10:10am Philadelphia Marriott: Room 401

Chair: **Deborah Kilgore Ford**, Nova Southeastern U.

Discussant: **John S Carroll**, MIT Sloan School of Management
Layoff Agency: A Theoretical Framework | **Thomas Parker**, Southern Illinois U.; **William McKinley**, Southern Illinois U., Carbondale

🗨️ Microchanges in Organisational Change Dynamics: A Managerial Perspective | **Jyoti Bachani**, U. of Redlands
Employee Commitment in Post-acquisition Integration: Role of Leadership Style and Integration Speed | **Lars Schweizer**, Grenoble Ecole de Management; **Holger Patzelt**, Max Planck Institute of Economics

📖 Becoming an Agent of Change: Personal Transformation and Organizational Change | **Ruthanne Huising**, MIT Sloan School of Management

1167 📖: (Paper Session) - (OMT) **Intraorganizational Networks: Instrumental and Affective Relationships**

8:30am - 10:10am Philadelphia Marriott: Room 402

Chair: **Adam M. Kleinbaum**, Harvard U.

- 📖 Network Structure & Information Advantage: Determinants of Access to Novel Information & Performance | **Sinan Aral**, MIT Sloan School of Management
- Boundary Spanners and Brokers: Effects on Individual Exploration Performance | **Bjorn Lovas**, London Business School; **Marie Louise Mors**, London Business School
- 📖 Lying, Cheating and Dissembling: The Half-life of Structural Holes | **Simon A. Rodan**, San Jose State U.
- 👉📖 When Task Competence is Irrelevant: The Role of Interpersonal Affect in Instrumental Ties | **Tiziana Casciaro**, Harvard U.; **Miguel Sousa Lobo**, Duke U.

1168 📖: (Paper Session) - (OMT) **The Limits to Embeddedness in Interorganizational Relationships**

8:30am - 10:10am Philadelphia Marriott: Room 403

Chair: **Ryan Michigan**, Columbia U.

Discussant: **Gordon Walker**, Southern Methodist U.

- 📖 Flocking Together: Examining the Role of Homophily in Economic Exchange Relationships | **Bret Ryan Fund**, Pennsylvania State U.; **Ranjay Gulati**, Northwestern U.
- Is an Old Friend Always a Good Friend? A Possible Hazard of Embedded Transactions in M&A Market | **Jeongsik Jay Lee**, Georgia Institute of Technology
- 🗣️📖 The Liability of a Good Reputation for Interorganizational Networks | **Pamela R Haunschild**, U. of Texas, Austin; **David Chandler**, U. of Texas at Austin; **Mooweon Rhee**, U. of Hawaii; **Christine Beckman**, U. of California, Irvine
- 📖 Falling from Grace? Religious Linkages and Survival Chances of New York Newspapers | **Yu-Chieh Lo**, U. of Southern California

1169 📖: (Paper Session) - (OMT) **Cultural Framing and Mobilization in Organizational Fields**

8:30am - 10:10am Philadelphia Marriott: Room 404

Chair: **Dror Etzion**, IESE, U. of Navarra

Discussant: **Peer C. Fiss**, U. of Southern California

- Closing Down the Open Source Movement? Consequences of Firms' Participation in Social Movements | **Aradhana Roy**, U. of Michigan
- Social Movements, Framing and Emergence of New Technological Fields: Case Nanotechnology | **Nina Granqvist**, Helsinki School of Economics
- The Diffusion of the Megachurch Movement through Pseudo-Denominational Networks | **John J. Sumanth**, Kenan Flagler Business School at U. of North Carolina; **Howard Aldrich**, U. of North Carolina
- ➔🗣️📖 Micro-strategies of Contextualization: Cross-national Transfer of Socially Responsible Investment | **Eva Boxenbaum**, Copenhagen Business School; **Jean-Pascal Gond**, Nottingham U. Business School

1170 👁️: (Paper Session) - (OMT) **Managing Individuals, Groups, and Organizations**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 57-65

- 🗣️👁️📖 Ethical Content in Theories of Leadership: Immoral, Amoral and Ethical | **Michelle Karen Westermann-Behaylo**, George Washington U.; **Lynn Offermann**, George Washington U.

- 👁️ Power in Organizations: A Literature Review | **Kerem Gurses**, IESE Business School
- 👁️📖 Redefining Voluntary Turnover: A Typology of Retention from In Situ to Distal | **Dominic Thomas**, Emory U.; **Roopa Raman**, Emory U.
- 👁️ The Interpretation of the Project Group between Collectivity of Practice and Community of Practice | **Paolo Canonico**, U. degli Studi di Napoli Federico II; **Ernesto De Nito**, U. degli Studi di Magna Græcia di Catanzaro; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II
- 👁️📖 Optimal Incentive Breadth in Internally Specialized Organizations | **Tobias Kretschmer**, U. of Munich
- 👁️📖 Toward An Attention-based View of Managerial Behavior | **Song Chang**, Hong Kong U. of Science and Technology; **Xueguang Zhou**, Hong Kong U. Dept of Management; **Jing Yu Yang**, U. of Sydney
- 👉🗣️👁️📖 Global R & D Projects: How to Manage Across Cultural Faultlines | **Antti Ainamo**, Turku U.
- 👁️ Managerial and Organizational Antecedents of Organizational Social Capital | **David Pastoriza**, IESE, U. of Navarra; **Miguel A. Ariño**, IESE Business School. U of Navarra; **Joan Enric Ricart**, IESE Business School

1171 👁️: (Paper Session) - (OMT) **Cultural and Institutional Logics and Practices**

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - OMT 2

Presented on Panels 70-73

- 👁️📖 The Social Construction of Entrepreneurship | **Julia Brandl**, Vienna U. of Economics and Business Administration; **Bernadette Bullinger**, U. of Mannheim
- 🗣️👁️📖 What is Practice and Why does it matter in Organization Science? |
- 👁️ Experimenting with Experience: Using Follett and Barnard to Advance Theory and Practice | **Ellen O'Connor**, U. of Paris Dauphine
- 👁️📖 Multiple Logics in the Field of Pharmacy | **Elizabeth Goodrick**, Florida Atlantic U.; **Trish Reay**, U. of Alberta

1172 📖JS: (OMT, BPS) **New Models of Organizational Learning**

8:30am - 10:10am Philadelphia Marriott: Franklin 5

Participants: **William H. Starbuck**, U. of Oregon; **Philip Anderson**, INSEAD; **Jerker C. Denrell**, Stanford U.; **Thorbjørn Knudsen**, SDU; **Christina Fang**, New York U.

1173 🗣️📖JS: (OMT, BPS) **Community Dynamics and Social Network Structures**

8:30am - 10:10am Philadelphia Marriott: Franklin 7

Organizer: **Xiaoqu Luo**, Stanford U.

Discussant: **Walter Powell**, Stanford U.

- Home Sweet home? Entrepreneurs' Location Choices and the Performance of Their Ventures | **Olav Sorenson**, U. of Toronto
- Social Structure and the Role of World Cities in the Emergence of the Jazz Canon, 1917-29 | **Damon J Phillips**, U. of Chicago
- Protect or Prospect: The Organizing Logic of an Open Elite in the Life Sciences | **Jason Owen-Smith**, U. of Michigan, Ann Arbor

Associative Patterns and Political Polarization in the US (1972-2004) | **Delia Baldassarri**, Columbia U.
 Changes in Collaborative Networks and the Performance Implication: the Venture Capital Industry | **Xiaoqu Luo**, Stanford U.

1174 📄 JS: (OMT, MH, SIM) **Business and Federalism**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom D
 Organizer: **Eric J. Neuman**, U. of Michigan, Ann Arbor
 Discussant: **Mark S Mizruchi**, U. of Michigan
 Mechanisms Generating Variation: Regulatory Change in the Organic Food Industry | **Brandon H. Lee**, London Business School
 Public Policy and Entrepreneurship: The Development of the Local Telephone Service Industry | **Eric J. Neuman**, U. of Michigan, Ann Arbor
 State Activism and the Hidden Incentives Behind Bank Acquisitions | **Christopher Marquis**, Harvard U.; **Douglas Guthrie**, New York U.
 Federalism and Organization Theory | **Gerald F Davis**, U. of Michigan, Ann Arbor; **Natalie Cotton**, U. of Michigan

1175 ➔ 🗣️📄 SHCS: (OMT, MOC, OB) **Self-Reinforcing Cycles within Organizations: Novel Perspectives, Different Questions**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom B
 Chairs: **Katinka Monica Bijlsma-Frankema**, Free U. Amsterdam; **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Antoinette Weibel**, U. of Zurich
 Facilitator: **Donald L. Ferrin**, Singapore Management U.
 Discussant: **Marianne W. Lewis**, U. of Cincinnati
 Self-Reinforcement in Research: An Overview and Assessment | **Paul W. L. Vlaar**, Vrije U. Amsterdam
 A Political Account of a Self-Reinforcing Cycle | **Joao Cunha**, U. Nova de Lisboa
 Asymmetric Disconfirmation and Reinforcing-Cycles | **Alex Markle**, U. of Chicago; **George Wu**, U. of Chicago
 How Organizations Create Their Own Self-Reinforcing Corruption Mechanisms | **Niki A. den Nieuwenboer**, Erasmus U. Rotterdam
 Reversing a Vicious Cycle of Mutual Distrust: Judges and Administrators in a Court of Law | **Katinka Monica Bijlsma-Frankema**, Free U. Amsterdam; **Antoinette Weibel**, U. of Zurich; **Sim B. Sitkin**, Duke U.

1176 📄 SHCS: (OMT, PNP, RM) **Beyond the Fortune 500: Non-Traditional Research Contexts as Rich Sources of Organization Theory**

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom A
 Participants: **W. Richard (Dick) Scott**, Stanford U.; **David Rogers**, New York U.; **Mary Ann Glynn**, Boston College; **Dennis A Gioia**, Pennsylvania State U.; **Amy C. Edmondson**, Harvard U.; **Charles E. Bidwell**, U. of Chicago; **Frances J. Milliken**, New York U.; **Ebony N. Bridwell-Mitchell**, New York U.

1177 ➔ 🗣️📄: (Paper Session) - (ONE) **Sustainability and Organizational Change**

8:30am - 10:10am Loews Philadelphia: Regency Ballroom C2
 Chair: **Andrew J. Hoffman**, U. of Michigan

- ➔ 📄 Corporate Environmentalism in Emerging Markets: Analyzing Institutional and Organizational Change | **James Van Alstine**, London School of Economics
- ➔ 🗣️📄 Facilitating Industrial Symbiosis: Interfirm Brokerage and an Emerging Institutional Form | **Raymond L. Paquin**, Boston U.
- ➔ 📄 Business Sustainability Embeddedness as a Strategic Imperative: A Multilevel Process Framework | **Mike Valente**, U. of Victoria
- 📄 Cross-Sector Collaborations for Sustainable Development | **Annekathrin Ellersiek**, Tilburg U.; **Patrick Vermeulen**, Tilburg U.; **Paul Van Seters**, Tias Nimbias Business School

1178 ➔ 🗣️📄: (Paper Session) - (PNP) **Corruption and Management in Public and Nonprofit Organizations**

- 8:30am - 10:10am Loews Philadelphia: Howe
 Chair: **Paul L Govekar**, Ohio Northern U.
 Discussant: **Marianna Fotaki**, Manchester U.
- ➔ 📄 E-Government, Corruption and National Prosperity: Evidence from Cross-Country Data | **Shirish C Srivastava**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore
 - ➔ 🗣️📄 Tolerance for Corruption and the IASB: Doing Well by Doing Good with Standards | **Paul G Wilhelm**, Kentucky State U.; **Jana Price Wilhelm**, Kentucky State U.
 - 🗣️📄 Profiting From Gaizhi: Management Buyout During China's Privatization | **Feng Lu**, Northwestern U.
 - 🗣️➔ 🗣️📄 Political Embeddedness and Academic Corruption in Chinese Universities | **Qian Forrest Zhang**, Singapore Management U.

1179 🗣️🗣️📄: (Paper Session) - (PNP) **Doing Well by Doing Good through Communities: Managing Public and Nonprofit Interactions**

- 8:30am - 10:10am Loews Philadelphia: Lescaze
 Chair: **Santo D Marabella**, Moravian College
 Discussant: **Leisha DeHart-Davis**, U. of Kansas
- 🗣️🗣️📄 What Motivates People to Participate More in Community-Based Coalitions? | **Rebecca Wells**, U. of North Carolina; **Ann J Ward**, U. of Edinburgh; **Mark Feinberg**, Penn State U.; **Jeffrey Alexander**, U. of Michigan, Ann Arbor
 - 🗣️➔ 🗣️📄 Putting Communities First: A Discursive Analysis of Policing Identities and Change | **Annette Davies**, Cardiff U.; **Robyn Thomas**, Cardiff U.
 - 🗣️📄 A Communication Model for Informed Public Participation: An Experiment and Case Study | **Juita-Elena Yusuf**, U. of Kentucky; **Lenahan O'Connell**, U. of Kentucky

1180 📄: (Paper Session) - (RM) **Scale Development, Reliability, & Validity**

- 8:30am - 10:10am Philadelphia Marriott: Franklin 8
 Chair: **Susan Cohen**, U. of Pittsburgh
 Discussant: **Olga Clark**, U. of Hartford
- 🗣️📄 A New Measurement Scale for Employee Engagement: Scale Development, Pilot Test, and Replication | **Christopher H. Thomas**, Northern Illinois U.
 - 📄 Measuring Project and Market Performance of New Product Development Projects | **Floortje P. Blindenbach-Driessen**,

Erasmus U. Maryland U.; **Jan van Dalen**, Erasmus U.; **Jan Van Den Ende**, RSM Erasmus U.

A Reliability Generalization Study of the Perceptions of Organizational Politics Scale | **Brian K. Miller**, Texas State U.; **Zinta S. Byrne**, Colorado State U.; **Matthew A. Rutherford**, James Madison U.; **Anne M Hansen**, Colorado State U.
The Effect on Model Fit of Ignoring Item Wording Effects in the Core Self-Evaluations Scale | **Jeffrey C. Kennedy**, Nanyang Technological U.

1181 🗂️🗂️ JS: (SIM, BPS, ONE) The Identification and Measurement of Socially Responsible Business

8:30am - 10:10am Loews Philadelphia: Washington B

Organizers: **J. Lamar Pierce**, Carnegie Mellon U.; **Michael Toffel**, Harvard U.

Chair: **J. Lamar Pierce**, Carnegie Mellon U.

Discussant: **Andrew King**, Dartmouth College

Do Corporate Social Responsibility Ratings Predict Corporate Social Performance? | **Michael Toffel**, Harvard U.

How Responsible are Measures of Corporate Social Responsibility? | **Aaron Chatterji**, Duke U.

Private Environmental Activism and the Selection and Response of Firm Targets | **Michael Lenox**, Duke U.

Firm and Market-Level Identification of Non-Compliance in the Vehicle Emissions Test Market | **Jason Snyder**, Northwestern U.

1182 🗂️: (Paper Session) - (TIM) Innovation Diffusion, Adoption, and Absorption

8:30am - 10:10am Philadelphia Marriott: Room 303

Chair: **Olga Bruyaka**, E.M. Lyon

Discussant: **Richard Grant Bush**, Lawrence Technological U.

🗂️🗂️ Creation, Selection and Diffusion of innovation: Towards an Integrative Framework | **Hsin-Min Hung**, TIM, National Chengchi U.

Exploring the Role Lead Users Play in the Adoption and Diffusion of New Products | **Stefan Oberhauser**, Vienna U. of Economics and Business Administration; **Martin Schreier**, WirtschaftsU. Wien; **Reinhard Prügl**, Vienna U. of Economics and Business Administration

🗂️ Implementing Employee Self-Service Technology: A Pre- and Post-adoption Comparison | **Janet H. Marler**, U. at Albany, SUNY; **Sandra Fisher**, Clarkson U.; **Weiling Ke**, Clarkson U.

Technology Evolution and Market Emergence: An Analysis on User Toolkit for Life Science Innovation | **Yansong Hu**, U. College Dublin; **Damien McLoughlin**, U. College Dublin

1183 🗂️: (Paper Session) - (TIM) Patents and Intellectual Property

8:30am - 10:10am Philadelphia Marriott: Room 305

Chair: **Willow Sheremata**, York U.

Discussant: **Victor Seidel**, U. of Oxford

🗂️🗂️ A Process Model of Creating and Out-Licensing Intellectual Property | **Dana Wang**, Stanford U.

🗂️🗂️ The Market Value of Patents and R&D: Evidence from European Firms | **Bronwyn Hall**, U. of California, Berkeley; **Grid Thoma**, CESPRI - Bocconi U.; **Salvatore Torrisi**, U. of Bologna

➔🗂️🗂️ Intellectual Property Rights Reform, Institutions, and Patenting | **Theodore Andrew Khoury**, U. of Texas at Dallas; **Alvaro Cuervo-Cazurra**, U. of South Carolina

Measuring the Immeasurable: Patent Valuation – Theoretical Approaches and Empirical Results | **Christian Grube**, Jacobs U. Bremen* formerly International U. Bremen; **Andreas Bausch**, Friedrich-Schiller-U.Jena

➔🗂️🗂️ Patent Strategies and their Impact on Value Creation: A Contingency Approach | **Holger Ernst**, WHU - Otto Beisheim School of Management; **James Gerard Conley**, Northwestern U.; **Nils Omland**, WHU - Otto Beisheim School of Management

1184 🗂️🗂️: (Paper Session) - (TIM) Technology and Organizational Relationships

8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - TIM 1

Presented on Panels 29-36

🗂️ Establishing Technology Standards Through Global Coalitions: How Winning Firms Manage the Coalition | **Kory D. Brown**, U. of Utah

🗂️🗂️ Virtual Knowledge Management, Innovation Capabilities, and Firm Performance | **Antonino Vaccaro**, Carnegie Mellon U.; **Ronaldo C. Parente**, Rutgers U.; **Francisco Veloso**, Carnegie Mellon U.

🗂️➔🗂️ Governance Choices for Technology Sourcing of Taiwanese Firms in Global High-Tech Industries | **Wiboon Kittilaksanawong**, National Taiwan U.

🗂️🗂️ Strategic Alliances and Firm's Innovation Performance | **Ranfeng Qiu**, Rutgers U.

➔🗂️🗂️ The Impact of Collaboration and Funding on Productivity in Research Networks | **Daniela Defazio**, Polytechnic of Turin, Turin, IT; **Andy Lockett**, U. of Nottingham

🗂️ Post – Acquisition Integration and Synergy Exploitation In Israeli Biotechnological Firms | **Shlomo Yedidia Tarba**, Ben-Gurion U./Rishon LeZion College of Management

🗂️ Exploring Post-acquisition Knowledge Integration: The Mechanisms of Managing the Pragmatic Boundary | **Anna Goussevskaia**, Fundação Dom Cabral; **Carlos A. Arruda**, Fundação Dom Cabral; **Samir Lofti**, Fundação Dom Cabral

🗂️🗂️ The Social Construction of Valuation: Playing Mind Games | **Colleen Beecken Rye**, Wharton, U. of Penn

1185 🗂️ JS: (TIM, BPS) Location, Location, Location: Multinational Enterprise R&D and Knowledge Transfer

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom L

Coordinator: **Kira Fabrizio**, Emory U.

Firm Experience, Capabilities, and Localization Strategy | **Heather Berry**, U. of Pennsylvania; **Juan Alcacer**, New York U.; **Wilbur Chung**, U. of Maryland, College Park

When Does Distributed Innovation Activity Make Sense? | **Aija Elina Leiponen**, Cornell U.; **Constance E Helfat**, Dartmouth College

Cluster Capabilities and Location Choice: A Study of Business Process Offshoring in India | **Srilata Zaheer**, U. of Minnesota; **Anna Lamin**, Northeastern U.; **Mani R. Subramani**, U. of Minnesota

Tacit Demand & Innovation in the Global Pharmaceutical Industry | **Kira Fabrizio**, Emory U.; **Lacy Glenn Thomas**, Emory U.

Session Details - Tuesday

1186 → 🗨️ JS: (TIM, IM, ENT) Integrating National and Global Innovation Systems

8:30am - 10:10am Philadelphia Marriott: Grand Ballroom K

Chair: **Eleanor Westney**, Massachusetts Institute of Technology

Discussant: **Mari Sako**, Oxford U.

The Emergence of the Entrepreneurial University in National and Regional Systems of Innovation | **David Audretsch**, Max Planck Institute of Economics

Exploring the Foundations of Regional Scientific Advantage in Stem Cell Research | **Jeffrey Furman**, Boston U.

The Emergence of Local Innovative Capacities for Global Competition in Emerging Markets | **Gerald A. McDermott**, Wharton, U. of Penn

Integrating National and Global Innovation Systems via Cross-Border Knowledge Production | **Gita Surie**, Adelphi U.

Tuesday 8:40AM

1187 🗨️ JS: (OMT, IM) Code Makers and Code Breakers: Food as a Field of Cultural Contestation

8:40am - 10:10am Philadelphia Marriott: Franklin 6

Organizers: **Jo-Ellen Pozner**, U. of California, Berkeley; **Tina Dacin**, Queen's U. Canada; **Michaela DeSoucey**, Northwestern U.

Discussant: **Gary Alan Fine**, Northwestern U.

The Role of Institutional Entrepreneurs in the Slow Food Movement in California and the Netherlands | **Frank den Hond**, Vrije U.; **Tom Elfring**, Free U. Amsterdam

Code Breaking: How Entrepreneurs Exploit Institutional Logics to Generate Institutional Change | **Hayagreeva Rao**, Stanford U.; **Simona Giorgi**, Northwestern U.

Code Violations, Audiences, Authentic Identities and Inertia in the Wine Industry | **Philippe M. Monin**, EM Lyon; **Grégoire Croidieu**, EM Lyon

Profits to Prophets: Feeding Identities at the Fringe | **Tina Dacin**, Queen's U. Canada; **Michaela DeSoucey**, Northwestern U.; **Jo-Ellen Pozner**, U. of California, Berkeley

Winner of OMT Division Best Symposium Proposal Award

Tuesday 8:50AM

1188 🗨️: (Paper Session) - (SIM) The Case for Ethics and Corporate Social Responsibility

8:50am - 10:10am Loews Philadelphia: Washington A

Facilitator: **Heiko Spitzack**, St. Gallen U.

🗨️ Doing Well by Doing Good: A Trust Perspective on Corporate Social Responsibility | **Benjamin B. Dunford**, Purdue U.; **Alan D. Boss**, U. of Maryland, College Park; **Wayne Boss**, U. of Colorado, Boulder

🗨️ Managerial Perceptions of the Business Case for Corporate Social Responsibility | **Kai N. Hockerts**, Copenhagen Business School

🗨️ Connecting Two Faces of CSR: Does Employee Volunteerism Improve Compliance Behavior? | **Susan Houghton**, North Carolina A&T State U.; **Joan T. A. Gabel**, Florida State U.; **David W. Williams**, Georgia State U.

🗨️ When Supplier Ethical Policies Matter to a Buyer (or Don't): The Moderating Role of Switching Cost | **Scott**

Colwell, U. of Guelph; **Michael J. Zyphur**, National U. of Singapore

1189 🗨️: (Paper Session) - (SIM) Person/Situation Antecedents of Ethical/Unethical Decisions

8:50am - 10:10am Loews Philadelphia: Washington C

Facilitator: **Celia Moore**, London Business School

🗨️ Antecedents of Ethical Awareness and Decision Making: An Empirical Multigroup Analysis | **Daniel Rottig**, Florida Atlantic U.; **Xenophon Koufteros**, Florida Atlantic U.

Unethical Decision-Making Among Entrepreneurs: Does The Person-Situation Interactionist Model Apply? | **Mark Ciavarella**, Bucknell U.; **Lori Versteegen Ryan**, San Diego State U.

🗨️ THE Ghost in The Machine: Dispositions, Situations and Explanations of Moral Behavior | **Miguel Alzola**, Rutgers U.

🗨️ The Who, When, and Where of Unethical Choices: Meta-Analytic Answers to Fundamental Ethics Questions | **Jennifer Kish Gephart**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.

1190 🗨️: (Paper Session) - (TIM) Interorganizational Networks

8:50am - 10:10am Philadelphia Marriott: Room 304

Chair: **Daniel E. Lockhart**, U. of Kentucky

Discussant: **Kwanghui Lim**, U. of Melbourne

🗨️ Niche Competence: An Analysis of Network-Centric Advantage in Schumpeterian Environments | **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute; **Satish Nambisan**, Rensselaer Polytechnic Institute

🗨️ Impact of Customer Portfolio Size, Balance, and Relational Embeddedness on New Product Development | **Helena Yli-Renko**, U. of Southern California; **Ramkumar Janakiraman**, Texas A&M U.

➔ 🗨️ Moderating Effect of Network Embeddedness on Knowledge Acquisition in Global Manufacturing Network | **Xuefeng Liu**, Zhejiang U. and Xiamen U.; **Xiaobo Wu**, Zhejiang University; **Jian Du**, Zhejiang U.

🗨️ Confronting Complexity in Technology Cluster Development: Towards an Evolutionary Theory | **Cooper Langford**, U. of Calgary; **Jeremy K Hall**, U. of Calgary

Tuesday 9:00AM

1191 : (AAA) Conference Exhibits

9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.

Organizer: **Ayman Tarabishy**, George Washington U.

1192 : (AAA) Membership

9:00am - 11:30am Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

1193 : (AAA) Placement Services

9:00am - 4:00pm Sheraton Philadelphia City Center: Franklin Room

Placement Services - Registration and Information
Organizer: **Janice A. Black**, New Mexico State U

1194 : (OB) OB Lifetime Achievement Award Invited Address

9:00am - 10:10am Philadelphia Marriott: Independence I

Dr. Gary Latham is the recipient of the OB Division Lifetime Achievement Award. A question and answer period follows the presentation.

Distinguished Speaker: Gary P. Latham, U. of Toronto

Tuesday 10:15AM**1195 : (AAA) Conference Break**

10:15am - 10:45am Pennsylvania Convention Center: Exhibit Hall C - Break Area

Sponsored by: Sage Publications

Organizer: Ayman Tarabishy, George Washington U.

Tuesday 10:30AM**1196 : (AAS) Art & Business: Partners in Doing Good?**

10:30am - 11:50am Philadelphia Marriott: Liberty Ballroom A

Organizer: Steven S Taylor, Worcester Polytechnic Institute

Discussant: Frank J. Barrett, Naval Postgraduate School

Too Much Mustard for the Hot Dog: The West Collection and SEI Investments | Scott Rigby, BaseKamp

Entrepreneurship as Social Sculpting: What Joseph Beuys Taught Us about Steve Jobs and Apple Computer

Company | Mary Jo Hatch, U. of Virginia; Stefan Meisiek, U. Nova de Lisboa

Using Theater and Storytelling to Develop Managers | Steven S Taylor, Worcester Polytechnic Institute

1197 : (AAS) Can Doing Well by Doing Good Be Bad for Society? Critical Perspectives on Corporate Social Responsibility

10:30am - 11:50am Philadelphia Marriott: Liberty Ballroom C

Organizer: Bobby Banerjee, U. of Western Sydney

Participants: Bobby Banerjee, U. of Western Sydney; Martin

Fougère, Swedish School of Economics and Business

Administration; John M Jermier, U. of South Florida; David Levy,

U. of Massachusetts, Boston; Kamal Munir, U. of Cambridge

1198 : (AAS) The Morality of Strategy: Does Competitive Advantage Advance the Public Interest?

10:30am - 11:50am Loews Philadelphia: Regency Ballroom B

Organizer: Paul C Godfrey, Brigham Young U.

Participants: Jeffrey S. Harrison, U. of Richmond; James P.

Walsh, U. of Michigan, Ann Arbor; Jay B Barney, Ohio State

U./Peking U.; Jan W. Rivkin, Harvard U.; Robert Edward

Freeman, U of Virginia

1199 : (AAS) Doing Well by Doing Good in the Employee-Organization Relationship: Current Knowledge, Future Promise

10:30am - 11:50am Pennsylvania Convention Center: Room 108A

Organizers: Lynn Shore, San Diego State U.; Robert Eisenberger,

U. of Delaware

Participants: Robert Eisenberger, U. of Delaware; Jone L. Pearce,

U. of California, Irvine; Robert C Liden, U. of Illinois, Chicago; Mark

V Roehling, Michigan State U.; Anne S. Tsui, Arizona State U.

1200 : (BPS) Addressing Macro Problems with Micro Methods: Experiment-based Strategy and Organizational Research

10:30am - 11:50am Philadelphia Marriott: Franklin 10

Chair: Libby Weber, U. of Southern California

Discussant: Deepak Malhotra, Harvard U.

Individual Determinants of Threshold Models of Collective

Action: A Laboratory Simulation | Emily S. Block, U. of

Illinois, Urbana-Champaign; Laura Erskine, U. of Southern

California

Is Embeddedness Optional? Social Capital as a Dilemma for Real Option Theory | Russell Coff, Emory U.; Michael Alan

Sacks, Emory U.; Kevin Laverly, U. of Washington, Bothell

Managing Partner Relationship Attitudes: Using Contract

Framing to Set Relationship Expectations | Libby Weber, U.

of Southern California

Does Hold-up Occur in Negotiations Involving Specific

Investments? An Experimental Investigation | Sergio

Giovanetti Lazzarini, Ibmec São Paulo; M Sylvia Macchione

Saes, U. of Sao Paulo

1201 : (Paper Session) - (BPS) Interfirm Network Formation

10:30am - 11:50am Philadelphia Marriott: Franklin 9

Chair: Arik Lifschitz, U. of Minnesota

Discussant: Joanne Oxley, U. of Toronto

Value Creation and Appropriation in Alliance Portfolios |

Dovev Lavie, Technion-Israel Institute of Technology

A Fit Group or A Messy Crowd? A Dynamic Evaluation of

Group Fitness in the Airline Industry | Yanfei Zhao, U. of

Toronto

Configurations of Alliance Governance Systems | Sascha

Albers, U. of Cologne

Is Coopetition a Good Idea? The Example of a

Coopetitive Supermarket Network in Taiwan | Tzu-Ju Ann

Peng, Providence U.; Stephen Pike, Intellectual Capital Services

Ltd.; Johnson Chung-Hsin Yang, Sinon Co.; Goran Roos,

Cranfield U.

1202 : (Paper Session) - (BPS) Group Dynamics and Social Psychology Perspective on Strategy

10:30am - 11:50am Philadelphia Marriott: Room 406

Chair: Steve Arendall, Union U.

Discussant: Veronique Ambrosini, Cranfield U.

Strategy Consensus and Performance: An Implementation

View | Katsuhiko Shimizu, U. of Texas, San Antonio

Upper-Echelon Social Capital: The Enabling Role of

Transformational Leadership | Ciaran Heavey, U. of

Connecticut

The Micro-foundations of Strategy: Exploring the

Practices of Strategy Teams in Multi-business Firms |

Sotirios Paroutis, Warwick Business School

Microdynamics in Top Management Teams | Veronika

Kisfalvi, HEC Montreal; Viviane Sergi, HEC Montreal; Ann

Langley, HEC Montreal

1203 : (Paper Session) - (BPS) Capability Development and Accumulation

10:30am - 11:50am Philadelphia Marriott: Room 407

Chair: Hart E. Posen, U. of Michigan

Discussant: Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign

- 📖 Which Stars Should You Reach For? Firm Innovation and the Mobility of Scientific Stars | **Alexander Oettl**, U. of Toronto
- ➔ 📖 Markets, Resources, and Their Interplay: A Business-Unit Level Analysis | **Chang Hoon Oh**, Indiana U./Brock U.
- 📖 🗣️ 📖 Resource Stocks, Innovation & Persistent Heterogeneity | **Tammy L. Madsen**, Santa Clara U.; **Michael J Leiblein**, Ohio State U.
- 📖 Team-Specific Human Capital, Team Momentum and Team Performance | **Bill Gerrard**, Leeds U.; **Andy Lockett**, U. of Nottingham

1204 : (Paper Session) - (BPS) Organization Structure and Design

10:30am - 11:50am Philadelphia Marriott: Room 408

Chair: **Jack Wheeler**, Indiana Wesleyan U.

Discussant: **James Harvey Moore**, Louisiana State U.

- 🗣️ The Growth Corridor: Managerial, Financial, and Market Thresholds to Optimum Firm Growth | **Flora Ferlic**, U. of St. Gallen; **Sebastian Raisch**, U. of St. Gallen
- 📖 Every Disney owns a Miramax: Organization, Financial Slack, and Competition in Movie Distribution | **Gabriel Natividad**, U. of California, Los Angeles
- 📖 Structural Complexity and Diversification | **Yue Maggie Zhou**, U. of Michigan
- 📖 An Efficient Frontier in Organization Design | **Felipe Csaszar**, U. of Pennsylvania

1205 : (Paper Session) - (BPS) Boards and Top Management Teams: Group Dynamics

10:30am - 11:50am Philadelphia Marriott: Room 409

Chair: **Rajaram Veliyath**, Kennesaw State U.

Discussant: **Chamu Sundaramurthy**, San Diego State U.

- 📖 The Role of Prestige and Networks in Outside Director Appointments | **Tom Kirchmaier**, Manchester Business School
- Strategic Alliance Team Diversity and Effectiveness: Opening the "Black Box" | **Baniyelme David Zoogah**, Morgan State U.; **Davina E. Vora**, U. of Texas, Dallas
- 🗣️ 📖 Ambivalent Aspects of Board Diversity: Implications for Strategic Performance of a Firm | **Kong-Hee Kim**, St. Cloud State U.
- ➔ 📖 How Do Women Directors Influence Board Processes and Effectiveness? An Empirical Study | **Morten Huse**, BI Norwegian School of Management

1206 : (Paper Session) - (BPS) Technology Strategy / Entrepreneurial Strategy & Real Options

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - BPS 1

Presented on Panels 1-11

- ➔ 🗣️ 📖 Supply Chain Integration and New Product Introduction: A Clockspeed Perspective | **Eugene Hahn**, Salisbury U.; **Ronaldo C. Parente**, Rutgers U.
- 🗣️ 📖 The Growth Value from Corporate Venture Capital (CVC) Portfolio Configuration | **Yi Yang**, U. of Massachusetts Lowell; **Vadake Narayanan**, Drexel U.; **Dona Marie DeCarolis**, Drexel U.
- 🗣️ Real Option Perspective on Exploration and Exploitation | **Ming-Je Tang**, National Taiwan U.; **Yu-Chieh Chao**, National Taiwan U.; **Yi-Ping Eric Huang**, National Taiwan U.; **Tsu-**

Hsiang Hsu, National Taiwan U.; **Der-Fang Hung**, National Taiwan U.

- 🗣️ A Temporal Perspective on Balancing Exploitation and Exploration | **Ming Piao**, Northwestern U.; **Klaus Weber**, Northwestern U.
- 🗣️ 📖 Real Options and Real Value: The Role of Employee Incentives to Make Specific Investments | **Heli Wang**, Hong Kong U. of Science and Technology; **Sonya Lim**, DePaul U.
- 🗣️ Ownership Structure Effects on Initial Public Offering Performance | **Sujit Sur**, Concordia U.; **Martin L. Martens**, Concordia U.
- ➔ 🗣️ 📖 From Offshoring to Globalization of Human Capital | **Arie Y. Lewin**, Duke U.; **Silvia Massini**, Manchester Business School; **Carine Peeters**, U. libre de Bruxelles
- 🗣️ 📖 Isomorphism and Legitimacy within Biotech IPOs: 1982-2001 | **Theodore Andrew Khoury**, U. of Texas at Dallas
- ➔ 🗣️ The Costs of Real Options: A Managerial Extension of the Black and Scholes Model | **Sangcheol Song**, Ohio State U.; **Jaideep Anand**, Ohio State U.
- 🗣️ 📖 Once Bitten, Twice Shy: Organizational Memory, Routines, and Real Options | **David Maslach**, Ivey School of Business; **Michael J Rouse**, U. of Western Ontario

1207 : (Paper Session) - (BPS) Top-Management Team / Corporate Governance

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - BPS 2

Presented on Panels 49-60

- 🗣️ 📖 Heterogeneity in Executive Compensation: Where You Work Versus Who You Are | **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Panayiota Konstantina Kiouis**, Ohio State U.
- 🗣️ Divestitures for Modular Corporate Design: Creating Value through the Parent-Unit Relationship | **Caterina Moschieri**, IESE, U. of Navarra; **Johanna Mair**, IESE Business School
- 🗣️ 📖 Acquisition Target Firms' Top Management Team (TMT) Retention: An Implicit Contract Perspective | **Timothy Scott Kiessling**, Eastern Kentucky U.; **Mark P Sharfman**, U. of Oklahoma
- 🗣️ 📖 Measuring Narcissism in CEOs: Validation of an Unobtrusive Index of Executive Personality | **Arijit Chatterjee**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.
- 🗣️ Seasons Change: Integrating Contingency and Life Cycle Approaches to Leader Succession | **Robert C Giambatista**, Lehigh U.
- 🗣️ How are Conflicting Governance Systems Related to Radical Innovation? A Dynamic Capabilities View | **Michael Horn**, U. of Cambridge; **Carsten Zimmermann**, U. of Cambridge
- 🗣️ Antecedents of Board Compensation: How to Pay to Get the Directors You Want | **Scott G. Johnson**, Oklahoma State U.; **Karen Schnatterly**, U. of Missouri-Columbia; **Joel F. Bolton**, Oklahoma State U.; **Chris Tuggle**, U. of Missouri at Columbia
- 🗣️ Does Stock-Based Pay Mitigate Destructive Competition among Top Executives? | **Ji-Young Ahn**, U. of Illinois, Urbana-Champaign
- 🗣️ Asset Burning Strategies: How Intangible Off-balance Sheet Assets Jeopardize Corporate Governance | **Carl J. Kock**, Instituto de Empresa

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

- 👁️📄 Modeling the Corporate Disclosure Decision Processes of Top Management | **Cynthia Clark Williams**, Bentley College
- 👁️🗣️📄 Planning Alone is Not Enough: The Relationship of Commitment to Strategic Planning Success | **Sara Jansen Perry**, U. of Houston; **Steven C Currall**, U. College London/London Business School; **Karla K. Stuebing**, U. of Houston; **Emily M Hunter**, U. of Houston
- 👁️📄 CEOs Old, CEOs New, and Expert Executives Making Much Ado | **Lowell W. Busenitz**, U. of Oklahoma; **Richard A Johnson**, U. of Missouri - Columbia; **Shih-chi Chiu**, U. of Missouri - Columbia
- 👁️ Corporate Malfeasance: Assessing the Factors That Result in Earnings Manipulation | **Margarethe F Wiersema**, U. of California, Irvine; **James A. Robins**, Singapore Management U.; **William Zhang**, Lehigh U.

1208 🗣️📄 JS: (BPS, OM) **Performance Measurement: Approaches for Identifying Whether You are Doing Well by Doing Good**

10:30am - 11:50am Philadelphia Marriott: Franklin 2

Chairs: **Veronica Martinez**, Cranfield School of Management; **Andrew Neely**, Cranfield School of Management

Discussant: **Christopher D. Ittner**, U. of Pennsylvania

Using Strategy Maps and the Balanced Scorecard to Align Social Performance into Strategy | **Robert S. Kaplan**, Harvard U.

Using the Performance Prism to Measure Whether You Are Doing Well By Doing Good | **Andrew Neely**, Cranfield School of Management

Pay for Performance: The Need to Link Compensation to Non Financial Performance Measures | **Rajiv Banker**, Temple U.

Is Doing Good Good for You? The Impact of Charitable Contributions on Corporate Performance | **Baruch Lev**, New York U.

1209 🗣️📄 SHCS: (BPS, OMT) **Strategic Agility and Corporate Renewal**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom A

Chair: **Yves Doz**, INSEAD

Participants: **Robert A Burgelman**, Stanford U.; **Anne S. Huff**, Technische U., München; **Quy Nguyen Huy**, INSEAD; **Mikko Kosonen**, Nokia Corporation; **Michael L. Tushman**, Harvard U.; **Wendy K. Smith**, U. of Delaware; **Gabriel Szulanski**, INSEAD

1210 : (Paper Session) - (CAR) **Examining the Benefits of Mentoring and Other Career Relationships**

10:30am - 11:50am Pennsylvania Convention Center: Room 111A

Chair: **Darlene Alexander-Houle**, U. of Phoenix

Discussant: **Troy Nielson**, Utah Valley State College

📄 An Examination of Hierarchical Exchange Relationships on Team Members' Career Benefits | **Deanna M. Kennedy**, U. of Massachusetts Amherst; **Sara McComb**, U. of Massachusetts; **Stephen G Green**, Purdue U.; **W. Dale Compton**, Purdue U., West Lafayette

📄 Disposition and Career Antecedents of Social Networks for Managerial and Professional Employees | **Yu Ha Cheung**, Hong Kong Baptist U.

Personality and Career: The Role of Career Developmental Relationships and Developers' Assistance | **Pei-Chuan Wu**, National U. of Singapore; **Maw-Der Foo**, U. of Colorado, Boulder; **Daniel Turban**, U. of Missouri, Columbia; **Shirlin Yu Yu Sim**, National U of Singapore

🗣️📄 Motivating Learning in the Organization: Effects of Autonomy Support and Autonomy Orientation | **Dong Liu**, U. Washington; **Ping Ping Fu**, Chinese U. of Hong Kong
Nominee for The Best Paper Award

1211 : (Paper Session) - (CAR) **Making it Work? Issues of Balance in Managing Life and Career**

10:30am - 11:50am Pennsylvania Convention Center: Room 111B

Chair: **Rochelle Parks-Yancy**, Texas Southern U.

Discussant: **Gudela Grote**, ETH Zürich

📄 Factors Determining Workaholicism, Its Positive and Negative Consequences | **Meghna Virick**, San Jose State U.; **Yehuda Baruch**, U. of East Anglia

🗣️🗣️ Work-Family Climate, Org Commitment & Turnover: The Multilevel Contagion Effect of Leaders | **John W. O'Neill**, Pennsylvania State U.; **Michelle M. Harrison**, Pennsylvania State U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **David Almeida**, Pennsylvania State U.; **Robert S. Stawski**, Pennsylvania State U.; **Amy Snead**, Pennsylvania State U.; **Ann Crouter**, Pennsylvania State U.
Nominee for The Best Paper Award

Boundary Theory and Career Choice | **SherRhonda Gibbs**, Jackson State U.

Nominee for The Arnon Reichers Best Student Paper Award

📄 A Model Towards Women Intentions and Flexible Work Arrangements in the South-Eastern EU | **Eleni Stavrou**, U. of Cyprus; **Christiana Ierodiakonou**, U. of Cyprus

1212 🗣️🗣️📄 SHCS: (CAR, OMT, MED) **Advancing Interdisciplinary Career Theory: Making a Difference in the Knowledge Economy**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom B

Chair: **Svetlana Khapova**, Vrije U. Amsterdam

Discussant: **Michael B. Arthur**, Suffolk U.

Landscape with Travelers: The Contexts of Careers | **Kerr Inkson**, U. of Waikato

Grand Social Theories and Careers Research - A Kaleidoscopic Journey | **Wolfgang Mayrhofer**, WirtschaftsU. Wien

Intelligent Career Theory as Interdisciplinary Framework for Studying Predictors of Career Success | **Polly Parker**, U. of Queensland; **Svetlana Khapova**, Vrije U. Amsterdam; **Michael B. Arthur**, Suffolk U.

The Impact of Organizational Reference Groups on Career Achievement | **Barbara S. Lawrence**, U. of California, Los Angeles

Exploring New Ground: The Promise of Management Learning Across Boundaries | **Svenja Tams**, U. of Bath

1213 CAU: (CAU) **Combining Careers and Motherhood: The Influence of National Policies**

10:30am - 11:50am Pennsylvania Convention Center: Room 106A

Organizer: **Ruth H.V. Sealy**, Cranfield U.

Participants: **Deirdre Anderson**, Cranfield U.; **Diana Bilimoria**, Case Western Reserve U.; **Marian Ruderman**, Center for Creative Leadership; **Claartje J Vinkenburg**, Vrije U. Amsterdam

1214 CAU: (CAU) Building Confidence: Examining Math Stereotype Threat Among Women Entrepreneurs

10:30am - 11:50am Pennsylvania Convention Center: Room 106B

Organizers: **Daria Crawley**, Robert Morris U.; **Frances M. Amatucci**, Robert Morris U.

Participants: **Joan Winn**, U. of Denver; **Yasmin S. Purohit**, Robert Morris U.

1215 📖: (CM) The Role of Trust in Team Performance

10:30am - 11:50am Pennsylvania Convention Center: Room 105B

Chair: **Ralph Hanke**, Bowling Green State U.

Discussant: **Aimee A. Kane**, New York U.

Channeling Creative Capacity in Multicultural Teams | **Susan Crotty**, Northwestern U.; **Jeanne M Brett**, Northwestern U.

Predicting Plural Process: Group Decision-making and Satisfaction in Multicultural Teams | **Susan Crotty**, Northwestern U.; **Jeanne M Brett**, Northwestern U.

Are High-Power Teams High Performers? | **Lindred Greer**, Leiden U.; **Heather M. Caruso**, Harvard U.

The Mediating Role of Trust Between Team Identity and Conflict | **Guohong Han**, U. of Illinois, Urbana-Champaign; **Run Ren**, Texas A&M U.

1216 🗣️📖JS: (CM, MOC) Emotions & Emotional Intelligence In Context

10:30am - 11:50am Pennsylvania Convention Center: Room 113A

Chair: **Jeffrey Sanchez-Burks**, U. of Michigan

Discussant: **Caroline A Bartel**, U. of Texas at Austin

Emotional "Intelligence" Is Also Social | **Hillary Anger Elfenbein**, U. of California, Berkeley

Emotional Intelligence as Moderator of Employee Emotional Responses to Leaders | **Neal M. Ashkanasy**, U. of Queensland; **Marie T. Dasborough**, Oklahoma State U.

The Relation between Emotional Intelligence and Culture. | **Stéphane Côté**, U. of Toronto; **Sue Hyun Moon**, U. of Toronto

Ability to Read Emotions in Group Negotiations: Help or Hindrance? | **Sigal Barsade**, U. of Pennsylvania; **Allan Filipowicz**, INSEAD

1217 🗣️📖: (CMS) Business as a System of Power: The Danger of Authoritarianism

10:30am - 11:50am Philadelphia Marriott: Room 405

Chair: **David Jacobs**, Morgan State U.

Drucker's Assessment of the Origins of Fascism | **Rosetta Morris**, Morgan State U.

"Coors and the Dualistic Strategy of Social and Political Engagement" | **Jordi Comas**, Bucknell U and IESE Business School

"The Ergonomics Wars" | **Matthew Lang**, Morgan State U.

"The Business Community and the Employee Free Choice Act" | **John Logan**, U. of Limerick

1218 📖🗣️JS: (CMS, SIM) First Nation Matters: The Academy Responds to FN Sovereignty

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom I

Organizers: **Joy E. Beatty**, U. of Michigan, Dearborn; **Maria Theresia Humphries**, U. of Waikato

Presenters: **Marjolein Lips-Wiersma**, U. of Canterbury; **Dale E Fitzgibbons**, Illinois State U.

1219 🗣️SHCS: (CMS, SIM, GDO) The Poor Are Still With Us: Acknowledging the Viewpoints of Low-Wage Workers

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom C

Coordinator: **Charlice Hurst**, U. of Florida

Participants: **Christina Cregan**, U. of Melbourne; **Julie Wolfram Cox**, Deakin U.; **Roy Stager Jacques**, Massey U. - Auckland; **Richard Marens**, California State U. Sacramento; **Leslie Stager Jacques**, Massey U. - Auckland

1220 📖: (Paper Session) - (ENT) Technology Entrepreneurship

10:30am - 11:50am Philadelphia Marriott: Franklin 11

Chair: **Aaron Chatterji**, Duke U.

Discussant: **Kwanghui Lim**, U. of Melbourne

🗣️📖 Prior Tacit Knowledge and First-Year Sales: A Study of Technology Entrepreneurship | **Matthew R. Marvel**, Western Kentucky U.

📖 Formalization: Organizational Refinement at Early Stages of High-Technology Venturing | **Ingela Sölvell**, Stockholm School of Economics

When Do Technology Ventures Seek Corporate Venture Capital? | **Haemin Dennis Park**, U. of Washington Business School

🗣️📖 How Do New Ventures Evolve? The Process of Charter Change in Technology Ventures | **Tina Claudia Ambos**, Vienna U. of Economics and Business Administration; **Julian Birkinshaw**, London Business School

1221 📖: (Paper Session) - (ENT) Opportunity ID Continued

10:30am - 11:50am Philadelphia Marriott: Room 410

Chair: **Dante DiGregorio**, U. of New Mexico

Discussant: **Erik Wetter**, Stockholm School of Economics

🗣️🗣️➔📖 Opportunity Recognition and Exploitation by Necessity and Opportunity Entrepreneurs | **Marcus Wagner**, Bureau d' Economie Théorique et Appliquée; **Joern Block**, Technical U. of Munich

Toward a Creation Theory of Entrepreneurial Opportunity Formation | **Sharon Alvarez**, Ohio State U.

A Yin and Yang Perspective on Opportunity Recognition and Innovation | **Jintong Tang**, Saint Louis U.; **Shaji Khan**, U. of Missouri at Saint Louis

🗣️📖 Vertical Disintegration and Entrepreneurial Opportunities: The Case of Broadcasting | **Jeffrey Lee Funk**, Hitotsubashi U.

1222 📖: (Paper Session) - (ENT) Scale Development in Entrepreneurship Research

10:30am - 11:50am Philadelphia Marriott: Room 411

Chair: **Richard T. Harrison**, Queen's U. Belfast

Discussant: **Jeffrey S Hornsby**, Ball State U.

An Empirical Analysis of the Measurement Properties of the Entrepreneurial Orientatin Scale | **Ken Chadwick**, Nicholls State U; **Tim Barnett**, Mississippi State U.

🗣️ Development and Validation of a Multidimensional Scale of Entrepreneurial Risk Perception | **Saulo Barbosa**, CERAG-

EDSG U. of Grenoble II (France); **Jill Kickul**, Miami U.; **Matthew Liao-Troth**, Western Washington U.

→ F-PEC Scale of Family Influence: A Refinement | **Daniel T. Holt**, Air Force Institute of Technology; **Matthew W. Rutherford**, Virginia Commonwealth U.; **Donald F Kuratko**, Indiana U.

🗨️ 📄 Entrepreneurial Potential Profile Measurement and its Impact on Small Business Performance | **Mara Regina Veit**, FUMEC U.; **Cid Goncalves Filho**, FUMEC U.; **Carlos Alberto Goncalves**, FUMEC U.

1223 📄: (Paper Session) - (ENT) International Entrepreneurship Research

10:30am - 11:50am Philadelphia Marriott: Room 412

Chair: **Regis Cabral**, Umeå U.

Discussant: **Brett Anitra Gilbert**, Texas A&M U.

Bank Financing and Entrepreneurs in China | **Wubiao Zhou**, NTU

🗨️ → 📄 Closing the 'Equity Gap' In Startup/Seed Investment for ICT Ventures: The Israeli Experience | **Jimmy Schwarzkopf**, Case Western Reserve U.; **Moren Levesque**, U. of Waterloo

📄 The Development of Entrepreneurship in China: A Review and Future Research | **Jing Yu Yang**, U. of Sydney

→ Exploration-Oriented and Exploitation-Oriented International Diversification: SMEs versus Large MNEs | **Taiyuan Wang**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

1224 👁️: (Paper Session) - (ENT) Relational Capital Issues

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - ENT 1

Presented on Panels 60-63

👁️ 📄 Strong Ties and Relational Capital: Evidence from Entrepreneurial Teams | **Ruth Blatt**, U. of Michigan

👁️ 📄 Too Close for Comfort: Effectiveness of Close Ties in Support Networks of New Ventures | **Phillip H. Kim**, U. of Wisconsin-Madison

🗨️ 👁️ 📄 Government Regulation of Entrepreneurs | **Steven C. Michael**, U. of Illinois, Urbana-Champaign; **Candace Agrella Martinez**, St Louis U.

👁️ 📄 The Dynamics of Inter-Organizational Social Capital: Implications for Start-ups' Performance | **Manuela Presutti**, Bologna U.; **Luca Pirolo**, Luiss Guido Carli U.

1225 📄 JS: (ENT, BPS) Implications of Cognition Research Across the Divisions for Entrepreneurial Research, and Vice-Versa

10:30am - 11:50am Philadelphia Marriott: Franklin 12

Organizers: **Denis A. Gregoire**, Georgia State U.; **J. Robert Mitchell**, U. of Oklahoma

Participants: **Pamela S. Barr**, Georgia State U.; **Christina E. Shalley**, Georgia Institute of Technology; **Barbara Jean Bird**, American U.

1226 📄: (Paper Session) - (GDO) Congruence and Lack of Fit: Role of Marriage and Work-Family Balance Strategies

10:30am - 11:50am Pennsylvania Convention Center: Room 104A

Chair: **Jocelyn Louise Steward**, U. of Alabama, Birmingham

Discussant: **Lynn Bowes-Sperry**, Western New England College

It's Not All About Conflict: Antecedents and Outcomes of Satisfaction with Work-family Balance | **Monique Valcour**, Boston College; **Jessica Bagger**, California State U. Sacramento

📄 Influence of Sex, Gender Self-Schema, and Segmentation Preferences on Work-to-Family Enrichment | **Gary N. Powell**, U. of Connecticut, Storrs; **Jeffrey H. Greenhaus**, Drexel U.

Gender Role Congruity in Marriage: The Impact on Career Outcomes and Decision Making | **Beth Ann Livingston**, U. of Florida

1227 → 📄: (Paper Session) - (GDO) Gender and Careers: Risk-taking and Developmental Experiences Among Executive Women

10:30am - 11:50am Pennsylvania Convention Center: Room 104B

Chair: **Ilene Wasserman**, ICW Consulting Group

Discussant: **Laura M. Graves**, Clark U.

📄 Gender Differences in the Distribution of Developmental Experiences in the Workplace | **Eden King**, George Mason U.; **Whitney E. Botsford**, George Mason U.; **Kevin Smith**, George Mason U.; **Stephanie Kazama**, Rice U.; **Michelle R. Hebl**, Rice U.

📄 Risky Business: A Theoretical Model Applied to the Advancement of Executive Women | **Susan F. Cabrera**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.

Moving into Leadership: Women in Leadership Roles in Australian Universities | **Linley Anne Lord**, Curtin U. of Technology

📄 The Careers of Women Executives and Entrepreneurs in Brazil | **Camilla Quental**, HEC, Paris

1228 🗨️ 🗨️ JS: (GDO, CAR, HR) Theorizing the Dynamics of Mentoring Beyond Traditional Contexts and Frameworks.

10:30am - 11:50am Pennsylvania Convention Center: Room 107B

Organizer: **Atira Cherise Charles**, Arizona State U.

Distinguished Speaker: **Stacy Blake-Beard**, Simmons College

Discussant: **Audrey Murrell**, U. of Pittsburgh

A Multi-level Model of the Role of Racial Bias and Influence Tactics on Mentoring Relationships | **Atira Cherise Charles**, Arizona State U.; **Jakari Griffith**, U. of Nebraska-Lincoln

Crossing the Divide: The Role of Sponsorship in Bridging Network Faultlines | **Benjamin M. Galvin**, Arizona State U.

Developmental Network: The Linkage Between Formal Mentoring Programs and Career Success | **Yi A. Ou**, Arizona State U.; **Shuling Li**, Peking U.

1229 📄: (Paper Session) - (HCM) From Radical to Routine: Institutional Theory Perspectives in Health Care

10:30am - 11:50am Loews Philadelphia: Commonwealth A2

Chair: **Trish Reay**, U. of Alberta

Discussant: **Elizabeth Goodrick**, Florida Atlantic U.

📄 A Study of Institutional Effects on the Practice of Evidence-Based Medicine | **Qian Xiao**, U. of Alabama; **Grant T. Savage**, U. of Alabama; **Juliet A. Davis**, U. of Alabama, Tuscaloosa

Origins of DRGS in the United States: A Technical, Political and Cultural Story | **Jon Chilingerian**, Brandeis U.

The Evolution of Actors in Contested Industries | **Karen D. W. Patterson**, U. of New Mexico

HCM Best Paper Based on a Dissertation Nominee

📄 Alien Infiltration: The Emergence of Medical Acupuncture in Western Health Care | **Ellen T. Crumley**, U. of Alberta;

Michael Lounsbury, Alberta U.; **Royston Greenwood**, U. of Alberta

1230 🗄️: (HCM) **Linking the Academy to the Institute of Medicine**

10:30am - 11:50am Loews Philadelphia: Commonwealth B
 Organizer: **Timothy Hoff**, State U. of New York, Albany
 Participants: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor;
Rangaraj Ramanujam, Purdue U.

1231: (Paper Session) - (HR) **Management Development**

10:30am - 11:50am Pennsylvania Convention Center: Room 112B
 Chair: **Robin Church**, U. of Winnipeg
 Discussant: **Rhonda J. Jones**, U. of Maryland, U. College
 🗄️ Construct Confusion in Assessment Centers: A Person-Situation Interactionist Perspective | **Brian D. Blume**, U. of Michigan, Flint; **George Dreher**, Indiana U., Bloomington;
Timothy Baldwin, Indiana U., Bloomington
 🗣️ Doing Well with Executive Coaching: Psychological and Behavioral Impacts | **Fran Finn**, Queensland U. of Technology;
Claire Mason, Queensland U. of Technology; **Lisa Bradley**, Queensland U. of Technology
 🗄️ Why do Firms Invest in Training and Development | **Marc Thompson**, U. of Oxford

1232 🗄️➔🗄️: (HR) **Leadership Lessons from Unusual Places**

10:30am - 11:50am Pennsylvania Convention Center: Room 113B
 Participants: **Ruth Wageman**, Harvard U.; **Colin M. Fisher**, Harvard U.; **Richard Hackman**, Harvard U.; **Mary Fontaine**, HayGroup

1233: (Paper Session) - (HR) **HR from an Organizational Perspective**

10:30am - 11:50am Pennsylvania Convention Center: Room 113C
 Chair: **Helen Shipton**, Aston U.
 Discussant: **Cheryl Ann Tibus**, Mercer U.
 🗣️🗄️ HRM Configurations for Low-Wage Workers: Do Employers Make Investments in Former Welfare Clients? | **Alison Konrad**, U. of Western Ontario; **John R. Deckop**, Temple U.; **Felice Perlmutter**, Temple U.; **Joshua Freely**, Temple U.
 🗄️ A Market- or Community-Like Employment Relationship?: Organizing Logics and HRM | **Johnseok Bae**, Korea U.
 Control, Ownership, and the Value of Paid Time Off | **Alexander R. Schwall**, Pennsylvania State U.
 🗄️ Corporate Strategy, HR and Employee Attitudes | **Maura Sheehan**, U. of Dallas; **Jonathan Michie**, Birmingham U.; **Nick Zubanov**, Birmingham U.

1234 🗣️JS: (HR, MED, HCM) **Surviving the Perfect Storm: Causes, Consequences, and Solutions for the Looming Labor Crisis**

10:30am - 11:50am Pennsylvania Convention Center: Room 112A
 Chairs: **Jeffrey Miles**, U. of the Pacific; **Peg Thoms**, Pennsylvania State U., Behrend
 Discussant: **Peg Thoms**, Pennsylvania State U., Behrend
 The Developing Labor Shortage: How to Cope | **Jay Jamrog**, U. of Tampa
 Labor Market Shortages in the East versus the West: Parallel or Divergent Paths for Coping? | **Monty G. Miller**, International Performance Solutions, Ltd.

Attracting, Retaining, & Developing Qualified Healthcare Staff: Practical Examples | **Patrick Lastowski**, U. of California, Davis
 Leaders Wanted: A Review of Current Methods for Training and Developing Leaders | **Jeffrey Miles**, U. of the Pacific

1235 ➔🗄️: (Paper Session) - (IM) **Performance of MNCs From and In LDCs**

10:30am - 11:50am Philadelphia Marriott: Room 413
 Chair: **Moacir de Miranda Oliveira Jr**, U. of Sao Paulo
 Discussant: **Mamdouh I. Farid**, Hofstra U.
 🗄️ Do Emerging Economy Firms Need Ambidextrous Strategies for Internationalization? | **Sathyajit Gubbi**, Indian Institute of Management Calcutta; **Raveendra Chittoor**, Indian Institute of Management Calcutta; **Sougata Ray**, Indian Institute of Management Calcutta
 ➔ Export Orientation and Export Performance of High-Technology SMEs in Emerging Markets | **Igor Filatotchev**, King's College London; **Trevor Buck**, Loughborough U.; **Mike Wright**, Nottingham U.; **Xiaohui Liu**, Loughborough U.
 ➔ 🗄️ Survival Of Foreign Subsidiaries Of Emerging Economy Multinationals: An Event History Analysis | **Miti Garg**, The Logistics Institute - Asia Pacific
 🗄️ Dynamic Capabilities, Government Policies & Performance in Firms from Less Developed Countries | **Omar R Malik**, Philadelphia U.; **Masaaki Kotabe**, Temple U.

1236 ➔🗄️: (Paper Session) - (IM) **Control and Coordination in MNCs**

10:30am - 11:50am Philadelphia Marriott: Room 414
 Chair: **Sankaran Manikutty**, Indian Institute of Management, Ahmedabad
 Discussant: **Mikelle A. Calhoun**, Ohio State U.
 ➔ 🗄️ The Influence of Coordination Mechanisms on New Product Development in MNC Subsidiaries | **Dirk Michael Boehe**, U. of Fortaleza
 ➔ 🗄️ Formal and Informal Control in Foreign Subsidiary: Impact of Transactional and Institutional Factors | **Deeksha A Singh**, National U. of Singapore
 🗄️ When Global Coordination Triggers Local Conflict: A Micro-political Approach Towards MNC Control | **Susanne Blazejewski**, European U. Viadrina
 ➔ 🗄️ Swinging Back the Pendulum: Explaining the Persistence of Formal Control Mechanisms in MNCs | **Barbara Brenner**, Vienna U. of Economics and Business Administration; **Björn Ambos**, Vienna U. of Economics and Business Administration

1237 ➔🗄️: (Paper Session) - (IM) **The Notion of "Distance" in IM Research**

10:30am - 11:50am Philadelphia Marriott: Room 415
 Chair: **John T. Lambert**, U. of Southern Mississippi
 Discussant: **James Costantini**, INSEAD
 ➔ 🗄️ The Importance and Dynamics of Types of Distance: An Empirical Test of Ghemawat's CAGE Framework | **Arjen Slangen**, Erasmus U. Rotterdam; **Fabienne Fortanier**, U. of Amsterdam; **Rob Van Tulder**, Erasmus U. Rotterdam
 ➔ 🗄️ Rethinking Institutional Distance: Using Institutional Theory to Inform International Management | **Nelson Phillips**, Imperial College London; **Neri Karra**, U. of the Arts London; **Paul Tracey**, Warwick U.

IM Division Best Paper Award Finalist

- Does it Matter Where Countries are?: Proximity to Others and MNE Location Choices | **Lilach Nachum**, Baruch College; **Srilata Zaheer**, U. of Minnesota; **Shulamith Gross**, Baruch College
- Do Institutional Quality and Institutional Distance Impact Subsidiary Performance? | **Chinmay Pattnaik**, Yonsei U.; **Soonkyoo Choe**, Yonsei U.

1238 → JS: (IM, BPS, OMT) **The Rapidly Changing Face of Korean Companies: From Corporate Strategy to Organizational Culture**

10:30am - 11:50am Philadelphia Marriott: Franklin 3

Organizer: **Yongsun Paik**, Loyola Marymount U.Chairs: **Yongsun Paik**, Loyola Marymount U.; **Dong-il Jung**, San Diego State U.Korea Multinationals In a Regional World | **Alan M Rugman**, Indiana U.; **Chang Hoon Oh**, Indiana U./Brock U.From Diversification Premium to Diversification Discount during Institutional Transitions | **Keonbeom Lee**, Korea Institute of Finance; **Mike Peng**, U. of Texas at Dallas; **Keun Lee**, Seoul National U.Triggers for Corporate Restructuring in Korea, 1993~2004: Environmental and Governance Changes | **Choelsoon Park**, Seoul National U.; **Seonghoon Kim**, Seoul National U.Social Capital among Corporate Upper Echelons and Its Impacts on Executive Promotion in Korea | **Yangmin Kim**, Sogang U.; **Albert Cannella**, Arizona State U.Integrating Organizational Culture and Human Resources in Cross-Border Acquisitions In South Korea | **Fabian Jintae Froese**, U. of St. Gallen, Waseda U.; **Yong Suhk Pak**, Yonsei U.; **Li Choy Chong**, U. of St. Gallen**1239** → JS: (IM, CM) **Power Distance: Its Antecedents, Correlates, and Consequences in Organizations**

10:30am - 11:50am Philadelphia Marriott: Franklin 4

Chair: **Ya-ru Chen**, Rutgers U.Discussant: **Kwok Leung**, City U. of Hong KongIndividual Beliefs in Power Distance: Conceptual Distinction, and Measurement Clarification | **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Jian Liang**, Hong Kong U. of Science and Technology; **Rick D. Hackett**, McMaster U.Who and (What) Do We Value When Assessing Status in High vs. Low Power Distance Cultures? | **Ya-ru Chen**, Rutgers U.; **Guozhen Zhao**, Rutgers U.Effects of Power Distance on Authorative Leadership in Business and Military Organizations | **Li-Fang Chou**, National Taiwan U.Does Emotional Intelligence Predict Managerial Fairness? The Moderating Effects of Power Distance | **David L. Patient**, Catholic U. of Portugal - FCEE**1240** : (Paper Session) - (IP) **Innovation II**

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Wei Zheng**, Northern Illinois U. **TIM**: Measuring the Effect of Exports on Innovation Performance: Is There Learning-by-Exporting? | **Elena Golovko**, IESE, U. of Navarra**TIM**: Technology Portfolio, Diversity and Innovative Competence: A Longitudinal Study | **Cristina Quintana-Garcia**, Malaga U.; **Carlos A. Benavides-Velasco**, Malaga U. **TIM**: Profiting From Innovations: Testing Teece's Theory in the Software Security Industry | **Alfonso Gambardella**, Bocconi U.; **Marco Giarratana**, U Carlos III de Madrid **TIM**: Innovation among Logistics Service Providers: An Institutional Perspective | **Sumeet Gupta**, The Logistics Institute - Asia Pacific; **Miti Garg**, The Logistics Institute - Asia Pacific; **Mark Goh**, The Logistics Institute - Asia Pacific; **Robert DeSouza**, The Logistics Institute - Asia Pacific **OCIS**: Toward a Flexible Information Technology Infrastructure: An Empirical Investigation | **Lior Fink**, Ben - Gurion U. Israel**1241** : (Paper Session) - (IP) **Organizational Learning I**

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Marguerite Schneider**, NJIT **BPS**: Playing In Between: IP Brokers In Markets For Technology | **Mario Francesco Benassi**, U. of Milano; **Alberto Di Minin**, UC Berkeley **OMT**: Ambidextrous Information Search | **James Oldroyd**, Northwestern U.**TIM**: Learning from Startups: Corporate Venture Capital and Exploratory Knowledge Creation | **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Corey Phelps**, U. of Washington; **Suresh B Kotha**, U. of Washington, Seattle **ODC**: Organizational Change and Innovation Transfer Capability | **Bert Alan Spector**, Northeastern U.; **Henry W Lane**, Northeastern U. **OMT**: Knowledge Management and Organizational Adaptiveness: A Comparative Survey Study | **Kuei-Hsien Niu**, U. of North Texas**1242** : (Paper Session) - (IP) **Individual Learning and Knowledge Sharing II**

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Garry L. Adams**, Auburn U. **MED**: Computer Self-Efficacy As An Indicator of Tablet PC Effectiveness In The Classroom | **Jack H. Walters**, Dakota State U.; **Richard T. Christoph**, Dakota State U.; **Richard D. Puetz**, Dakota State U.; **Mark J. Moran**, Dakota State U. **ENT**: Motivational Impact of Role Models as Moderated by Ideal vs. Ought Self-guides Identifications | **Miruna Radu**, Advancia - Paris Chamber of Commerce and Industry; **Christophe Loue**, Advancia - Paris Chamber of Commerce and Industry→ **TIM**: Management Innovation at Discovery Stages: A Challenge for Management Research | **Albert David**, Ecole Normale Supérieure; **Armand Hatchuel**, Ecole des Mines de Paris **TIM**: Why Do User Communities Work? Maven Orientation and Individual Level Information Sharing | **Thomas Langenberg**, Ecole Polytechnique Fédérale de Lausanne**MED**: Using Provocative Statement Assignments to Foster Critical Thinking in the Management Classroom | **Grant Morgan**, Praxis Research; **John Sherlock**, Western Carolina U.

1243 : (Paper Session) - (IP) Psychological Contracts

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Lynda St. Clair**, Bryant U.

→ **OB**: The Role of Leadership in Training: Predicting Training Effectiveness by Leadership Style | **Hilla Peretz**, U. of Haifa; **Zehava Rosenblatt**, U. of Haifa

OB: Using Performance-Based Theory to Better Understand Proactive Engagement at Work | **Jerry Bryan Fuller**, Louisiana Tech U.; **Kim Hester**, Arkansas State U.; **Laura Elizabeth Marler**, Louisiana Tech U.

OB: Working from the Same Playbook? Performance Impact of Psychological Contract Mutuality and Job Level | **Melissa S. Cardon**, Pace U.; **Jun Ye**, Case Western Reserve U.; **Efrain Rivera**, Bausch & Lomb

CAR: On Company Time: An Empirical Examination of Why People Engage in Personal Business on the Job | **Erik R. Eddy**, Siena College; **Caroline P. D'Abate**, Skidmore College; **Paul Thurston**, Siena College

1244 : (Paper Session) - (IP) Cognition

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Mark P. Healey**, U. of Leeds

ODC: Doing Better by Imagining Good: Mental Imagery and Appreciative Inquiry | **Michael Todd Murphy**, Benedictine U.

CM: The trap of Affirmation: Hidden Costs of De-escalating Through Self-affirmation | **Daniel C. Molden**, Northwestern U.; **Adam Galinsky**, Northwestern U.; **Gillian Ku**, London Business School

HCM: Confidence, Error, and Ingenuity in Diagnostic Problem Solving | **Jenny W. Rudolph**, Boston U.; **J. Bradley M. Morrison**, Brandeis U.

HCM Best Paper Award Nominee

MOC: Ambiguity Tolerance and Accurate Assessment of Self-Efficacy in a Complex Decision Task | **Megan Lee Endres**, Eastern Michigan U.; **Sanjib K Chowdhury**, Eastern Michigan U.; **Morgan R. Milner**, Eastern Michigan U.; **Intakhab Alam**, Eastern Michigan U.

OB: Ajzen's Theory of Planned Behavior: A Latent Growth Modeling Approach | **Peter Hom**, Arizona State U.; **Aimee Dars Ellis**, Arizona State U.

1245 : (Paper Session) - (IP) Competitive Dynamics of Firms III

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Dara Szyliowicz**, U. of the Pacific

OMT: Resource Partitioning Revisited: Competitive Interaction and Vital Rates in the Italian TV Industry | **Samira Reis**, Bocconi U.; **Giacomo Negro**, Bocconi U.; **Olav Sorenson**, U. of Toronto; **Fabrizio Perretti**, Bocconi U.; **Alessandro Lomi**, Bologna U.

BPS: The Impact of Core Competency and Strategic Intent on Competitor Interactions: An Empirical Analysis | **Yunxuan Han**, Temple U.; **Patrick G. Maggitti**, Temple U.; **Robert D. Hamilton**, Temple U.

→ **MC**: Positioning of Management Consulting Firms: Segmenting the German Market for Consulting Services | **Ansgar Richter**, European Business School; **Kerim Galal**, European Business School

OMT: Dampening Rival Actions: The Moderating Role of Experience in Dynamic Competition | **David Lanier Major**, U. of Maryland, College Park

1246 : (Paper Session) - (IP) Foreign Direct Investment

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Joan Mileski**, Texas A&M U., Galveston

→ **IM**: Imitation Behavior of Foreign Direct Investment Location Choice: Investigation of Recency Effects | **Hsien-Jui Chung**, National Chung Cheng U.; **Chun-Chung Chen**, Yuan Ze U.

IM: Evolutionary Changes in Foreign Direct Investment: Event History Analysis of Korean Textile Industry | **Kyungho Kim**, Boston U.

→ **OMT**: Boundaries of Density-Dependence: Foreign Entry Rates in the US Automobile Industry, 1986 – 2003 | **Alexander Eapen**, U. of Sydney

→ **IM**: Institutional Constraints and Foreign Direct Investment-Seeking Behaviors of Chinese Firms | **Yasheng Huang**, MIT Sloan School of Management; **Yanbo Wang**, MIT Sloan School of Management

→ **IM**: Modelling The Speed Of Internationalization And Mode Of Entry Relationship | **M. Angeles Gallego**, U. de Sevilla, Spain; **Encarnacion Ramos**, U. de Sevilla, Spain; **Francisco J. Acedo**, U. of Seville; **Jose Carlos Casillas**, U. de Sevilla, Spain; **Ana Maria Moreno**, U. de Sevilla, Spain

1247 : (Paper Session) - (IP) Founders' Influence II

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Eden S. Blair**, Bradley U.

ENT: Negotiated Structures: How Routines are Imported into New Ventures | **David W. Williams**, Georgia State U.

ENT: Integrating Entrepreneurial Intentions and Actions: The Roles of Desirability and Feasibility | **Jason Robert Fitzsimmons**, Queensland U of Technology; **Evan John Douglas**, Queensland U of Technology

ENT: The Role of Entrepreneurs' Reputation in Securing VC Support and Expediting a Venture's IPO | **Raj V Mahto**, California State U. Fullerton; **Dmitry Mikhail Khanin**, California State U. Fullerton; **David L. Leibsohn**, California State U. Fullerton

→ **BPS**: Inaugural Market Entry and Information Asymmetry: An Integrated Look at de novo Entrants | **Terence Ping Ching Fan**, Singapore Management U.; **Phillip Phan**, Rensselaer Polytechnic Institute; **John E Butler**, U. of Hawaii at Manoa

1248 : (Paper Session) - (IP) Resources, Knowledge, and Firm Performance II

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Mark H Hansen**, Brigham Young U.

BPS: Market Orientation, Asymmetry-based Strategy, and Performance | **KuangPeng Hung**, MingChuan U.; **Yun-Hwa Chiang**, Ming Chuan U.

BPS: A Conceptual Model of Firm Knowledge Base Dynamics | **Kremena Slavcheva**, U. Carlos III de Madrid; **Julio DeCastro**, Instituto de Empresa; **Andrea Fosfuri**, U. of Carlos III de Madrid

→ **BPS**: How Does Innovation Impact Profitability and Productivity? A Joint-test of RBV and KBV Determinants |

📖 Teaching-oriented | 🗂 Practice-oriented | 🌐 International-oriented | 🗨 Theme-oriented | 📄 Research-oriented | 🖥 Visual Presentation | 🏆 Best Paper Proceedings

Sonya Wen, National Taiwan U.; **Jennifer Hui-Ru Chen**, National Taiwan U.

📖 **OMT**: Examining the Influence of Dynamic Capabilities on Performance | **Yung-chul Kwon**, Yeungnam U.

➔ 📖 **BPS**: What Do Firms Benefit From Cluster Effect? A Resource-Based and Market-Based Empirical Study | **Kuo-Feng Huang**, National Chengchi U., Taiwan

1249 : (Paper Session) - (IP) Strategy Making

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Zenlin Kwee**, Erasmus U. Rotterdam

📖 **BPS**: How Do Managers Do Strategy Over Time? | **Zenlin Kwee**, Erasmus U. Rotterdam

📖 **BPS**: Strategic Entrepreneurship: How Managers Translate Opportunities into Strategic Initiatives | **Simon Grand**, U. of St. Gallen; **Florian Bertram**, U. of St. Gallen; **Daniel Bartl**, U. of St. Gallen

➔ 📖 **IM**: How German, Japanese, and U.S. Managers View Markets and Planning as Modes for Coordination | **William G Egelhoff**, Fordham U.; **Erich Frese**, U. of Cologne

📖 **OMT**: Strategic Choice, Chance, and the Persistence of Determinism: An Empirical Investigation | **Raymond-Alain Thietart**, Paris-Dauphine U.-Essec; **Mark de Rond**, Cambridge U.

🌐 **BPS**: The Role of Formality and Dynamism in the Success of Strategic Retreats | **Christopher Russell Clark**, Macquarie U., Sydney; **Richard Dunford**, Macquarie U., Sydney

1250 : (Paper Session) - (IP) Supply Chain Design II

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Anant Ravindra Deshpande**, U. of Texas Pan American

OMT: The "Visible Hand" in Production-Chain Markets: Empirical Study of Harrison White's Network Model | **Tsutomu Nakano**, Kwansai Gakuin U.; **Douglas R White**, U. of California-Irvine

TIM: Component Modularity and Buyer-Supplier Integration in the Air-Conditioning Industry | **Anna Cabigiosu**, U. of Padova; **Arnaldo Camuffo**, U. of Padova; **Andrea Furlan**, U. of Padova

📖 **OM**: Testing a Theory of Effective Buyer-Seller Interaction during Ongoing Service Exchange | **Wendy van der Valk**, RSM Erasmus U.; **Finn Wynstra**, RSM Erasmus U.; **Björn Axelsson**, Stockholm School of Economics

➔ 📖 **OM**: Supply Chain Management Practices in Two Different Cultural and Business Environments | **Uche Okongwu**, Toulouse Business School; **Kristanto Santosa**, PQM Consultants

1251 : (Paper Session) - (IP) The Context of Innovation and Technological Transfer

10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C4

📖 **BPS**: Managing Innovation and Learning in Dynamic Environments: The Role of Rapid Response Capabilities | **Christoph Grimpe**, Centre for European Economic Research; **Wolfgang Sofka**, Centre for European Economic Research

IM: Stable Institutions & Novel Technologies: Leads & lags between Chinese and Indian Biotechnologies | **Tariq H. Malik**, Birkbeck College, U. of London; **Klaus Nielsen**, Birkbeck College, U. of London

OMT: Social Movements, Regulatory Politics and Technology Evolution | **Kerem Gurses**, IESE Business School

BPS: Mimetic Adoption of R&D Strategy during Economic Transition: The Case of Science Park Firms in China | **Yiyi Su**, Peking U.; **Changhui Zhou**, Peking U.

➔ **TIM**: Opportunities or Constraints? The Effects of Network Embeddedness on Technology Transfer | **Julia L. Lin**, I-Shou U., Taiwan; **Shih-Chieh Fang**, National Cheng Kung U.
Presenter: **Jean Baptiste K. Dodor**, Jackson State U.

1252 📖🌐➔📖📖: (MC) Doing Well By Doing Good: A Town Hall/Working Session to Advance the Management Consulting Division

10:30am - 11:50am Loews Philadelphia: Regency Ballroom C1

Division Chair: **Susan M. Adams**, Bentley College

Program Chair: **C. Ken Weidner**, Saint Joseph's U.

Professional Development Workshop Chair: **Marc Bonnet**, ISEOR, U. of Lyon 3

Professional Development Workshop Coordinator: **Ginka Toegel**, London School of Economics

Facilitators: **W Warner Burke**, Columbia U.; **Miguel Caldas**, Loyola U. New Orleans; **Timothy Clark**, Durham U.; **Bjoern Z. Ekelund**, Human Factors; **Rubina Mahsud**, St. John's U.; **Susan Burgess Miller**, NASA AERO Institute; **Rickie A. Moore**, EM LYON; **Thomas H. Olson**, U. of Southern California; **Brian Peach**, U. of West Florida; **Flemming Poufelt**, Copenhagen Business School; **Georges Trepo**, HEC Paris; **C. Ken Weidner**, Saint Joseph's U.

1253 📖🌐📖: (Paper Session) - (MED) Teaching Management: Using Experience and Practice

10:30am - 11:50am Pennsylvania Convention Center: Room 109A

Chair: **Jane LeMaster**, U. of Texas Pan American

Discussant: **Marjorie L McInerney**, Marshall U.

📖🌐 Differences in Roles of Core Academic and Executive MBA Faculty: Time to Explore Assumptions | **Svetlana Madzar**, University of Minnesota; **Paul Citron**, Medtronic, Inc.

📖🌐➔📖📖 EU Research-oriented Participatory Undergraduate Advisement-Education: Copenhagen Business School | **Charles Thomas Tackney**, Copenhagen Business School; **Toyoko Sato**, Copenhagen Business School; **Ole Strömgren**, Copenhagen Business School

📖 Management Learning at the University – Challenging Social Defences. | **Lars-Erik Norbäck**, Gothenburg U.; **Torbjorn Stjernberg**, Gothenburg U.; **Axel Targama**, Goteborg U.

➔ Conditions for the Emergence of Communities of Practice in Private Higher Education Organizations | **Jader Cristino de Souza-Silva**, Feira de Santana State U. / Unifacs / CNPq

1254 📖🌐📖: (Paper Session) - (MED) Online Learning: Student Satisfaction and Achievements

10:30am - 11:50am Pennsylvania Convention Center: Room 109B

Chair: **Ellen L West**, Portland State U.

Discussant: **Bryan A Booth**, U. of Maryland U. College

📖📖 Knowledge Transfer and Enjoyment in Classroom vs. Online Settings | **Louise Anne Nemanich**, Arizona State U.; **Michael Banks**, U. of Houston; **Dusya M. Vera**, U. of Houston
Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)

📖📄 Does the Community of Inquiry Framework Predict Outcomes in Online MBA Courses? | **J B Arbaugh**, U. of Wisconsin, Oshkosh

Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC)

📖 Asynchronous Discussions in the Virtual Classroom: The Power of Reflection | **Jacquelyn Wright Palmer**, Wright State U.

📖🗣️ Performance Monitoring Through Online Gradebooks: Enhancing Self-Regulated Learning and Achievement | **Deanna Geddes**, Temple U.; **Jiu Chang**, Temple U.

1255 🗣️📄: (Paper Session) - (MH) **Organizational Systems: Learning from Success and Failure**

10:30am - 11:50am Loews Philadelphia: Congress A

Chair: **Paul L Govekar**, Ohio Northern U.

Discussants: **Peter B Petersen**, Johns Hopkins U.; **W. Trexler Proffitt**, Franklin & Marshall College; **Anne Nelson**, Ecole Superieure de Commerce de Pau; **Alfred A. Bolton**, Averett U.

🗣️ Groupthink and the Innovator's Dilemma: France's Sudden and Shocking Defeat in 1940 | **David Ahlstrom**, Chinese U. of Hong Kong; **Linda Chang Wang**, Chinese U. of Hong Kong

➔📖 TepMeH He MpeT: A Fractional Biography of Failure | **Charles Booth**, U. of the West of England

🗣️ Cornish Miners in California: One Hundred and Fifty Years of a Unique Socio-Technical System | **Frederick Wolf**, Pacific Lutheran U.; **Bruce Finnie**, Pacific Lutheran U.; **Linda K Gibson**, Pacific Lutheran U.

📖 The Intellectual History of Organization Theory, 1960-2000 | **William McKinley**, Southern Illinois U., Carbondale

1256 📄: (Paper Session) - (MOC) **Decision Making: The Role of Confidence**

10:30am - 11:50am Pennsylvania Convention Center: Room 110A

Chair: **Davide Secchi**, U. of Wisconsin, La Crosse

Discussant: **William P. Bottom**, Washington U. in St. Louis
Not Just Another Hot Hand Paper: An Investigation into the Meaning of the Belief | **Elizabeth Boyle**, National U. of Singapore; **Zur Shapira**, New York U.

📖 The Probability Weighting Function for Confidence Estimates | **Emily Celia Haisley**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

🗣️ Bayesian Overconfidence | **Don Moore**, Carnegie Mellon U.; **Paul J. Healy**, Ohio State U.

📖 The Effect of Overconfidence on the Sorting Efficiency of Pay-for-Performance | **Fei Song**, Ryerson U.; **Bram Cadsby**, U. of Guelph; **Francis Tapon**, U. of Guelph

1257 SHCS: (MOC, OMT) **Leadership in Institutions: Paradox or Prerequisite**

10:30am - 11:50am Pennsylvania Convention Center: Room 108B

Organizer: **Rich DeJordy**, Boston College

Chair: **Mary Ann Glynn**, Boston College

Discussant: **Matthew Kraatz**, U. of Illinois

Power and Leadership in Institutional Theory: A Review and Research Agenda | **Tammar B. Zilber**, Hebrew U. of Jerusalem

Positive Leadership: Infusing Value Through Institutional Bricolage | **Mary Ann Glynn**, Boston College; **Jane E. Dutton**, U. of Michigan, Ann Arbor

Institutional Leadership: Exploiting Entrepreneurial Opportunities | **Chad Navis**, Emory U.

Institutional Leadership: Value, Visibility, and Volition | **Rich DeJordy**, Boston College

1258 🗣️: (MSR) **Affect & Spirituality at Work: Feeling Well by Doing Good**

10:30am - 11:50am Loews Philadelphia: Congress B

Chair: **Jacob Eisenberg**, U. College Dublin

Discussant: **Yochanan Altman**, London Metropolitan U.

Religiosity and Workplace Behavior: A Manifestation of Emotional Intelligence | **Melita Prati**, East Carolina U.;

Yongmei Liu, U. of Texas, Arlington; **Kenneth Ernest Bass**, East Carolina U.

Executives' Fractured Spirits and Dissociation at Work | **Charlotte Roberts**, Blue Fire Partners

Congruence and Clash of Scientific and Spiritual Identities: Causes and Consequences | **Keith James**, Portland State U.

E-Spirituality: Spiritually Engendered Emotions in Virtual Organizations | **Karin Klenke**, Regent U.

1259 📄: (Paper Session) - (OB) **Leadership: Extending the Frontiers**

10:30am - 11:50am Philadelphia Marriott: Independence I

Chair: **Jerry Kopf**, Radford U.

Discussant: **Abhishek Srivastava**, West Virginia U.

Leadership Authenticity: Contextual Influences and Performance Implications | **Marjolijn Dijksterhuis**, U. of Stellenbosch; **Raymond Van Wijk**, RSM Erasmus U.

📖 Leadership Coherence: A Social-Cognitive Approach to Leadership | **Jesse S. Michel**, Wayne State U.; **James M. LeBreton**, Purdue U.

➔🗣️ The Effects of Humor on the Relationship Between Leader Influence and Individual Outcomes | **Yair Berson**, U. of Haifa; **John J. Sosik**, Pennsylvania State U., Great Valley

📖 An Empirical Investigation of the Antecedents, Behaviors, and Outcomes of Bad Leadership | **Anthony Don Erickson**, Bond U.; **Ben Shaw**, Bond U.; **Zha Agabe**, Bond U.

1260 📄: (Paper Session) - (OB) **Expertise and Learning in Teams**

10:30am - 11:50am Philadelphia Marriott: Independence II

Chair: **Raymond N. C. Trau**, Monash U.

Discussant: **Stephen E. Humphrey**, Florida State U.

Expertise in Teams: A Longitudinal Field Study in Professional Software Design | **Judith Volmer**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Sabine Sonnentag**, U. of Konstanz

Expertise Utilization in Project Teams: The "Push & Pull" Effects of Group Conflict | **Heidi K. Gardner**, London Business School

Attributing Task Expertise in Temporary Teams | **Michelle Barton**, U. of Michigan, Ann Arbor

📖 Ad Hoc Team Learning: The Proposed Effects of Swift Psychological Safety and Team Leadership | **Ronald L. Dufresne**, St. Joseph's U.

1261 → 📄: (Paper Session) - (OB) **What We Know: Knowledge in Teams, Groups, and Communities of Practice**

10:30am - 11:50am Philadelphia Marriott: Independence III

Chair: **Jeffrey Glen Peterson**, U. of Washington

Discussant: **Gilad Chen**, U. of Maryland

📄 Cross-Level Tradeoffs of Centralized Knowledge Structures in Work Teams | **Siyuan Huang**, Duke U.; **Jonathon N. Cummings**, Duke U.

📄 The Knowledge Ecosystem: A Multilevel Model of Team Performance in a Fortune 100 Tech Company | **John E. Sawyer**, U. of Delaware; **Terri Griffith**, Santa Clara U.

📄 Successfully Managed Communities of Practice | **Gilbert Probst**, U. of Geneva; **Stefano Borzillo**, U. of Geneva

📄 Knowledge Sharing Within Workgroups: The Role of Contextual Factors and Motivational Processes | **Tuna Dagli**, Koc U.; **Zeynep Aycan**, Koc U.

1262 📄: (Paper Session) - (OB) **Power, Politics, and the Self**

10:30am - 11:50am Philadelphia Marriott: Room 301

Chair: **Marianna Fotaki**, Manchester U.

Discussant: **Cesar Douglas**, Florida State U.

📄 Power and Positive Expectations: The Future Looks Brighter from the Top | **Nathanael Fast**, Stanford U.; **Deborah Gruenfeld**, Stanford U.

🗨️ Does Power Change People? Effects of Power on the Self | **Fiona Lee**, U. of Michigan; **Larissa Z. Tiedens**, Stanford U.

📄 The Role of Self-Esteem in the Relationship Between Stress and Ingratiation | **Keke Wu**, U. of Alabama, Tuscaloosa; **Diane E. Johnson**, U. of Alabama, Tuscaloosa

📄 The Emotional Implications of Perceived Organizational Politics | **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Ken Harris**, Indiana U., Southeast

1263 → 📄: (Paper Session) - (OB) **Leaders and Followers**

10:30am - 11:50am Philadelphia Marriott: Room 309

Chair: **Dean F. Frear**, Wilkes U.

Discussant: **Robert A. Dengler**, Roosevelt U./Benedictine U./Hawaii Pacific U.

📄 Psychological Need Fulfillment and Leadership Effectiveness | **Bennett J. Tepper**, Georgia State U.; **Lisa Schurer Lambert**, Georgia State U.; **Jon C. Carr**, U. of Southern Mississippi

→ 📄 Effects of Peer and Leader-Member Relationships on Group Identification and Intra-Group Cooperation | **Duanxu Wang**, Zhejiang U.; **Wei He**, Indiana State U.

Mentoring in Supervisor-Subordinate Dyads: Test of a Mediation Model of Mentorship | **Kiran Mirza Ismail**, U. of Texas, Dallas; **Orlando C. Richard**, U. of Texas, Dallas; **Shahid Bhuian**, Louisiana Tech U.; **Edward C. Taylor**, Piedmont College

→ Supervisory Communication and Employee Outcomes: Examining the Mediating Processes | **Weiling Hsu**, INSEAD; **Changya Hu**, National Taiwan U. of Science and Technology

1264 📄: (Paper Session) - (OB) **Whistle While You Work: Positivity and Optimism**

10:30am - 11:50am Philadelphia Marriott: Room 310

Chair: **Arlise P. McKinney**, U. of North Carolina, Greensboro

Discussant: **James D. Oldson**, Salisbury U.

📄 Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

📄 Don't Worry, Be Happy: Examining Moderators and Mediators of the Impact of Positivity | **James B. Avey**, Central Washington U.; **Tara Wernsing**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln

📄 State or Trait: Effects of State Optimism on Job-Related Outcomes | **Donald H. Kluemper**, Louisiana State U.; **Laura McAndrews Little**, Oklahoma State U.

🗨️ Taking a Positive Approach to Organizational Downsizing | **Francine Schlosser**, U. of Windsor; **Marjorie Armstrong-Stassen**, U. of Windsor

📄 Linking Productive Organizational Energy to Firm Performance and Individuals' Satisfaction | **Heike Bruch**, U. of St. Gallen; **Michael S. Cole**, Texas Christian U.; **Bernd Vogel**, U. of St. Gallen; **Jochen I. Menges**, U. of St. Gallen

1265 📄: (OB) **Feedback Seeking Behavior in Organizations**

10:30am - 11:50am Pennsylvania Convention Center: Room 103C

Organizers: **Susan J. Ashford**, U. of Michigan; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Ghent Management School; **Mary F. Sully De Luque**, Thunderbird School of Global Management

Discussant: **Don Vandewalle**, Southern Methodist U.

The Effects of Attribution of Motives for Feedback-Seeking Behavior | **Wing Lam**, Hong Kong Polytechnic U.

The Impact of Feedback-Seeking Pattern and Feedback Source's Characteristics on Impression Formation | **Susan J. Ashford**, U. of Michigan; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **Katleen E. M. De Stobbeleir**, Vlerick Leuven Ghent Management School

The Influence of Goal Interdependence on Feedback-Seeking Behavior | **Joe Krasman**, York University

The Impact of Feedback Sign and Regulatory Focus on Feedback Seeking Behavior. | **Megan Medvedeff**, U. of Akron; **Jane Brodie Gregory**, U. of Akron; **Paul E. Levy**, U. of Akron

1266 → 📄: (Paper Session) - (OB) **Psychological Contract Development**

10:30am - 11:50am Pennsylvania Convention Center: Room 110B

Chair: **Rebecca A. Bull**, Purdue U., West Lafayette

Discussant: **Marjo-Riitta Parzefall**, Swedish School of Economics and Business Administration

Idiosyncratic Deals: Coworkers as Interested Third Parties | **Lei Lai**, Carnegie Mellon U.; **Denise M. Rousseau**, Carnegie Mellon U.; **Klarissa Chang**, Carnegie Mellon U.

📄 The Development of Psychological Contracts During the First Year of Employment | **Stephanie C. Payne**, Texas A&M U.; **Satoris S. Youngcourt**, Kansas State U.; **Yvette P. Lopez**, Texas A&M U.; **Wendy R. Boswell**, Texas A&M U.; **Eric Jacob Barger**, Discovery Communications, Inc.

→ Firm Culture as an Antecedent of the Employee Psychological Contract: Its Alignment and Fulfillment | **Guillermo E. Dabos**, U. de San Andres & UNICEN; **Denise M. Rousseau**, Carnegie Mellon U.; **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong; **Hui Wang**, Peking U.

📄 Pursuit of a Cause: Antecedents of the Ideology-Infused Psychological Contract Through Socialization | **Heather R. Dixon-Fowler**, U. of Arkansas

1267 📖 JS: (OB, CM) **Justice and Trust: Disentangling Their Connection**

10:30am - 11:50am Philadelphia Marriott: Liberty Ballroom B

Organizer: Jason Colquitt, U. of Florida

Chair: Roy J. Lewicki, Ohio State U.

Discussant: Roy J. Lewicki, Ohio State U.

Are Fair Supervisors Trusted or Trusted Supervisors Fair? A Longitudinal Study of Justice and Trust | Jason Colquitt, U. of Florida; Jessica Mueller, U. of Florida

Fairness Heuristic Theory: The Influence of Justice on Trustworthiness and Trust Perceptions | Michael Lance Frazier, Oklahoma State U.; Paul Johnson, Oklahoma State U.; Mark Gavin, Oklahoma State U.; Janaki Gooty, Oklahoma State U.

Justice and Performance: Trust as Social Exchange or Trust as Uncertainty Reduction? | Ronald F. Piccolo, U. of Central Florida; Cindy P. Zapata-Phelan, U. of Florida; Jeffrey LePine, U. of Florida; Jason Colquitt, U. of Florida; Bruce Louis Rich, U. of Florida

Paid Employment vs. Voluntary Membership: Implications for the Justice-Trust Relationship | Suzanne S. Masterson, U. of Cincinnati; Joshua R. Knapp, U. of Cincinnati; Christina L. Stamper, Western Michigan U.

1268 🗣️📖 JS: (OB, HR) **Who Cares? Collaboration, Job Crafting and Commitment Among Direct Care Workers**

10:30am - 11:50am Pennsylvania Convention Center: Room 103A

Organizers: Carrie R. Leana, U. of Pittsburgh; Eileen Appelbaum, Rutgers U.

Emotional Labor and Organized Emotional Care: Two Managerial Approaches to Nursing Home Work | Steven Lopez, Ohio State U.

Work Discretion, Job Crafting and Turnover in the Child Care Industry | Eileen Appelbaum, Rutgers U.; Carrie R. Leana, U. of Pittsburgh; Sherry Cleary, City U. of New York; Anushri Rawat, U. of Pittsburgh; Christie Hudson, U. of Pittsburgh; Deb Lancaster, Rutgers U.; Sharon Ryan, Rutgers U.

Organizational Collaboration and the Quality of Health Care Delivery | Charles Heckscher, Rutgers U.; Saul Avery Rubinstein, Rutgers U.

An Exploration of How Individuals Craft their Jobs: Work Context Influences and Outcomes | Brenda E. Ghitulescu, Rochester Institute of Technology; Carrie R. Leana, U. of Pittsburgh

1269 📖 JS: (OB, MOC, RM) **Automatic Social Cognition and Organizational Behavior**

10:30am - 11:50am Pennsylvania Convention Center: Room 103B

Organizer: Keith Norman Leavitt, U. of Washington

I Can Change! How People Go About Changing Everyday Behaviors | Anthony Pascoe, Duke U.; Wendy Wood, Duke U.

Predictive Validity of the Implicit Association Test | T. Andrew Poehlman, Yale U.; Eric Uhlmann, Yale U.; Anthony G. Greenwald, U. of Washington, Seattle; Mahzarin Banaji, Harvard U.

Implicit Bias and Organizations: The "IAT" meets OB | Dolly Chugh, New York U.

Inherited Ideology: Implicit Puritanism in American Moral Cognition | Eric Uhlmann, Yale U.; T. Andrew Poehlman, Yale U.; John Bargh, Yale U.

Revisiting the Satisfaction/Performance Linkage: Implicit Core-Job Attitudes and Performance | Keith Norman Leavitt, U. of Washington; Christina Fong, U. of Washington; Anthony G. Greenwald, U. of Washington, Seattle

1270 📖 SHCS: (OB, RM, OMT) **Social Networks and Leadership**

10:30am - 11:50am Loews Philadelphia: Regency Ballroom A

Coordinators: Lili Duan, U. of Maryland, College Park; Daniel A. Newman, Texas A&M U.

Leader Attributes, Performance, and Networks: Does Centrality Lead to Performance or Vice Versa? | Joyce Bono, U. of Minnesota; Emily E. Duehr, U. of Minnesota, Twin Cities; Stacy Eitel, U. of Minnesota; Mark Snyder, U. of Minnesota, Twin Cities

Human Capital, Social Capital, or a Combination of the Two? | Andy Cohen, U. of Pennsylvania

Guanxi Networks as Social Capital for Leaders in China | Lili Duan, U. of Maryland, College Park

Distributed Leadership in Groups: The Origins and Evolution of the Network of Leadership Perceptions | Ajay Mehra, U. of Kentucky; Daniel J. Brass, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Ted K. Dass, U. of Cincinnati; Alexandre Barsi Lopes, U. of Cincinnati

Emergent Leadership Structures in Organizations | Andrew J. Slaughter, Texas A&M U.

1271 📖: (Paper Session) - (OCIS) **Innovation Diffusion**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom J

Chair: Joao Cunha, U. Nova de Lisboa

Discussant: Jon Jaspersen, Texas A&M University

📖 Chasing the Hottest IT: Effects of Information Technology Fashion on Organizations | Ping Wang, U. of Maryland
OCIS Division Best Paper Award - Finalist

📖 IT Innovation Persistence: An Exploratory Analysis | Theophanis C. Stratopoulos, U. of Waterloo; Jee-Hae Lim, U. of Waterloo

📖 Promoting the Penguin: Who is Advocating Open Source Software in Commercial Settings? | Oliver Alexy, Technical U. of Munich; Joachim Henkel, Technical U. of Munich
OCIS Division Best Paper Award - Finalist

1272 📖: (Paper Session) - (OCIS) **Networks of Practice**

10:30am - 11:50am Philadelphia Marriott: Room 307

Chair: Ann Majchrzak, U. of Southern California

Discussant: Brian S. Butler, U. of Pittsburgh

📖 Investigating the Relationship between Presentation of Self and Contribution to Network of Practice | Emmanuelle Vaast, Long Island U.

Tie Formation and Knowledge Proximity in Electronic Networks of Practice | Paola Crisculo, Imperial College London; Ammon Salter, Imperial College London; Jonathan David Sapsed, Imperial College London

📖 The Structure of Collaboration in Electronic Knowledge Networks | Sri Kudaravalli, U. of Maryland
OCIS Division Best Student Paper Award - Finalist

1273 : (Paper Session) - (ODC) Narrative, Metaphor, and Discourse

10:30am - 11:50am Loews Philadelphia: Commonwealth D

Chair: **Mary Ann Hazen**, U. of Detroit MercyDiscussant: **Marilyn Jane Carter**, Benedictine U.Organizational Inertia: The Role of Grand Narratives | **Daniel Geiger**, U. of Liverpool; **Elena P. Antonacopoulou**, U. of Liverpool; **Swetketu Patnaik**, U. of Liverpool

☞→☞☞ Appreciative Inquiry as a Charmed Loop through Reflexive Consciousness: Integrating the Shadow | **Christine Oliver**, Queen Mary, U. of London.; **Stephen P Fitzgerald**, Touro U. International; **Joan Hoxsey**, Relationship Resources, LLC

☞☞ An Embodied Metaphor View of Organizational Levels | **Loizos Th. Heracleous**, U. of Warwick; **Claus D Jacobs**, U. of St. Gallen

☞☞ A Discursive Approach to Action Research for Local Development | **Tore Omholt**, BI Norwegian School of Management

1274 : (Paper Session) - (ODC) Change Impact and Outcomes

10:30am - 11:50am Loews Philadelphia: Congress C

Chair: **David Jamieson**, Pepperdine U.Discussant: **Dorothy F Olshfski**, Rutgers U.

☞☞ The Impact of Different Tuition Reimbursement Plans: When Corporations Play Mom and Dad | **Lisa M. Amoroso**, Roosevelt U.; **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg; **Henrik Holt Larsen**, Copenhagen Business School

☞☞ 70% of Organizational Change Initiatives Fail, Or do They? A Multi-Case Study of Success Criteria | **Susan Kochanowski**, U. at Albany; **Thomas D Taber**, U. of Albany, SUNY; **Angela Gordon**, College of Saint Rose

☞☞ The Impact of Role Clarity and Anticipated Manager Tenure on Employee & New Manager Performance | **Curtis L Wesley II**, Texas A&M U.

☞☞ Is Responsible Downsizing Strategy a Panacea to Firm Performance? | **Philip C.F. Tsai**, Wen-Tzao College; **Chih-Ting Shih**, National Pingtung Institute of Commerce

1275 ☞→☞☞ JS: (ODC, MC, OMT) From Leadership to Leadership Culture: How to Generate & Institutionalize Double-Loop Learning

10:30am - 11:50am Loews Philadelphia: Commonwealth C

Organizer: **Sandra M. Martinez**, US Army War CollegePresenters: **Tex Gunning**, Unilever Bestfoods Asia; **Patricia M. G. O'Connor**, Center for Creative Leadership; **William Torbert**, Boston College**1276 ☞☞: (Paper Session) - (OM) Research & Practice in Operations Management**

10:30am - 11:50am Philadelphia Marriott: Franklin 13

Chair: **Martha M. Perryman**, Florida A& M U.Discussant: **Linda L Brennan**, Mercer U.

☞☞ Evolution of Inductive Case Studies in Operations Management: Where are we now? | **Mark Barratt**, Arizona State U.; **Thomas Y. Choi**, Arizona State U.; **Mei Li**, Arizona State U.

☞☞ Best Practices in Sustainable Supply Chain Management: Building Theory Using Case Studies | **Mark Pagell**, Schulich School of Business, York U.; **Zhaohui Wu**, Oregon State U.; **David Johnson**, Schulich School of Business, York U.

☞☞ Response Rates and Survey Design: A Statistical Analysis of the Effectiveness of Techniques | **Steven Alexander Melnyk**, Michigan State U.; **Thomas J. Page**, Michigan State U.; **Sarah Jinhui Wu**, Fordham U.

☞☞ Strategic Enrollment Management (SEM) in Higher Education: Multivariate and Nonlinear Optimization | **Karen Popovich**, Saint Michael's College

1277 ☞☞: (Paper Session) - (OMT) Agents and Agency in Institutional Analysis: Alternative Perspectives

10:30am - 11:50am Philadelphia Marriott: Franklin 5

Chair: **Bryant A Hudson**, U. of Utah

☞☞ Institutionalisms and the Contested Role of Human Agency in the Process of Institutional Change | **Kyle Bruce**, Aston Business School; **Peter von Staden**, Bristol Business School

☞☞ Reconsidering the Paradox of Institutional Agency on a Critical Realist Framework | **Stratos E Ramoglou**, Cambridge U.

☞☞ Initiating Divergent Organizational Change: The Enabling Role of Actors' Social Position | **Julie Battilana**, Harvard U.

☞☞ Fetishists, Politicians and Resisters: Role Theory as a Lens for Understanding Institutional Actors | **Jaco Lok**, Cambridge U.

1278 ☞☞: (Paper Session) - (OMT) Interorganizational Ties and Firm Performance

10:30am - 11:50am Philadelphia Marriott: Franklin 7

Chair: **Maxim Sytch**, Northwestern U.

☞→☞ The Liability of Strangers: Performance Consequences of Non-local Partnering | **Andrew V. Shipilov**, INSEAD; **Stan X. Li**, U. of Alberta; **Joel A.C. Baum**, U. of Toronto

☞☞ An Empirical Test of Free Riding in Co-Producing Networks | **Ragnhild Silkoset**, BI Norwegian School of Management; **Roland E. Kidwell**, U. of Wyoming

☞☞ Long-term Brokerage: Relationship Duration and Returns to Brokerage in the Staffing Sector | **Matthew J. Bidwell**, INSEAD; **Isabel Fernandez-Mateo**, London Business School

☞☞ The Contingent Role of Small World Networks on Firm Performance: Evidence from Venture Capital Firms | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Yi Tang**, Hong Kong U. of Science and Technology

1279 ☞☞: (Paper Session) - (OMT) Determinants of Motivation and Productivity in Organizations

10:30am - 11:50am Philadelphia Marriott: Room 401

Chair: **Terry W. Conry**, Ohio U.

No More Polarization, Please! Towards a More Nuanced Perspective on Motivation in Organizations | **Mia Reinhold**, CBS

☞☞ Knowledge Creation and Sharing in Organizational Contexts: A Motivation-based Perspective | **Alice Lam**, Royal Holloway, U. of London; **Jean-Paul Lambermont-Ford**, Royal Holloway, U. of London

🗄️ Broad-Based Stock Options Program, Organization Capital, and Productivity | **YU Peng Lin**, State U. of New York, Buffalo; **James Sesil**, Rutgers U.

🗄️ Institutional and Cognitive Antecedents of Junior Faculty's Publication Productivity | **Marina Fiedler**, U. of Munich; **Isabell Melanie Welpe**, Ludwig-Maximilians U., Munich

1280 🗄️: (Paper Session) - (OMT) **Social Capital, Collaboration, and Organizational Performance**

10:30am - 11:50am Philadelphia Marriott: Room 402

Chair: **Maura A. Belliveau**, Emory U.

🗄️ Social Capital in Organizations: Understanding the Link to Firm Performance | **Ryan Smerek**, U. of Michigan; **Daniel Denison**, IMD

🗄️ The Impact of Organization Destruction on Social Capital Value | **R. Drew Sellers**, Case Western Reserve U.; **David Deeds**, U. of Texas at Dallas

🗄️ Social Capital and the Vitality of Community-Based Organizations | **Gregory D. Saxton**, State U. of New York, Brockport

How Researchers Define Collaboration Matters: Collaboration and Firm Performance - A Meta-Analysis | **Stephanie Christine Schleimer**, Griffith U.

1281 🗄️: (Paper Session) - (OMT) **Networks and their Effects on Research Productivity**

10:30am - 11:50am Philadelphia Marriott: Room 403

Chair: **Polly S. Rizova**, Boston U.

🗄️ Collaborative Networks and Inventors's Productivity | **Gino Cattani**, New York U.; **Simone Ferriani**, U. of Bologna

➔ 🗄️ Scientific Collaborations in Business and Management: Network Structure and Research Performance | **Pietro Panzarasa**, Queen Mary College, U. of London; **Tore Opsahl**, Queen Mary College, U. of London

Heterogeneity, Network Position and Performance: Endogenous Formation of Inventor Network | **Jeongsik Jay Lee**, Georgia Institute of Technology

🗄️ Learning to Produce Knowledge: Whose Networks Matter? | **Mary Dunn**, U. of Texas at Austin

1282 🗄️: (Paper Session) - (OMT) **Learning in Organizations: Mechanisms and Outcomes**

10:30am - 11:50am Philadelphia Marriott: Room 404

Chair: **Pablo Martin de Holan**, IE and INCAE

🗄️ Ambidextrous Learning in Organizational Innovation: The Case of R&D Consortia | **James C. Hayton**, Bocconi U.; **Paul M Oik**, U. of Denver

🗄️ Drawing Lessons from Ambiguous Outcomes in Product Development Processes | **Carlo Salvato**, Bocconi U.; **Claus Rerup**, U. of Western Ontario

🗄️ Learning While Innovating: The Abandonment of Corporate Venture Capital Programs | **Vibha Gaba**, INSEAD

🗄️ Organizational Unit ACAP: Social Context and Performance Outcomes | **Konstantinos Kostopoulos**, Athens U. of Economics and Business; **Dimitrios Brachos**, Athens U. of Economics and Business; **Alexandros Papalexandris**, Athens U. of Economics and Business; **Sophia Philippidou**, Athens U. of Economics and Business; **Gregory P. Prastacos**, Athens U. of Economics and Business

1283 🗄️: (Paper Session) - (OMT) **Learning and Information**

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - OMT 1

Presented on Panels 12-21

🗄️ A Model of Organizational Unlearning: A Prerequisite for Adaptation in a Turbulent World | **Leticia Salinas Andrade**, U. of Texas, San Antonio; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

🗄️ Strategic Organizational Conditions for Risks Reduction and Earnings Management | **Loi Teck Hui**, Malaya U

🗄️ A Theoretical Framework of Perceived Information Quality | **Michael D. Pfarrer**, U. of Maryland, College Park

🗄️ Family Ties and Emotions: A Missing Piece in the Knowledge Transfer Puzzle? | **Rosa Nelly Trevinyo-Rodriguez**, IESE Business School

🗄️ Organizing Doubt: Key Element in Organizational Learning to Learn | **Eric-Hans Kramer**, Netherlands Defense Academy; **Joan Ernst Van Aken**, Eindhoven U. of Technology

🗄️ Stakeholder Engagement as A Facilitator of Competence Building through Organizational Learning | **Minyu Wu**, Massey U. Auckland; **Gabriel Eweje**, Massey U.

🗄️ Entrepreneurial Actions and the Market Process: A Multi-Stage Communication Perspective | **Adrian Yeow**, U. of Maryland, College Park

🗄️ The Anatomy of Organizational Learning: Towards an Integrative Framework of Performance Effects | **Xavier Martin**, Tilburg U.; **Mario Schijven**, Tilburg U.

🗄️ Learning Corruption: A Percolation-based System Dynamics Model on Corruption Process | **Sang-Joon Kim**, Worcester Polytechnic Institute

1284 🗄️: (Paper Session) - (OMT) **Organizational Knowledge**

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - OMT 2

Presented on Panels 25-30

🗄️ Narrative and Discursive Knowledge in Organizations. The Paradoxical Nature of Organ. Narratives | **Daniel Geiger**, U. of Liverpool

🗄️ A Critique on the Definition and Measurement of Intellectual Capital | **Gloria H.W. Liu**, National Central U. Taiwan

🗄️ Knowledge Integration and Coordination through Imperfect Common Knowledge | **Dirk Martignoni**, U. of St. Gallen

🗄️ The Management of Knowledge Stickiness within a Community of Practice | **Lori T. Peterson**, Texas Tech U.

🗄️ Improving Intra-Firm Knowledge Reuse: A Marketing Perspective | **Kah-Hin Chai**, National U. of Singapore; **James F. Nebus**, U. of North Carolina, Charlotte

🗄️ Accountability Systems in Collaborative Knowledge Work | **Carlos Martin-Rios**, U. Carlos III de Madrid

1285 🗄️ JS: (OMT, BPS) **Comparative Organizations: Its History, Promise, and Future Directions**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom D

Chair: **Brayden G King**, Brigham Young U.

Participants: **David A. Whetten**, Brigham Young U.; **W. Richard (Dick) Scott**, Stanford U.; **Howard Aldrich**, U. of North Carolina

1286 🗄️ JS: (OMT, MOC, BPS) **Getting Boxed In: Firm and Market Perspectives in Categorization**

10:30am - 11:50am Philadelphia Marriott: Franklin 6

Organizer: Anne Fleischer, U. of Michigan

Discussant: Joseph Porac, New York U.

Food Fights: Critics, Competition and Categories in French Cuisine | **Hayagreeva Rao**, Stanford U.; **Philippe M. Monin**, EM Lyon

Is there Equity in Equity Analysis? Categorization Systems in U.S. Broker-Dealers, 1992-2000 | **Anne Fleischer**, U. of Michigan

Seeing the Wind: Boundaries, the Imaginary, and Categorical Organization Theory | **Christopher Wheat**, Massachusetts Institute of Technology

Cognition and Market Dynamics: Market Entry, Forgetting, and Saturation Dependence | **Mark Kennedy**, U. of Southern California

1287 → 🗄️: (Paper Session) - (ONE) **International Environmental Perspectives**

10:30am - 11:50am Loews Philadelphia: Regency Ballroom C2

Chair: Michael Toffel, Harvard U.

→ Pollution Haven of MNE? Evidence from China | **Xiaolan Feng**, Guanghua School of Management, Peking U.; **Changhui Zhou**, Peking U.

→ 🗄️ Responsible Environmental Strategies and Export Performance | **Inmaculada Martin-Tapia**, U. of Granada (Spain); **Petra Christmann**, Rutgers U.; **J. Alberto Aragón-Correa**, U. of Granada (Spain)

→ 🗄️ The Connections Between Environmental Strategies and the Practices for the Involvement of Employees | **J. Alberto Aragón-Correa**, U. of Granada (Spain); **M. Eugenia Senise-Barrío**, U. of Granada (Spain); **Inmaculada Martin-Tapia**, U. of Granada (Spain); **Nuria Hurtado-Torres**, U. of Granada (Spain)

→ 🗄️ Industrial Parks and Environmental Performance in Trinidad and Tobago | **Kalim U. Shah**, George Mason U.; **Jorge Rivera**, George Washington U.

1288 🗄️: (Paper Session) - (PNP) **Leadership and Motivation in the Management of Well-Being**

10:30am - 11:50am Loews Philadelphia: Howe

Chair: Gregory Aarons, U. of California, San Diego

Discussant: Bradley E. Wright, U. of North Carolina, Charlotte

🗄️ Consequences & Interactions of Leadership & Motivation: Empirical Evidence from US Federal Agencies | **Sung Min Park**, U. of Georgia; **Hal G. Rainey**, U. of Georgia

🗄️ Performance and Resistance: The Impact of Shared Leadership Within a Hierarchical Structure | **Robert Vecchio**, U. of Notre Dame; **Joseph E. Justin**, Claremont Graduate U.; **Craig L. Pearce**, Claremont Graduate U.

🗄️ → Work Change, Wellbeing, Job Satisfaction and Commitment of Community Health Workers. | **Andrew James Noblet**, Deakin U.; **Cary L. Cooper**, Lancaster U.; **John Hunter McWilliams**, Deakin U.

→ 🗄️ Differences between Private and Public Sector Employees' Psychological Contracts | **Annick Willem**, Ghent U.; **Ans De Vos**, Vlerick Leuven Ghent Management School

1289 🗄️: (Paper Session) - (RM) **Research Methods in Strategic Management**

Chair: Scott D. Graffin, U. of Georgia

Discussant: Bersant Hobdari, Copenhagen Business School

🗄️ Research Methods in Negotiation: A State-of-the-Art Review | **Marc Buelens**, Ghent U.; **Mieke Van De Woestyne**, Vlerick Leuven Ghent Management School; **Steven Mestdagh**, Vlerick Leuven Ghent Management School; **Dave Bouckenoghe**, Vlerick Leuven Ghent Management School

🗄️ Advancing Research in Strategy Under a Coevolutionary Perspective Using Coupled Agent-Based Models | **Adrian Atilio Caldart**, Warwick Business School; **Fernando Oliveira**, Warwick Business School

🗄️ Effect Size and Power in Entrepreneurship Research | **Brian Connelly**, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.; **Christopher Ray Reutzell**, Texas A&M U.; **Joseph E Coombs**, Texas A&M U.

→ 🗄️ Using Neuro-Fuzzy as an Alternative to Explain Strategic Fit | **Chin-Shien Lin**, National Chung Hsing U.; **Po-Yuan Chen**, National Cheng Chi U.; **Tzu-Ju Ann Peng**, Providence U.

🗄️ A Pilot Bare-bones Meta-analysis of International Joint Venture Studies: Performance and Control | **Sheryllynn Roberts**, U. of Texas at Arlington

1290 🗄️: (Paper Session) - (SIM) **Institutional Perspectives, Corporate Social Responsibility, and Corruption**

10:30am - 11:50am Loews Philadelphia: Washington B

Facilitator: Gary R. Weaver, U. of Delaware

→ 🗄️ Uncover the Myths of Organizational Legitimacy in China-An Operational Management Perspective | **Sophie H Xiao**, U. of Sydney, Australia

Corporate Social Performance as Institutional Isomorphism: A Longitudinal and Spatial Perspective | **Joachim Boll**, Copenhagen Business School

→ Organizational Isomorphism and Corruption. | **Bertrand Venard**, Audencia Nantes

🗄️ Corporate Social Responsibility: Institutional Response to Labor, Legal and Shareholder Environments | **Justin I. Miller**, New York U.; **Douglas Guthrie**, New York U.

1291 🗄️: (Paper Session) - (SIM) **Ethics, Corporate Social Responsibility, and Strategy**

10:30am - 11:50am Loews Philadelphia: Washington C

Facilitator: Philip L Cochran, Indiana U.

🗄️ Strategic Management and Ethics: Restoring the Conversation | **David Weitzner**, American U.; **James L Darroch**, York U.

🗄️ Integrating Corporate Social Responsibility into Business Strategy: Concept and Implications | **Mario Minoja**, Bocconi U.

🗄️ 🗄️ Doing Well by Doing Good v. Doing Good by Doing Well: A Market Failures Perspective | **Michael K Moch**, Michigan State U.

🗄️ Look Who's Talking: Corporate Philanthropy and Firm Disclosure | **Sara A Morris**, Old Dominion U.; **Barbara R Bartkus**, Old Dominion U.

1292 🗄️ JS: (SIM, CM) **New Developments in Ethical Leadership: Multilevel and International Perspectives**

10:30am - 11:50am Loews Philadelphia: Washington A

Chair: David Mayer, U. of Central Florida

How Low Does Ethical Leadership Flow? Examining the Effects of Supervisors and Top Management | **David Mayer**, U. of Central Florida; **Maribeth Kuenzi**, U. of Central Florida; **Rebecca L. Greenbaum**, U. of Central Florida; **Mary Bardes**, U. of Central Florida; **Rommel O. Salvador**, U. of Central Florida; **James Caldwell**, U. of Central Florida

Ethical Leader Behavior From a Levels-of-Analysis Perspective | **Deanne N. DenHartog**, U. of Amsterdam; **Annebel H.B. De Hoogh**, Free U. Amsterdam

Relationship Between Transformational Leadership and Moral Problem Solving Orientation | **Sheldene K Simola**, Wilfrid Laurier U.; **Julian Barling**, Queen's U.; **Nick Turner**, U. Manitoba

International Ethical Leadership: The Moderating Effect of Cultural Values | **Bindu Arya**, U. of Missouri - St. Louis; **Michael E. Brown**, Pennsylvania State U.; **Steven Grover**, U. of Otago; **Karianne Kalshoven**, U. van Amsterdam; **Douglas R May**, U. of Kansas; **Leigh Patricia Schmitt**, U. of New Orleans; **Dana Yagil**, U. of Haifa

1293 → 📄: (TIM) **How Firms Search, Appropriate and Use Knowledge from Universities – the European Perspective**

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom L

Chair: **Markus Perkmann**, Loughborough U.

Discussants: **Michelle Gittelman**, New York U.; **Maryanne P Feldman**, U. of Georgia

Academic Patenting in Europe: New Evidence from the KEINS Database | **Francesco Lissoni**, Brescia U. & CESPRI-Bocconi U.; **Patrick Llerena**, BETA - L. Pasteur U.; **Maureen D McKelvey**, Chalmers U. of Technology; **Bulat Sanditov**, Maastricht U.

Impact of University Collaboration on Firms' Innovative Performance: Insights from New Survey Data | **Kate Bishop**, Imperial College London; **Pablo D'Este**, SPRU - U. of Sussex

Investing in Proximity to Research Universities: Perceived Benefits to MNE Subsidiaries | **Anders Broström**, Royal Institute of Technology - KTH; **Maureen D McKelvey**, Chalmers U. of Technology; **Christian Sandström**, Chalmers U. of Technology

In The Know: Exploring the Effect of Geography on Industry-University Collaboration in the UK | **Keld Laursen**, Copenhagen Business School; **Toke Reichstein**, Tanaka Business School; **Ammon Salter**, Imperial College London

1294 📄: (Paper Session) - (TIM) **Organizational Adaptation and Change**

10:30am - 11:50am Philadelphia Marriott: Room 303

Chair: **Virginia Acha**, Tanaka Business School

Discussant: **Celine Abecassis-Moedas**, U. Catolica Portuguesa

→ Building Innovative Organizations in China: The "Execution" Organization | **Ming Gu**, Stanford U.; **Edison Tse**, Stanford U

📄 Breaching Merton's Code: Public Sector Research Scientists Confronting Commercialisation | **Rose HC Wong**, Massey U. Wellington; **Robert Westwood**, U. of Queensland

Financial Market Reactions after Technological Discontinuities: A Non-event Study in Two Industries | **Mary J. Benner**, U. of Pennsylvania

📄📄 Neutrality, Categorization, and the Evolvability of Organizations | **Amit Jain**, INSEAD; **Bruce Kogut**, INSEAD

1295 📄: (Paper Session) - (TIM) **Network Effects: Diffusion and Adoption**

10:30am - 11:50am Philadelphia Marriott: Room 304

Chair: **Danielle D Dunne**, Rutgers U.

Discussant: **Tobias Fredberg**, Chalmers U. of Technology

📄 An Evolution Process Study of iPod and Music on iTunes Using the Network Effect and Diffusion Model | **Chih-Ning Chu**, Chung Yuang Christian University; **Hung Kuan Chu**, National Taiwan U.; **Chi Ting Su**, National Taiwan U.

📄→ 📄 Market Potential for Interacting Telecommunication Technologies in the Presence of Network Effects | **Veneta Andonova**, U. de los Andes, Colombia; **Antonio Ladron de Guevara**, Pompeu Fabra U.

→ Competing Technologies in the Database Management Systems Market | **Tobias Kretschmer**, U. of Munich

📄📄 Indirect Network Effects, Network Quality and the Success of a Platform | **Feng Zhu**, Harvard U.; **Marco Iansiti**, Harvard U.

TIM Division Best Student Paper Award Finalist

1296 📄: (Paper Session) - (TIM) **Strategic Management of Information and Technology**

10:30am - 11:50am Philadelphia Marriott: Room 305

Chair: **Yuqing Ren**, Carnegie Mellon U.

Discussant: **Johannes M Pennings**, U. of Pennsylvania

📄 Architectural Innovation as an Incumbent's Strategic Weapon | **Jin-Kyu Park**, Florida International U.; **Chan-Chai Tangpong**, North Dakota State U.; **Young Kyun Ro**, U. of Michigan - Dearborn

Innovation Implementation Effectiveness: A Multiorganizational Test of Klein Con and Sorra's Model | **Sukanlaya Sawang**, Queensland U. of Technology; **Kerrie Unsworth**, Queensland U of Technology

📄 When to Broadcast Intentions and When to Exploit Relationships: An Information Sharing Case Study | **Susan Cohen**, U. of Pittsburgh; **Jodi Potter**, Robert Morris U.

→ 📄 Externally Leveraging Knowledge Assets: The Impact of a Strategic Approach | **Ulrich Lichtenthaler**, WHU - Otto Beisheim School of Management; **Holger Ernst**, WHU - Otto Beisheim School of Management

1297 👁 📄: (Paper Session) - (TIM) **Adaptation and Change**

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - TIM 1

Presented on Panels 32-39

👁 📄 LEP Management Theory Meets Reality or How Options Logic Informs Evolutionary Strategic Planning | **Ronald Klingebiel**, U. of Cambridge

👁 Inside the Black Box of User Firms: Promoting Innovative Behavior through a Climate for Innovation | **Marcel Bogers**, Ecole Polytechnique Fédérale de Lausanne

👁 Absorptive Capacity in Exploration and Exploitation Settings: A Cognitive Approach | **Reut Livne-Tarandach**, Boston College; **Nicole C. Jackson**, Boston College

👁 Flexible Development Processes in the Software Industry: Agile Methods | **Anne Marie Woolstenhulme**, U. of Utah

- 👁️ Environmental Scanning and Corporate Strategy: Differences between High Tech and Low Tech Firms | **Maheshkumar P Joshi**, George Mason U.; **Ravi Kathuria**, Chapman U.
- 👁️ Information Technology as a Barrier and Enabler of Change in Organizational Routines | **Mikko Valorinta**, Helsinki U. of Technology
- 👁️ A Routine-Based Framework of Technology Spinout | **Michael P. Ciuchta**, U. of Wisconsin-Madison

1298 📄📄: (Paper Session) - (TIM) Management of Technology

10:30am - 11:50am Pennsylvania Convention Center: Exhibit Hall C - TIM 2
Presented on Panels 42-48

- 👁️📄 Reconsidering the Impact of Information Technology on Organizational Structure | **Adam Seth Litwin**, MIT Sloan School of Management
- 👁️ Increasing Returns to Adoption: A Multilevel Approach | **Raul Barroso**, U. of Lausanne; **Sabine Cacciato**, U. of Lausanne
- ➔👁️📄 Communication Before Invention: Boundary Spanning and Competence in a Firm-Hosted Online Community | **Linus Dahlander**, Imperial College London; **Lars Frederiksen**, Imperial College London
- 👁️📄 Gaining from Corporate Venture Capital Investments: Technology Push vs. Market Pull | **Sergey Anokhin**, Kent State U.; **William S Schulze**, U. of Utah; **Shaker A. Zahra**, U. of Minnesota
- 👁️📄 Holistic Innovation: Innovation as an Inter-related, Complementary and Concurrent Process | **Jeremy Richard Howells**, Manchester Business School; **Bruce Tether**, Manchester Business School
- 👁️📄 The Role of Stakeholders in Innovating Complex Systems: Evidence from Airport Systems | **Nuno A Gil**, Manchester Business School; **Marcela Miozzo**, U. of Manchester
- 📄👁️➔👁️📄 Profiting from Innovations: The Role of New Game Strategies in a Firm | **Allan N Afuah**, U. of Michigan; **Jina Kang**, Seoul National U.

1299 ➔📄JS: (TIM, BPS, OCIS) Offshoring Intangibles: Contingencies, Coordination, and Capabilities

10:30am - 11:50am Philadelphia Marriott: Grand Ballroom K

Organizers: **Andrea Prencipe**, U. G. d'Annunzio; **Alessandro Grandi**, U. of Bologna

Moderator: **Stefano Brusoni**, Bocconi U.

Discussants: **Deependra Moitra**, Infosys Technologies; **Omar Toulan**, McGill U.

- Trends in Global Research and Development: The Shift Towards Type 2 Internationalization | **Maximilian von Zedtwitz**, Tsinghua U.
- Offshoring in UK Financial Services: Seeking Value in the Global Service Market | **Stephen Flowers**, CENTRIM, Brighton U.
- Offshoring Tasks or Modules? Different Approaches in International Collaboration for Innovation | **Jan Van Den Ende**, RSM Erasmus U.
- Toward the 24-Hour Knowledge Factory | **Amar Gupta**, U. of Arizona, Tucson; **Elisa Mattarelli**, U. of Modena and Reggio Emilia

📄 Teaching-oriented | 👁️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁️ Visual Presentation | 📄 Best Paper Proceedings

Furthering Offshoring | **Rosa Grimaldi**, U. of Bologna; **Maria Rita Tagliaventi**, U. of Bologna

Tuesday 12:00PM

1300 : (AAA) Presidential Luncheon

12:00pm - 2:15pm Philadelphia Marriott: Grand Ballroom E-H

Distinguished Speaker: **Ken G. Smith**, U. of Maryland

Chair: **Thomas W. Lee**, U. of Washington

Tuesday 2:15PM

1301 : (AAA) Conference Registration

2:15pm - 6:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.

Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

Tuesday 2:30PM

1302 : (AAA) Membership

2:30pm - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Mem.

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **James Calvin**, Johns Hopkins U.

1303 : (AAA) Membership Debriefing Meeting

2:30pm - 4:00pm Pennsylvania Convention Center: Room 308

Organizer: **James Calvin**, Johns Hopkins U.

1304 : (AAS) Positive Approaches to Leadership: Doing Well by Doing Good

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom C

Organizer: **Michael E. Brown**, Pennsylvania State U.

Discussant: **Linda K. Trevino**, Pennsylvania State U.

Achieving Sustained and Veritable Performance through Authentic Leadership: Translation—"Doing Well by Doing Good" | **William L. Gardner**, Texas Tech U.

Doing Well by Doing Good: Maximizing Human Well-Being and Performance Excellence Through Spiritual Leadership

| **Louis W. (Jody) Fry**, Tarleton State U. Central Texas

Doing Well by Doing Good Through Ethical Leadership |

Michael E. Brown, Pennsylvania State U.

1305 🗨️➔🗨️: (AAS) Doing Well by Doing Good – Impact of Coordinated vs. Non-Coordinated Market Economy Approaches on HR

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom B

Chair: **Michael C. Nippa**, Freiberg U.

Discussant: **Susan E. Jackson**, Rutgers U.

Presenters: **Sven Berggoetz**, Altana AG; **Johannes Bugla**, Knuerr AG; **David Finegold**, Rutgers U.; **Henrik Holt Larsen**, Copenhagen Business School; **Thomas Ruddy**, Siemens AG

Participant: **Erika E. Harden**, Rutgers U.

1306 : (AAS) Leadership, Ethics, Future

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108A

Organizer: **Kimberly A Wade-Benzoni**, Duke U.

Bounded Ethicality and Leadership | **Dolly Chugh**, New York U.; **Max H. Bazerman**, Harvard U.

What makes a “good” leader? Integrating Ethical Criteria into Definitions of Leadership | **Francisco J Benzoni**, Duke U.
 The Three Faces of Leadership Vision | **Sim B. Sitkin**, Duke U.; **James Denton Emery**, Duke U.
 Behavioral Determinants of Stewardship in Organizations | **Morela Hernandez**, U. of Washington
 Generativity in Social Entrepreneurs | **Kimberly A Wade-Benzoni**, Duke U.

1307 📄: (BPS) **Behavioral Strategy**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 1
 Organizers: **Jerker C. Denrell**, Stanford U.; **Christina Fang**, New York U.
 Discussant: **Sidney G. Winter**, U. of Pennsylvania
 Participants: **John Sterman**, Massachusetts Institute of Technology; **Cade Massey**, Duke U.; **Zur Shapira**, New York U.; **Daniel Lovallo**, U. of Western Australia

1308 : (Paper Session) - (BPS) **Stakeholder Theory of Strategic Management**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 10
 Chair: **Charles Finn**, College of Saint Rose
 Discussant: **Heli Wang**, Hong Kong U. of Science and Technology
 🗨️📄 Stakeholder Theory and Competitive Advantage | **Jeffrey S. Harrison**, U. of Richmond; **Doug Bosse**, U. of Richmond; **Robert A. Phillips**, U. of Richmond
 🗨️➔📄 National Governance Systems, Stakeholder Power, and Post-Acquisition Dynamics. | **Laurence Capron**, INSEAD; **Mauro F Guillen**, U. of Pennsylvania
 ➔🗨️📄 Stakeholder Interaction Effects on Firm Performance in Emerging Economies: The Case of Brazil. | **Rodrigo Bandeira-de-Mello**, U. do Vale do Itajaí - UNIVALI; **Rosilene Marcon**, U. do Vale do Itajaí - UNIVALI; **Anete Alberton**, U. do Vale do Itajaí - UNIVALI
 The Stakeholders' Common Goal and its Effect on Board Composition in Young, Post-IPO Firms | **Son Anh Le**, Marshall U.; **Mark Kroll**, Louisiana Tech U.; **Bruce Walters**, Louisiana Tech U.

1309 : (Paper Session) - (BPS) **Economic Foundations of Strategy: Agency, RBV and TCE Perspectives**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 2
 Chair: **David B Jemison**, U. of Texas at Austin
 Discussant: **Steven C. Michael**, U. of Illinois, Urbana-Champaign
 🗨️📄 Both Market and Hierarchy: A Multi-Task Synergy Theory of Hybrid Organizational Forms | **Richard Makadok**, Emory U.; **Russell Coff**, Emory U.
 🗨️📄 Are Capability-based Theories of Firm Boundaries Really Distinct from Transaction Cost Theory? | **Nicholas Argyres**, Boston U.; **Todd Zenger**, Washington U.
 Exploring the Information Asymmetry Gap: Evidence from FDA Regulation | **Jeff Macher**, Georgetown U.; **Jack A Nickerson**, Washington U.; **John Mayo**, Georgetown U.
 🗨️📄 Vertical Integration and the Industry Lifecycle: Evidence from the Early U.S. Auto Industry | **Nicholas Argyres**, Boston U.; **Lyda S. Bigelow**, U. of Utah

1310 : (Paper Session) - (BPS) **A Network-Based Theory of Strategic Interaction**

2:30pm - 3:50pm Philadelphia Marriott: Room 406

Chair: **Meir Russ**, U. of Wisconsin, Green Bay
 Discussant: **Jinyu He**, Hong Kong U. of Science and Technology
 📄 Horizontal Alliances and Competitive Aggressiveness: A Strength-of-Ties Perspective | **Ahmad M. Hassan**, Morehead State U.; **James J Chrisman**, Mississippi State U.; **Fatma Ahmed Mohamed**, Morehead State U.
 📄 Multimarket Contact Posture and Nonprice Competition: A Firm Level Test of Forbearance Parameters | **Thomas Will**, Agnes Scott College
 The Influence of Network Resources on Strategic Renewal of Declining Firms | **Toyah L. Miller**, Texas A&M U.; **Dan Li**, Indiana U.
 Ownership and Control: A Small-World Analysis | **Martin J. Conyon**, Wharton School; **Mark Muldoon**, Manchester U.

1311 : (Paper Session) - (BPS) **Mergers and Acquisition Processes**

2:30pm - 3:50pm Philadelphia Marriott: Room 407
 Chair: **Kevin C Banning**, Auburn U. Montgomery
 Discussant: **Mark Shanley**, U. of Illinois, Chicago
 Understanding the Performance of Corporate Acquisitions | **Maurizio Zollo**, INSEAD and Bocconi U.; **Degenhard Meier**, Aachen U. (RWTH)
 📄 The Impact of Cultural Differences and Acculturation Factors on Post-Acquisition Conflict | **Riikka Sarala**, Swedish School of Economics and Business Administration
 🗨️📄 Organizational Commitment to Employees and Acquisition Performance: A Resource-Based Perspective | **Margaret Cording**, Rice U.; **D. Brent Smith**, London Business School
 📄 The Effect of Prior Bidder-Target Alliance Experiences on Post-acquisition Performance of Bidders | **Ming-Tse Tsai**, National Cheng Kung U.

1312 : (Paper Session) - (BPS) **Individual Decision-Making Processes of CEOs**

2:30pm - 3:50pm Philadelphia Marriott: Room 408
 Chair: **Monica Yang**, Adelphi U.
 Discussant: **Yuri Mishina**, Michigan State U.
 ➔📄 The Role of CEO Social Networks in Ambidexterity of Entrepreneurial Firms | **Qing Cao**, U. of Connecticut; **Hongping Zhang**, Shandong U.
 📄 Exploring the Effects of Expansive and Operational CEO Leadership on Innovation | **Marianna Makri**, U. of Miami; **Terri A. Scandura**, U. of Miami
 CEO Regulatory Focus, Strategic Decision Making Processes, Outcomes, and Strategic Change | **Dan S. Chiaburu**, Pennsylvania State U.
 From Fiction to Fact: The Impact of CEO Social Networks | **Tom Kirchmaier**, Manchester Business School

1313 : (Paper Session) - (BPS) **Top Management Teams and Boards of Directors**

2:30pm - 3:50pm Philadelphia Marriott: Room 409
 Chair: **Gene F. Brady**, Southern Connecticut State U.
 Discussant: **Larry Stimpert**, Colorado College
 🗨️🗨️📄 Do Firms Do ‘Worse’ by Doing ‘Bad’? Financial Misrepresentation and Subsequent Firm Performance | **Jared D. Harris**, U. of Virginia - Darden

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 🗨️ Best Paper Proceedings

☐ A Socio-Cognitive Theory of Governance: The Role of Directors' Knowledge Structures | **Jeongil Seo**, KDI School of Public Policy and Management; **Mason A Carpenter**, U. of Wisconsin, Madison

→ ☐ How do Board/CEO Relationships Make Firms More Innovative? | **Hsueh Liang Wu**, National Cheng Kung U.

☐ The Impact of Board Incentives and Processes on Board Task Performance: Empirical Analysis of SMEs | **Luca Gnan**, Torvergata; **Morten Huse**, BI Norwegian School of Management; **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

1314 ☐ JS: (BPS, OMT, CM) **The Contracting Process in Interfirm Relationships: Towards a Meeting of Minds**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 9

Organizers: **Dries Faems**, Catholic U. of Leuven; **Paul W. L. Vlaar**, Vrije U. Amsterdam

Facilitator: **Laura Poppo**, University of Kansas

Discussant: **Michael Ryall**, Melbourne Business School

Come, Let Us Reason Together: Some Challenges in Alliance Contracting Processes | **Arvind Parkhe**, Temple U.

Negotiating Contracts in Interfirm R&D Relationships: Addressing the Need-Ability Tension | **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Dries Faems**, Catholic U. of Leuven

Contract Design: Transaction Characteristics, Lock-ins, or Knowledge Management? | **Thomas Mellewigt**, Free U., Berlin; **Bjoern Eckhard**, Free U., Berlin

Contractual Complexity: Beyond a Simple Count of Provisions | **John Hagedoorn**, Maastricht U.; **Geerte Heslen**, U. of Maastricht

Firms Have No Minds: Which Minds Must Meet, and When, in CIOR Contracts Between Corporations? | **Peter S Ring**, Loyola Marymount U.

1315 ☐ JS: (BPS, OMT, ENT) **Competing through Business Design**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom I

Chair: **Michael G. Jacobides**, London Business School

Moderator: **Constantinos Markides**, London Business School

Discussants: **Jan W. Rivkin**, Harvard U.; **Kathleen M. Eisenhardt**, Stanford U.; **Christoph Zott**, INSEAD

Fending off Commoditization and Softening Competition through Strategic Boundary Design | **Stephan Billinger**, U. of Southern Denmark; **Michael G. Jacobides**, London Business School

How to Compete in Mature Industries? Boundary Architecture as a Mechanism for Strategic Renewal | **Filipe Manuel Simoes Dos Santos**, INSEAD; **Ana Abrunhosa**, U. of Coimbra; **Inês Costa**, Instituto Superior Tecnico

Designing the Boundaries of the Platform | **Kevin Boudreau**, HEC-Paris School of Management

Competing Through Business Models | **Ramon Casadesus-Masanell**, Harvard U.; **Joan Enric Ricart**, IESE Business School

1316 ☐ SHCS: (BPS, TIM, OMT) **Firm and Industry Evolution in the Context of an Ecosystem**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom B

Organizers: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Preeta Banerjee**, U. of Illinois, Urbana-Champaign

Entry Decisions and Firm Outcomes: An Investigation of the Roles of Complementors and Rivals | **Rahul Kapoor**, INSEAD; **Ron Adner**, INSEAD

"Diagonal Integration" Strategies, Firm Performance and Industry Shakeouts | **Preeta Banerjee**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Steve Sonka**, U. of Illinois, Urbana-Champaign
Technology, Identity, and Image: The Life and Times of 'The Digital Photography Company' | **Mary Tripsas**, Harvard U.
The Evolution of Technology through the "Bricolage" of Knowledge | **Johannes M Pennings**, U. of Pennsylvania; **Filippo Carlo Wezel**, U. of Lugano

Participants: **Ron Adner**, INSEAD; **Constance E Helfat**, Dartmouth College; **Rahul Kapoor**, INSEAD; **Johannes M Pennings**, U. of Pennsylvania; **Steve Sonka**, U. of Illinois, Urbana-Champaign; **Mary Tripsas**, Harvard U.; **Filippo Carlo Wezel**, U. of Lugano

1317 → ☐ (CAR) **The Catalytic 1970s: Implications for the 2000s? A Dialogue on the Future of the Careers Division**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111B

Chair: **Cherlyn Skromme Granrose**, Berry College

Discussants: **C. Brooklyn Derr**, Brigham Young U.; **Jon P. Briscoe**, Northern Illinois U.

Perspectives from the 1970s and the "Birth" of the Careers Division | **C. Brooklyn Derr**, Brigham Young U.; **Douglas T. Hall**, Boston U.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Jeffrey Alan Sonnenfeld**, Yale U.

Perspectives from the Emerging Generation of Careers Scholars | **Katharina Chudzikowski**, WirtschaftsU. Wien; **Shoshana Dobrow**, Fordham U.; **Peter A. Heslin**, Southern Methodist U.; **Yan Shen**, Boston U.; **Svenja Tams**, U. of Bath

1318 CAU: (CAU) **Promoting Inter-group Cooperation, Understanding and Conflict Resolution: Academy Members Initiative**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106A

Organizer: **Jacob Eisenberg**, U. College Dublin

Participants: **Kathleen Getz**, American U.; **Mustafa F Ozbilgin**, U. of East Anglia; **Eleanor O'Higgins**, U. College Dublin; **Ravi Chinta**, American U. of Sharjah; **Jennifer Oetzel**, American U.

1319 CAU: (CAU) **Interpersonal Workplace Exclusion**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 106B

Organizers: **Kristin L. Scott**, U. of Kentucky; **Daniel E. Lockhart**, U. of Kentucky

Participants: **Daniel J. Brass**, U. of Kentucky; **Brian R. Dineen**, U. of Kentucky; **Giuseppe Labianca**, U. of Kentucky; **Michelle K. Duffy**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota; **Bennett J. Tepper**, Georgia State U.

1320 CAU: (CAU) **Images, Metaphors, and Classroom Conversations**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107A

Organizer: **Matthew Roy**, U. of Massachusetts Dartmouth

Participants: **Madan Annavarjula**, Bryant U.; **Susanne G Scott**, U. of Massachusetts, Dartmouth; **Maheshkumar P Joshi**, George Mason U.; **Sanjiv Dugal**, U. of Rhode Island; **Sam Beldona**, Wichita State U.; **Kellyann Berube Kowalski**, U. of Massachusetts, Dartmouth

1321 📄: (Paper Session) - (CM) **Who Wins Arbitration, and the Impact It Has on Subsequent Work Performance.**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105A

Chair: **Terry W. Conry**, Ohio U.

Discussant: **Angela Hall**, Florida State U.

📄 High Performance Work Systems and Organizational Dispute Resolution | **Alexander Colvin**, Pennsylvania State U.

🗨️ 23 Years of Discharge & Discipline Arbitrator Awards: Multinomial Analysis of Wins, Losses, & Splits | **Mario F. Bognanno**, U. of Minnesota; **Jonathan Edward Booth**, U. of Minnesota; **Thomas Norman**, U. of Minnesota; **Stephen F. Befort**, U. of Minnesota; **Laura J Cooper**, U. of Minnesota
Pay, Performance, and Organizational Justice in Salary Arbitration | **Allison Binns**, Harvard U.

1322 🗨️ JS: (CM, OB) **Remedying, Restoring, and Recovering Organizational Justice**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 105B

Chairs: **Laurie J. Barclay**, Wilfrid Laurier U.; **Tyler G. Okimoto**, Flinders U. of South Australia

Peering into the Soul of Discontent: Revenge and Forgiveness in the Workplace | **Robert Bies**, Georgetown U.
Do Punishments Address Value Concerns?: Achieving Value Consensus through Labeling and Offender Reform | **Tyler G. Okimoto**, Flinders U. of South Australia; **Michael Wenzel**, Flinders U. of South Australia

Restoring Justice Through Apologies | **Jochen Reb**, Singapore Management U.

Recovering From Injustice: Integrating the Perspectives of the Organization and the Victim | **Laurie J. Barclay**, Wilfrid Laurier U.

1323 🗨️ JS: (CMS, OMT) **Happiness & Goodness in Organisations and Society? Ideas and Challenges from Psychoanalytic Thinking**

2:30pm - 3:50pm Philadelphia Marriott: Room 405

Organizers: **Marianna Fotaki**, Manchester U.; **Alessia Contu**, U. of Warwick

Chair: **Russ Vince**, U. of Hull

Discussant: **Hugh Willmott**, U. of Cardiff

Neither Good nor Happy | **Michaela Driver**, East Tennessee State U.

Marcuse's Psychoanalytic Redefinition of 'Good Work' | **Peter Fleming**, U. of Cambridge

Leadership Theory: A Promise of Happiness and Goodness | **Nancy Harding**, U. of Leeds; **Jackie Ford**, U. of Bradford School of Management

Market Efficiency Versus Public Value in Psychoanalytic Thinking | **Marianna Fotaki**, Manchester U.

1324 📄: (Paper Session) - (ENT) **Entrepreneurial Risk and Uncertainty**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 11

Chair: **Stuart Read**, IMD, Lausanne

Discussant: **Saras Sarasvathy**, U. of Virginia

📄 The Effects of Market and Technological Uncertainty on Academic Spinout Formation | **Djordje Djokovic**, City U. London

🗨️ Incumbent Capability Reconfiguration under Uncertainty: The Role of Entrepreneurial Capabilities | **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute
📄 Entrepreneurial Decision-Making under the Knightian Uncertainty | **Andre C. R. Martins**, U. of Sao Paulo; **M Sylvia Macchione Saes**, U. of Sao Paulo
📄 A Behavioral Agency View of Pay Incentives and Risk-Taking Actions by the Upper Echelons of Spinoffs | **Elizabeth Ngah-Kiing Lim**, U. of Connecticut

1325 📄: (Paper Session) - (ENT) **Academic Entrepreneurship**

2:30pm - 3:50pm Philadelphia Marriott: Room 410

Chair: **Ronald G Cheek**, Academy of Entrepreneurship Journal

Discussant: **Keith H. Brigham**, Texas Tech U.

Does One Size Fit All? The Organizational Forms Leading to Successful Academic Entrepreneurship | **Matthew Steven Wood**, Southern Illinois U., Carbondale

➔ 📄 Voodoo Institution Or Entrepreneurial University? Academic Spin-outs And The Entrepreneurial System | **Richard T. Harrison**, Queen's U. Belfast; **Claire M Leitch**, Queen's U. Belfast

➔ 📄 Knowledge Resources for University Spinoffs: The Role of the Academic Entrepreneur | **Marcus W. Y. Ho**, Auckland U. of Technology; **Marie Wilson**, U. of Auckland

📄 Getting to Know the Academic Entrepreneur | **Caroline Wigren**, Jönköping Int'l Business School

1326 📄: (Paper Session) - (ENT) **Knowledge in Entrepreneurship, Intrapreneurship, and Family Business**

2:30pm - 3:50pm Philadelphia Marriott: Room 411

Chair: **George S. Vozikis**, California State U. Fresno

Discussant: **Patrick Kreiser**, Ohio U.

➔ 🗨️ Knowledge Acquisition Activities, Prior Knowledge and Experience & the Survival of New Firms | **John C Dencker**, U. of Illinois, Urbana-Champaign; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Sonali K. Shah**, U. of Illinois, Urbana-Champaign

📄 From Knowledge to Value Creation in Family Firms: A Dynamic Capabilities Approach | **Francesco Chirico**, School of Business & Economics, Wilfrid Laurier U.

📄 "Generative Dance" between Tacit Knowledge, Expertise and Organizational Frameworks | **Olga Petricevic**, Georgia State U.; **Susan Houghton**, North Carolina A&T State U.
Learning What You Know: External Contacts, Internal Knowledge & Performance of Business Plan Teams | **Maw-Der Foo**, U. of Colorado, Boulder; **Pengji Wang**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore; **Robert Baron**, Rensselaer Polytechnic Institute

1327 📄: (Paper Session) - (ENT) **Family Firm Heterogeneity**

2:30pm - 3:50pm Philadelphia Marriott: Room 412

Chair: **Alberto Zanzi**, Suffolk U.

Discussant: **Hung-Bin Ding**, Loyola College

➔ 📄 A Typology for Capturing the Heterogeneity of Family Firms | **Pramodita Sharma**, Wilfrid Laurier U.; **Mattias Nordqvist**, Jönköping Int'l Business School

📄 Family Matters: Examining How Self-Employed Blacks and Whites Differ in Having Self-Employed Parents | **Robert P**

Singh, Morgan State U.; **Micah E. S. Crump**, Morgan State U.; **Xingxing Zu**, Morgan State U.

Family Capital: An Explication and Test of the Theory | **Ritch L. Sorenson**, Texas Tech U.; **James J Hoffman**, Texas Tech U.; **Andy Yu**, Texas Tech U.

Family Firm Member Characteristics and Involvement: Effects on Entrepreneurial Behavior | **Franz W. Kellermanns**, Mississippi State U.; **Kimberly Eddleston**, Northeastern U.; **Tim Barnett**, Mississippi State U.; **Allison W Pearson**, Mississippi State U.

1328 [Laptop] JS: (ENT, TIM) **Investor Choice, Expertise and Biases: Separating the Good from the Bad and Ugly**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 12

Chair: **Craig Galbraith**, U. of North Carolina- Wilmington

Research on Predicting the Future Commercialization

Success of Early Stage Technologies | **Alex Frank DeNoble**, SDSU; **Sanford B Ehrlich**, SDSU; **Craig Galbraith**, U. of North Carolina- Wilmington

Venture Capitalists' Conduct in Selecting Portfolio Companies and Early-Stage Technologies | **Michael W. Lawless**, INSEAD

Picking Winners: The Impact of the Venture Capitalists Decision Process | **Andrew Zacharakis**, Babson College

1329 [Laptop]: (Paper Session) - (GDO) **Gender, Race, and Age Influences on Performance Evaluations and Rewards**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104A

Chair: **Margaret A. Lucero**, Texas A&M U.

Discussant: **Loriann Roberson**, Teachers College, Columbia U

An Examination of Race and Sex-Based Biases in

Professional Employee Performance Evaluations | **David R. Hekman**, U. of Washington; **Karl Aquino**, U. of British Columbia

Beyond Employee Demographics: Assessing the Network Mechanisms behind Performance Evaluations | **Emilio J.Castilla**, Massachusetts Institute of Technology

The Gender Logic of Executive Compensation | **Brayden G King**, Brigham Young U.; **Marie Cornwall**, Brigham Young U.

Perceptions of Age Discrimination Among Younger Workers and the Effects in Organizations: A Two Study Constructive Replication | **Eileen Kwesiga**, Bryant U.

1330 [Laptop]: (Paper Session) - (GDO) **Navigating Work and Family: Policies, Time Norms, and Enrichment**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 104B

Chair: **Beverly J. DeMarr**, Ferris State U.

Discussant: **Jeanine K. Andreassi**, Sacred Heart U.

Work-Life Policies: Determinants of Individual Option and Overall Provision | **Sadia Nadeem**, NUCES; **Hilary Metcalf**, NIESR

Work-Family Enrichment Theory: A Qualitative Pilot Study of the Greenhaus & Powell Model | **Timothy Shaw**, U. of Texas

Beyond Actual Work Hours: Exploring the Relationship between Time Norms and WF Conflict | **Linda M. Dunn-Jensen**, New York U.

1331 [Laptop]: (Paper Session) - (GDO) **Diversity Climate: Variations by Gender, Position, Community, and Culture**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 107B

Chair: **Mary Fambrough**, Alliant International U.

[Laptop] Teaching-oriented | [Microphone] Practice-oriented | [Globe] International-oriented | [Lightbulb] Theme-oriented | [Laptop] Research-oriented | [Globe] Visual Presentation | [Microphone] Best Paper Proceedings

Discussant: **C Douglas Johnson**, Georgia Gwinnett College

Gender Differences in Perceptions of Organizational Climate | **Christine Brown Mahoney**, Hamline U.; **Paul L Schumann**, Minnesota State U., Mankato; **Kathryn Ready**, Winona State U.

The Interaction of Subordinates' and Managers' Diversity Climates on Store Unit Sales Performance | **Patrick F. McKay**, U. of Wisconsin, Milwaukee; **Derek R. Avery**, Rutgers U.; **Mark Allen Morris**, JCPenney

Dorothy Harlow Distinguished Paper Award

Stereotyping of Business Leaders: Does Culture Matter? | **Jeanine Prime**, Catalyst; **Martha L Maznevski**, IMD

The Impact of Employee and Community Demographic Composition on Organizational Climate for Diversity | **S. Douglas Pugh**, U. of North Carolina, Charlotte; **Joerg Dietz**, U. of Western Ontario; **Arthur P. Brief**, U. of Utah

1332 [Microphone] [Microphone]: (Paper Session) - (HCM) **Who Runs This Organization and to What End? Governance in Health Care Organizations**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth A2

Chair: **Reed L. Morton**, American College of Healthcare Executives

Discussant: **Nancy Borkowski**, South U.

Using Hospital Sales Data to Value Organizational Efficiency and Not-For-Profit "Mission" | **Jennifer Kuan**, Stanford U.; **Paul J Gertler**, U. of California, Berkeley

Governance & Community Benefit: Are Nonprofit Hospitals Good Candidates for Sarbanes-Oxley Reforms? | **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Gary J. Young**, Boston U.; **Bryan J. Weiner**, U. of North Carolina at Chapel Hill; **Larry R. Hearld**, U. of Michigan

A Taxonomy of Hospital Governing Boards | **Shou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Virginia Wang**, U. of North Carolina at Chapel Hill

HCM Best Paper Award Nominee

1333 [Microphone] [Microphone]: (Paper Session) - (HCM) **Collaboratively Pursuing the Common Good**

2:30pm - 3:50pm Loews Philadelphia: Commonwealth B

Chair: **Margarete Arndt**, Clark U.

Discussant: **Kathleen Montgomery**, U. of California, Riverside

Strategic Leadership and Health Disparities: Collective Change Agents Partnering to Close the Gap | **Lynn Perry Wooten**, U. of Michigan, Ann Arbor; **Elizabeth Anderson**, U. of Michigan; **Joy Pinkerton**, U. of Michigan; **Tamiko Noll**, U. of Michigan; **Jodi Lori**, U. of Michigan; **Scott Ransom**, U. of North Texas

Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most? | **Ingrid M. Nembhard**, Yale U.

HCM Best Paper Based on a Dissertation Nominee

Interorganizational Coordination in Health Care Emergency: A Social Network Analysis | **Daniele Mascia**, Catholic U. Rome; **Americo Cicchetti**, Catholic U. Rome

What Affects Community-Based Coalition Impact? | **Rebecca Wells**, U. of North Carolina; **Mark Feinberg**, Penn State U.; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Ann J Ward**, U. of Edinburgh

1334 [Microphone]: (Paper Session) - (HR) **Perspectives on Training**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112A

Chair: **Marcia Simmering**, Louisiana Tech U.

Discussant: **Nancy E. Waldeck**, U. of Toledo

An Agentic Model of Training and Development | **Jake**

Messersmith, U. of Kansas

📖 A Review and Meta-Analysis of the Nomological Network of Trainee Reactions | **Traci Sitzmann**, Advanced Distributed Learning; **Kenneth G. Brown**, U. of Iowa; **Wendy J. Casper**, U. of Texas, Arlington; **Katherine Ely**, George Mason U.; **Ryan D. Zimmerman**, Texas A&M U.; **Kristina Bauer**, Advanced Distributed Learning

👉➔ The Influence of Employee Training Programs on Team Empowerment and Attitudinal Outcomes | **Christian Voegtlin**, Konstanz U.; **Stephan Alexander Boehm**, U. of St. Gallen

📖 Vertical Transfer of Training: Can One Person Make a Difference? | **Marie-Helene Budworth**, York U.; **Gary P. Latham**, U. of Toronto

1335 : (Paper Session) - (HR) Job Analysis and Design

2:30pm - 3:50pm Pennsylvania Convention Center: Room 112B

Chair: **Rebecca A. Thacker**, Ohio U.

Discussant: **John Cordery**, U. of Western Australia

📖 The “Inferential Leap” in Work Analysis: Exploring Differences Across Work Role Requirements | **Erich C. Dierdorff**, DePaul U.; **Frederick P. Morgeson**, Michigan State U.

📖 Cognitive and Motivational Approaches on Employee Participation: Unifying the Two Approaches | **Rhokeun Park**, Rutgers U.

👉➔📖 The Influences of Org. Culture & Job Involvement on Job Specification Ratings: A Multilevel Analysis | **Wen-Dong Li**, Institute of Psychology, Chinese Academy of Sciences; **Yongli Wang**, Sun Yat-Sen U.; **Paul J. Taylor**, U. of Waikato; **Kan Shi**, Chinese Academy of Sciences

Winner of HR Division Best Student Paper Award

📖 Managerial-enacted Empowerment: Dimensionality and Effects on Service Workers | **Michal Biron**, Technion- Israel Institute of Technology; **Peter Bamberger**, Technion Israel Institute of Technology

1336 : (Paper Session) - (HR) Applicant and Organizational Perspectives on Selection

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113C

Chair: **Chu-Hsiang Chang**, Roosevelt U.

Discussant: **Michael Wesson**, Texas A&M U.

📖 Understanding Job Applicant Reactions: Test of Applicant Attribution Reaction Theory | **Khaldoun I. Ababneh**, McMaster U.; **Aaron C. H. Schat**, McMaster U.

Effects of Ingratiation and Similarity on Judgments of P-O Fit, Hiring Recommendations and Job Offer | **Chun-Hsi Vivian Chen**, National Central U., Taiwan; **Hsu-Mei Lee**, National Central U., Taiwan

👉📖 The Effects of Resume Contents on Hiring Recommendations: The Roles of Recruiter Fit Perceptions | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Nai-Wen Chi**, National Chengchi U., Taiwan; **Tun-Chun Huang**, National Taiwan U. of Science and Technology; **Ai-Ju Hsu**, National Chiao Tung U.

Organization Personality Perceptions and Attraction: The Role of PO Fit and Recruitment Information | **Crystal M. Harold**, Indiana U. Purdue U. Indiana; **Jerel Slaughter**, U. of Arizona

1337 📖➔📖📖 JS: (HR, IM) **Knowledge and Learning Aspects of International HRM**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113B

Chair: **Carlos Martin-Rios**, U. Carlos III de Madrid

Discussant: **Sully Taylor**, Portland State U.

Toward a Knowledge-Based View of International Assignments: Review of 25 Top Management Journals | **Jaime Alfonso Bonache**, Carlos III U.; **Luigi Stirpe**, U. of Carlos III Madrid

Knowledge Work in Global Teams: A Prescriptive Framework and Empirical Test | **Carlos Martin-Rios**, U. Carlos III de Madrid; **Niclas Erhardt**, Rutgers U.

Global Knowledge Management by Design? Managing the Appropriate Organizational Forms. | **Paul Sparrow**, Lancaster U.

Dual Knowledge Flows and Organizational Learning Mechanisms | **Saba Colakoglu**, Rutgers U.

Knowledge and Learning of Spanish Firms in China: Strategic Development of Human Resources | **Simon L. Dolan**, Esade U.; **Yingying Zhang**, Esade U.

1338 ➔📖: (Paper Session) - (IM) **The Role of Firm Resources and Capabilities**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 3

Chair: **Sonia Ketkar**, Towson U.

Discussant: **Nandini Lahiri**, U. of North Carolina, Chapel Hill

➔ Influences on the Performance of U.S.-Mexico Border Firms | **Ananda Mukherji**, Texas A&M International U.; **John D. Francis**, San Diego State U.; **Jyotsna Mukherji**, Texas A&M International U.

👉➔📖 Learning to Acquire Abroad: The Impact of Prior Experience and TMT Composition | **Anna Nadolska**, RSM Erasmus U.

IM Division Best Paper Award Finalist

📖 Organizational Slack Forms and Internationalization: A Longitudinal Study of High-Technology Firms | **Wen-Ting Lin**, National Taiwan U.; **Kuei-Yang Cheng**, National Taiwan U.

➔📖 Buyer-Supplier Integration Capability & Cultural Distance: Evidence from Brazilian Auto Industry | **Ronaldo C. Parente**, Rutgers U.; **Janet Y. Murray**, U. of Missouri - St. Louis; **Masaaki Kotabe**, Temple U.

1339 ➔📖: (IM) **Brain Circulation or International Talent Flow: The Human Resource Challenge in the 21st Century**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 4

Chair: **Rosalie L. Tung**, Simon Fraser U.

Brain Drain or Brain Circulation: Global Careers in Action | **Yehuda Baruch**, U. of East Anglia; **Pawan S. Budhwar**, Aston U.

The Role of the Indian Diaspora in Facilitating Bilateral Trade between the U.S. and India | **Rosalie L. Tung**, Simon Fraser U.; **Masud Chand**, Simon Fraser U.

An Emerging Issue in IHRM: Outward FDI by Chinese Multinational Enterprises | **Peter J. Dowling**, Victoria U. of Wellington; **Helen DeCieri**, Monash U.

Career Capital and International Work Experiences: The Employee Viewpoint | **Tiina Jokinen**, U. of Vaasa; **Chris Brewster**, Henley Management College; **Vesa Suutari**, U. of Vaasa

1340 → 📄: (Paper Session) - (IM) **Offshoring: Determinants and Effects**

2:30pm - 3:50pm Philadelphia Marriott: Room 414

Chair: **Charles C. Snow**, Penn State U.

Discussant: **Shih-Fen S. Chen**, U. of Western Ontario

🗣️ Explaining Propensity Toward Offshoring in IT Industry: A Firm and Country Level Analysis | **Sumit Kumar Kundu**, Florida International U.; **Naveen Kumar Jain**, Florida International U.; **Fred A Niederman**, St Louis U.

📄 → 📄 Coordination in the Remote Delivery of Services | **Kannan Srikanth**, London Business School

→ 📄 How Offshoring Drives Innovation: Relocation of Non-core and Core Activities | **Anna Oliwia Szczygielska**, Rotterdam School of Management - Erasmus U.; **Justin J.P. Jansen**, Erasmus U.

→ 📄 The Effect of Human Capital Investment on the Offshoring of Commercial Services | **Farok Contractor**, Rutgers U.; **Susan Mudambi**, Temple U.

1341 → 📄: (Paper Session) - (IM) **Global Human Resource Development**

2:30pm - 3:50pm Philadelphia Marriott: Room 415

Chair: **Vas Taras**, U. of Calgary

Discussant: **Margaret Shaffer**, U. of Wisconsin, Milwaukee

→ The Power of Individual Cultural Values in Global Virtual Teams | **Audra I. Mockaitis**, Victoria U. of Wellington; **Elizabeth L. Rose**, Victoria U. of Wellington; **Peter Zettinig**, Victoria U. of Wellington

→ MNC's Human Resources Architectures: A New Conceptual Model Beyond Expatriation | **Debra Da Silva**, Charles Sturt U.

🗣️ → 📄 Developing Cultural Intelligence as a global competence: Construct, measurement and antecedents | **Lu Miao**, U. College Dublin, Ireland; **Thomas M Begley**, U. College Dublin

→ Managerial Characteristics and Willingness to Send Expatriates Abroad | **George Benson**, U. of Texas, Arlington; **Liliana Pérez-Nordtvedt**, U. of Texas at Arlington; **Deepak K Datta**, U. of Texas, Arlington

1342 → 📄 SHCS: (IM, BPS, OMT) **Far-Reaching Problems of Being Foreign: Exploration of Where and How Liability of Foreignness is Felt**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom A

Chairs: **Mikelle A. Calhoun**, Ohio State U.; **John Mezias**, U. of Miami

Discussant: **Srilata Zaheer**, U. of Minnesota

Coping with LOF: Mitigating Host Country Employee Goal Misalignment and Information Asymmetry | **Mikelle A. Calhoun**, Ohio State U.

Man Without a Country: Is There a Liability of Foreignness in Individual Outcomes? | **John Mezias**, U. of Miami; **Stephen Mezias**, New York U.

Liability of Foreignness and Imitation Strategies of Host Country Multinationals | **Lorraine Eden**, Texas A&M U.; **Stewart R Miller**, U. of Texas, Austin; **Douglas E. Thomas**, U. of New Mexico; **Paige Fields**, Texas A&M U.; **Hong Zhu**, Texas A&M U.

When Is Foreignness An Asset? | **Lilach Nachum**, Baruch College

1343 → JS: (IM, BPS, SIM) **Local Corporate Governance in a Globalized World: Toward Inclusive Theorizing**

2:30pm - 3:50pm Philadelphia Marriott: Room 413

Organizer: **Marguerite Schneider**, NJIT

Moderator: **Marguerite Schneider**, NJIT

Discussants: **Ann K. Buchholtz**, U. of Georgia; **Philip L Cochran**, Indiana U.; **Lori Versteegen Ryan**, San Diego State U.; **Cynthia Clark Williams**, Bentley College

Corporate Governance in the US: One Step Forward and Two Steps Back, or Vice Versa? | **Marguerite Schneider**, NJIT

Corporate Governance in the UK: Context, Practice, and Implications for Theorizing | **Stephen Brammer**, U. of Bath; **Andrew I. Millington**, U. of Bath

Corporate Governance in Southeast Asia: Competing Pressures of Global Markets and Local Institutions | **Michael N. Young**, Hong Kong Baptist U.

Corporate Governance in India: The Influence of Culture and National Institutions | **Shanthi Gopalakrishnan**, New Jersey Institute of Technology

1344 → 🗣️ 📄 SHCS: (IM, BPS, SIM) **New Political Risks and Perspectives**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom A

Organizer: **Paul M Vaaler**, U. of Illinois, Urbana-Champaign

Chair: **Hildy Teegen**, George Washington U.

Discussant: **Hildy Teegen**, George Washington U.

The Role of NGOs in MNE Risks in Developing Countries | **Jonathan P Doh**, Villanova U.; **Jennifer Oetzel**, American U.

Local Versus Global Legitimacy Of Institutional Reform | **Witold Jerzy Henisz**, U. of Pennsylvania; **Bennet Zelner**, Duke U.; **Guy Holburn**, U. of Western Ontario

Counting the International Banker Vote | **Paul M Vaaler**, U. of Illinois, Urbana-Champaign; **William Bernhard**, U. of Illinois, Urbana-Champaign; **Shawn M. Riley**, U. of Illinois, Urbana-Champaign

Natural Catastrophes and Their Impact on Sovereign Bond Spreads | **Burkhard N. Schrage**, Singapore Management U.; **Banu Ozcan**, Merrill, Lynch & Co., London

1345 🗣️ → SHCS: (IM, MED, MC) **Facing the Brutal Facts of Global Leadership Development**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom C

Chair: **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

The Phenomenon of Global Leadership and Development Challenges | **Joyce Osland**, San Jose State U.

The Disconnect between GL Development Programs and GL Competency Acquisition Processes | **Mark E. Mendenhall**, U. of Tennessee, Chattanooga

Facing the Brutal Facts of Global Leadership Development Programs in Japan | **Allan Bird**, U. of Missouri, St. Louis; **Norihito Furuya**, IGB Network Co., Ltd.

What Brutal Facts do External Consultants Face in GLDP Design and Implementation? | **Schon Beechler**, Duke Corporate Education

Brutal Facts We Addressed in Creating an Internal Global Leadership Development Program | **Michael D. Hill**, Spansion, Inc.

Winner of MED Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)

1346 : (Paper Session) - (IP) Challenges in a Diverse Workforce II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A4
Facilitator: **Susan Mary Vinnicombe**, Cranfield U.

🗄️ **CMS**: The Case of Vanishing Borders: A Study of Workplace Diversity as Assimilation and Border Control | **Viktorija Kalonaityte**, Lund U.

Best CMS Paper Nominee

➔ **GDO**: Managing Diversity and Discrimination in France | **Alain Klarsfeld**, Groupe ESC Toulouse Business School

🗣️ **HR**: Assessing Employee Equity: Preliminary Development of a Measure | **Aimee Dars Ellis**, Arizona State U.; **Janice S. Miller**, U. of Wisconsin, Milwaukee; **Robert L. Cardy**, U. of Texas, San Antonio

GDO: Gender Differences on Work Samples: Implications for Social Skills Research and Adverse Impact | **Philip L. Roth**, Clemson U.; **Philip Bobko**, Gettysburg College; **Maury Allen Buster**, Alabama State Personnel Department; **Janet L Barnes-Farrell**, U. of Connecticut

1347 : (Paper Session) - (IP) Creativity in the Organizational Context

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A2
Facilitator: **Bernard Goitein**, Bradley U.

🗄️ **OB**: Conflict and Creativity: Moderating Effects of Psychological Safety and Openness to Experience | **Greg R. Oldham**, U. of Illinois, Urbana-Champaign; **Diana Jimeno-Ingurum**, U. of Illinois, Urbana-Champaign

🗣️ **ODC**: An Organization Level Diagnostic Model For Creativity | **Leslie Stager Jacques**, Massey U. - Auckland

OB: A Qualitative Examination of Creativity Leadership | **Pamela Tierney**, Portland State U.

🗣️ **MOC**: Business Creativity: An Evolutionary Approach | **Zoltán Baracska**, Doctus Co.; **Viktor Dorfler**, U. of Strathclyde; **Jolán Velencei**, Budapest U. of Technology and Economics

➔ 🗄️ **ODC**: Facilitating Serious Play | **Matt Statler**, New York U.; **David Oliver**, Imagination Lab Foundation

1348 : (Paper Session) - (IP) Entrepreneurial Process II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A3
Facilitator: **Jay J Janney**, U. of Dayton

🗄️ **ENT**: Reconsidering Entrepreneurship: Origins, History, and Prognostications | **JC Spender**, U. of Leeds

🗣️ ➔ **ENT**: Transition and Entrepreneurship in Central Asia | **Leo Paul Dana**, U. of Canterbury; **Frank Lasch**, GSCM, Montpellier Business School

➔ **IM**: Guanxi, Guanxi Practice, and Entrepreneurial Development in China | **Chun Guo**, U. of Massachusetts Amherst

➔ **IM**: Entrepreneurial Investment Climate: A cross-country Scale Development | **Daeil Nam**, Washington State U.; **Jonathan D. Arthurs**, Washington State U.

1349 : (Paper Session) - (IP) Global Economy

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty A - Table A4
Facilitator: **Elitsa R. Banalieva**, Northeastern U.

🗄️ **IM**: Strategy and Structure in Matrix MNCs | **Joachim Wolf**, Christian-Albrechts-U. of Kiel; **William G Egelhoff**, Fordham U.; **Mihael Adzic**, Christian-Albrechts-U. of Kiel

➔ 🗄️ **IM**: Global Multimarket Contact, Firm Salience, and Aggressive Action in Market Investment | **Jiaying Xiao**, Penn State U.; **Wenpin Tsai**, Pennsylvania State U.

➔ 🗄️ **IM**: Comparative Economic Globalization: Validity and Comparison of Formative and Reflective Models | **Ronald M Rivas**, Canisius College; **Carter Rakovski**, California State U. Fullerton; **Maria Skaletsky**, Bentley U.

➔ **IM**: Global Integration and the Performance of Chinese Firms: An Empirical Assessment | **Nitin Pangarkar**, National U. of Singapore; **Jie Wu**, National U. of Singapore

🗄️ **MH**: "It Does Not Hurt to Learn a Little History": Lessons from the Sea-farers | **Kathy Mack**, Winston-Salem State U.

1350 : (Paper Session) - (IP) Learning Across National Boundaries

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B1
Facilitator: **Augustine A. Lado**, Clarkson U.

➔ **IM**: Nation-based and Subsidiary-based Institutional Intelligences and Transnational Product Improvement | **C. Annique Un**, U. of South Carolina

🗄️ **MOC**: Managing Knowledge across Boundaries: The Paradox of Inter-Organizational Communities of Practice | **Fabrice Lumineau**, HEC-Paris School of Management; **Alexandre Perrin**, Audencia Nantes School of Management; **Bertrand Moingeon**, HEC-Paris School of Management

➔ 🗄️ **IM**: Assimilative and Exploitative Dimensions of Country Level Absorptive Capacity and Cross-border M&A | **Rajiv Krishnan Kozhikode**, Hong Kong U. of Science & Technology

➔ **IM**: Inter-subsidiary Competition for Knowledge Flow Position: Knowledge Flows and Intellectual Capital | **Cher-Min Fong**, National Sun Yat-Sen U.; **Hua-Lun Ho**, National Sun Yat-Sen U.; **Hua-Chin Ho**, National PingTung U. of Science and Technology

IM: How Do Multinational Enterprises Manage the Discrepancy between Home- and Host-Country Institutions? | **Donal Crilly**, INSEAD

1351 : (Paper Session) - (IP) Outsourcing and Offshoring

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B2
Facilitator: **Rakesh B. Sambharya**, Rutgers U.

➔ **IM**: Offshoring as a Source of International Competitiveness for SMEs | **Dante DiGregorio**, U. of New Mexico; **Martina Musteen**, San Diego State U.; **Douglas E. Thomas**, U. of New Mexico

HR: Applying Institutional Theory to Explain why Organizations Outsource Business Functions | **Bill Castellano**, Rutgers U.

→ **OMT:** Explaining Offshoring: A Framework Based on Disintegration, Location and Externalization Advantages | **Ben L Kedia**, U. of Memphis; **Debmalya Mukherjee**, U. of Memphis

→ **OM:** Proposed Total Value-based Outsourcing - Doing Well by Doing Good Evaluation | **Vijay Vanarase**, Touro U. International

OM: Strategic Considerations in Outsourcing: Enhancing the Effects of Supplier Innovativeness | **Arash Azadegan**, Arizona State U.; **Kevin Dooley**, Arizona State U.

1352 : (Paper Session) - (IP) Power in Organizations

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Henry Allan Hornstein**, CGI/Hornstein Teamworks Inc/Norwich U.

→ **CMS:** Revisiting Rules. An Ontological Study of Social Rules | **Ismael Al-Amoudi**, U. of Reading

OB: Bounded Empowerment: Main and Joint Effects of Supervisory Power Sharing and Management Control | **Yan Zhang**, Peking U.; **Chao C. Chen**, Rutgers U.; **Hui Wang**, Peking U.

→ **CMS:** Utrunque Paratus : A Case Study of Discourse and Identity in the British Parachute Regiment | **Thomas Thornborrow**, Nottingham U. Business School; **Andrew D. Brown**, U. of Bath

→ **CMS:** Artifacts in Interaction: The Production and Politics of Boundary Objects | **Leisa D. Sargent**, U. of Melbourne; **Robyn Thomas**, Cardiff U.; **Cynthia Hardy**, Melbourne U.

CMS: Explaining Politics in Organizations: A Critique of Organizational Politics and Political Economics | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne; **Boris Alexander Ricken**, U. of Zurich

1353 : (Paper Session) - (IP) Psychological Ownership and Commitment

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Kevin W. Rockmann**, George Mason U.

→ **OB:** Exploring The Routes and Boundaries of Psychological Ownership in High-Technology Firms | **Nai-Wen Chi**, National Chengchi U., Taiwan; **Tzu-Shian Han**, National Chengchi U., Taiwan

OCIS: Exploring Organizational Identification in Road Warrior Consultants | **Mamta Bhatt**, Boston College

→ **OB:** Psychological Ownership: Theoretical Extensions, Measurement and Relation to Work Outcomes | **James B. Avey**, Central Washington U.; **Bruce Avolio**, U. of Nebraska; **Craig D. Crossley**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln

→ **HCM:** Human Resource Practices & Structural Factors affecting Public Health Official Commitment in India | **Sunil Maheshwari**, Indian Institute of Management Ahmedabad; **Ramesh Bhat**, Indian Institute of Management Ahmedabad; **Amit Dhiman**, IIM Ahmedabad; **Somen Saha**, Indian Institute of Management, Ahmedabad

MC: The Meaning of Financial Consultants' Commitment Behaviors, Foci and Motives | **Elfi Ettinger**, U. of Linz; **Rolf**

□ Teaching-oriented | ● Practice-oriented | → International-oriented | ● Theme-oriented | □ Research-oriented | ● Visual Presentation | □ Best Paper Proceedings

Van Dick, U. of Frankfurt; **Thomas W. Kent**, College of Charleston; **Johannes M Lehner**, U. of Linz

1354 : (Paper Session) - (IP) Role of Organizational Leaders in Innovation

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Richard W. Stackman**, U. of San Francisco

→ **TIM:** Leadership, Innovation and Time: The Implications of Convergence | **Brigid Jan Carroll**, U. of Auckland; **Amy Van Beusekom**, U. of Auckland

BPS: Leadership in Knowledge-Intensive Organizations: Does it Take an Expert to Lead Experts? | **Amanda H. Goodall**, Warwick Business School

→ **ODC:** Decision Making in Organizational Learning | **Mary Ann P. Wangemann**, George Washington U.

OM: Perceptions of Sponsor Behaviors During Project Initiation: Project Manager and Sponsor Differences | **Patrick Stubblebine**, Xavier U.; **Tim Kloppenborg**, Xavier U.; **Debbie Tesch**, Xavier U.

→ **PNP:** Transforming Police Organizations Through Spiritual Leadership | **Melissa Nisiewicz**, Tarleton State U. - Central Texas; **Steve Vitucci**, Tarleton State U. - Central Texas; **Marie Cedillo**, Tarleton State U. - Central Texas

1355 : (Paper Session) - (IP) Team Processes

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

→ **GDO:** Workgroup Inclusion, Diversity, and Performance | **Avi Avigdor**, Alliant International U.; **Deborah Braun**, Alliant International U.; **Jennifer Konkin**, Alliant International U.; **Daniel Kuzmycz**, Alliant International U.; **Bernardo M. Ferdman**, Alliant International U.

ODC: Making Sense of Change Within Committees | **Shalini Lal**, UCLA

→ **GDO:** Managing Workplace Diversity: When and How Does Diversity Increase Group Performance? | **Marie-Elene Roberge**, Ohio State U.; **Rolf Van Dick**, U. of Frankfurt

CM: The Producer-Competitor Dilemma: How Employees Choose Coworkers Based on Relative Competence | **Madan M. Pillutla**, London Business School; **Sarah Ronson**, London Business School; **Heidi K. Gardner**, London Business School

1356 : (Paper Session) - (IP) The Strategic Planning Process II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Gerry Johnson**, Lancaster U.

→ **MC:** Emergent Consulting : Consulting in Times of Real-Time Strategy | **Rickie A. Moore**, EM LYON

TIM: An Exploratory Study of the Dominant Design of the Business Model of Dedicated Foundries | **Yea-Huey Su**, National Central U.; **Guan-Fu Guo**, National Central U.

→ **OM:** Business Continuity Practices within the Risk Management Profession | **Adela Jana McMurray**, RMIT U.; **Jean Cross**, U. of New South Wales; **Carlo Caponecchia**, U. of New South Wales

BPS: Variable Strategic Objectives Based on a Complex Adaptive Cycle | **Russell Fralich**, HEC Montreal

🗨️ **BPS: Ownership as a Special Transaction: Implications for the Corporate Objective** | **James L Darroch**, York U.; **David Weitzner**, American U.

1357 : (Paper Session) - (IP) Top Management Influence II

2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **David V. Day**, Singapore Management U.

📖 **BPS: Top Management Teams in Large Family Controlled Companies: The Impact of 'Familliness'** | **Alessandro Minichilli**, Bocconi U.; **Guido Corbetta**, Bocconi U.

📖 **BPS: Do Top Management Teams Matter in the Pre-market Valuation of IPOs?** | **Ram Mudambi**, Temple U.; **Rakesh B. Sambharya**, Rutgers U.; **Monica Zimmerman Treichel**, Temple U.

➔ 📖 **IM: Scandinavian Management and Management Behavior** | **Mikael Sondergaard**, U. of Arhaus

BPS: TMT Diversity, Network Ties, Collaborative Decision Making and Organizational Innovation | **Li-Qun Wei**, Hong Kong Baptist U.; **Chung-Ming Lau**, Chinese U. of Hong Kong

BPS: Win, Lose, or Draw: How Attributions of Causality Shape the Evolution of TMT Potency | **Adam Joseph Wowak**, Pennsylvania State U.

1358 ➔ 🗨️ **JS: (MC, ODC, BPS) Management Consultants – from Translators to Creators of Management Knowledge?**

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C1

Organizers: **Larry E. Greiner**, U. of Southern California; **Andreas Werr**, Stockholm School of Economics

Moderator: **Larry E. Greiner**, U. of Southern California

Presenters: **Alfred Kieser**, Mannheim U.; **Michael Beer**, Harvard U.; **Andreas Werr**, Stockholm School of Economics

1359 📖 🗨️ 📖: (Paper Session) - (MED) **Leadership Qualities and Service Learning**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 109A

Discussants: **Johanna P. Bishop**, Wilmington College;

Christopher Meisenhelter, York College of Pennsylvania

📖 🗨️ **Service-learning and Ethics: A Review of the Field Ten Years After JOBE's Seminal Special Issue** | **Amy L Kenworthy-U'Ren**, Bond U.

📖 **Predictors of Agreement in Self-Other Ratings of Leader Effectiveness** | **Robert Vecchio**, U. of Notre Dame; **Robert J. Anderson**, The Leadership Circle

📖 **Service Learning in a Leadership Course: Assessing What Students Learn and How Deep They Learn It** | **Valerie I. Sessa**, Montclair State U.; **Cristina Matos**, Metrus Group

📖 🗨️ 📖 **Images of Leadership: The Story Emerging Leaders Tell** | **Anne Merrill Greenhalgh**, Wharton, U. of Penn; **Christopher Ian Maxwell**, Wharton, U. of Penn

1360 📖 **JS: (MED, OCIS, TIM) A Strategic Institutional Approach to Online Learning**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 109B

Organizer: **Ruth C May**, U. of Dallas

Participants: **J. Lee Whittington**, U. of Dallas; **Stanley L. Kroder**, U. of Dallas; **Vanessa K Cox**, U. of Dallas

1361 🗨️ 📖: (Paper Session) - (MH) **Historical Performance, Strategy, and Evolution**

2:30pm - 3:50pm Loews Philadelphia: Congress A

Chair: **Andrew Cardow**, Massey U.

Discussants: **James C Spee**, U. of Redlands; **Grace K. Dagher**, U. of Texas-Pan American; **Joseetta McLaughlin**, Roosevelt U.

The Temporal Nature of the Evolution of Capabilities in the U.S. Brewing Industry 1950-2000 | **Lynn W Bakstran**, Boston U.

Ronald B. Shuman Best Graduate Student Paper Award

📖 **Long Waves of Development and Their Implications for Management Research** | **Chris Papenhausen**, U. of Massachusetts, Dartmouth

➔ **The Multidivisional Firm, Accounting and Pension Fund Investment Policy: A Relational Reassessment** | **Yally Avrahampour**, U. of Essex

📖 **The Evolution of Evolution: A Bibliometric Study on Evolutionary Research** | **Joonas Martti Juhani Järvinen**, Helsinki U. of Technology; **Antti Kullervo Sillanpää**, Helsinki U. of Technology

1362 📖: (Paper Session) - (MOC) **Mental Models and Collective Logics**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110A

Chair: **Ramon J. Aldag**, U. of Wisconsin, Madison

Discussant: **Michael K Moch**, Michigan State U.

📖 **Classic and Fashionable Management Concepts: A Study of Mental Models** | **Annick Hortense, Dominique Van Rossem**, Hogeschool Gent; **Marc Buelens**, Ghent U.

➔ **Hybrid Institutional Logic: Content Analyses of Technological and Cultural Logics in Five Industries** | **Micki Eisenman**, Baruch College; **Antti Ainamo**, Turku U.

📖 **Evolutionary Patterns of Dominant Logic and their Impact on Strategic Inertia** | **Daniela Blettner**, U. of North Carolina, Chapel Hill

📖 📖 **Cultivating Taste: Constructing the Importance of Product Aesthetics in Technological Industries** | **Micki Eisenman**, Baruch College

1363 📖: (Paper Session) - (MOC) **Emotions and Emotional Intelligence**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 113A

Chair: **Karen J. Crooker**, U. of Wisconsin, Parkside

Discussant: **Ronald H. Humphrey**, Virginia Commonwealth U.

📖 **Emotional Involvement: Conceptualization and Organizational Implications** | **Sushil Nifadkar**, Arizona State U.; **Kevin G. Corley**, Arizona State U.

📖 📖 **Examining Thinking Style, EQ, and Organizational Commitment in the Context of Emotional Labor** | **Kevin S. Groves**, California State U. Los Angeles; **Charles M. Vance**, Loyola Marymount U.

Short Term Trust, Emotion, and Control: A Model | **Anne Christie**, Griffith U

📖 **The Positive Effect of Sharing Negative Emotions** | **Inju Yang**, U. College Dublin; **Aidan Kelly**, U. College Dublin; **Jacob Eisenberg**, U. College Dublin

1364 📖: (MSR) **Teaching Non Linearity in a Linear Environment: Cutting-Edge Reports from the Field**

2:30pm - 3:50pm Loews Philadelphia: Congress B

Organizer: **Gerald Biberman**, U. of Scranton

📖 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📖 Research-oriented | 🗨️ Visual Presentation | 📖 Best Paper Proceedings

Teaching Nonlinearity Using Guided Meditation, Drawing, Music and Visualization | **Gerald Biberman**, U. of Scranton
 Reflection and Learning: What Current Needs Require of Business Education | **Keiko Krahnke**, U. of Northern Colorado
 Deep Ecology, Art and Management Education | **Kathryn Pavlovich**, U. of Waikato
 Creating Space for Non-Conventional Learning in Management Education | **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta

1365 → 📄: (Paper Session) - (OB) **Interpersonal and Team Dynamics: The Role of Trust and Empowerment**

2:30pm - 3:50pm Philadelphia Marriott: Independence I

Chair: **Anita D. Bhappu**, Southern Methodist U.

Discussant: **Marlene E. Turner**, San Jose State U.

Status in Interpersonal Interactions: Effects on Trust, Reciprocity and Favor Exchanges | **Jayanth Narayanan**, National U. of Singapore; **Madan M. Pillutla**, London Business School

🗣️ Two Thieves and Two Girl Scouts: Effects of Observed Third-Party Treatment on Interpersonal Trust | **Joel M. Evans**, U. of Arizona

→ 📄 Structural Empowerment's Effect on Team Performance: The Mediating Role of Team Empowerment | **Paul Hempel**, City U. of Hong Kong; **Zhi-Xue Zhang**, Peking U.; **Yulan Han**, Peking U.

🗣️ Mediated and Differential Effects of Trust on Team Performance: A Study of Ongoing Work Teams | **Bart A. de Jong**, Free U. Amsterdam; **Tom Elfring**, Free U. Amsterdam

1366 📄: (Paper Session) - (OB) **Leadership: Links Across Levels**

2:30pm - 3:50pm Philadelphia Marriott: Independence II

Chair: **Steven D. Berkshire**, Regis U.

Discussant: **Randall G. Sleeth**, Virginia Commonwealth U.

📄 Trickle-Down: The Effects of Top Management Behavior on Line Employees' Turnover Intent | **Ying Chen**, Vanderbilt U.; **Ray Friedman**, Vanderbilt U.; **Tony Simons**, Cornell U.

The Development of Social Capital in Managerial Groups: The Effects of Values-Based Leadership | **Paul Varella**, Mount Royal College

→ 🗣️ Leadership Across Hierarchical Levels: Multiple Levels of Management and Multiple Levels of Analysis | **Jae Uk Chun**, Pennsylvania State U., Great Valley; **Francis J. Yammarino**, Binghamton U.; **Shelley D. Dionne**, Binghamton U.; **John J. Sosik**, Pennsylvania State U., Great Valley; **Hyoung Koo Moon**, Korea U.

The Manager's Manager: The Influence of the "Up-Line" on Support, Identification, and Trust | **David M. Sluss**, U. of South Carolina; **Malayka Klimchak**, Winthrop U.; **Jeanne Johnson**, U. of South Carolina

1367 → 📄: (Paper Session) - (OB) **Contextual Performance and Performance Measurement**

2:30pm - 3:50pm Philadelphia Marriott: Independence III

Chair: **David Brown**, La Trobe U. Australia

Discussant: **Roger McGrath**, Queens U. of Charlotte

📄 Predictors of Contextual Performance Across Time | **Julie Hetzler**, Auburn U.; **Kristin L. Cullen**, Auburn U.; **Daniel J. Svyantek**, Auburn U.

📄 Dimensionality and Stability of Contextual Performance Across Time | **Julie Hetzler**, Auburn U.; **Kristin L. Cullen**, Auburn U.; **Daniel J. Svyantek**, Auburn U.

📄 Predicting Contextual Performance: The Role of Psychological Empowerment | **Mahmut Bayazit**, Sabanci U.; **Zeynep Aycan**, Koc U.; **Lale Muazzez Çelik**, Koc U.; **Eda Aksoy**, Koc U.; **Tuna Dagli**, Koc U.; **Asli Goncu**, Middle East Technical U.

🗣️ Attitudes Toward Developmental Performance Measurement: Professionalism, Team Trust and Leadership | **Celeste P. M. Wilderom**, U. of Twente; **Marc Wouters**, U. of Twente; **Jerrick Van Brussel**, U. of Twente

1368 📄: (Paper Session) - (OB) **Knowledge Sharing: New Perspectives**

2:30pm - 3:50pm Philadelphia Marriott: Room 301

Chair: **Marilyn Jane Carter**, Benedictine U.

Discussant: **Vikas Anand**, U. of Arkansas

📄 Knowledge Sharing Impact on Rewards, Performance and Turnover Intention | **Iris Reyachav**, Bar Ilan U.; **Jacob Weisberg**, Bar Ilan U.

Employment Relationships and Employees' Knowledge Sharing | **Chen-Chang Tsai**, I-Shou U.; **Ching-Chih Chou**, Chinese Military Academy

🗣️ A Conceptual Model of Prior Experience Diversity, Knowledge Processes, and Group Performance | **Xiumei Zhu**, Duke U.; **Jonathon N. Cummings**, Duke U.

1369 📄: (Paper Session) - (OB) **Political Will and Skill: Machiavellianism and Political Capability**

2:30pm - 3:50pm Philadelphia Marriott: Room 309

Chair: **Connon Chou Locke**, U. of California, Berkeley

Discussant: **Kelly Delaney-Klinger**, Pennsylvania State U.

📄 When Machiavellianism Is and Is Not Advantageous for the Organization | **Frank D. Belschak**, U. of Amsterdam; **Willem Verbeke**, Erasmus U. Rotterdam; **Richard P. Bagozzi**, U. of Michigan

📄 Effects of Politics and Fit on Job Satisfaction: The Role of Political Skill as a Moderator | **Robyn L. Broer**, Florida State U.; **Vickie Coleman Gallagher**, Northern Kentucky University; **Chris J. Sablinski**, California State U. Sacramento

📄 Political Skill as a Moderator of Contextual Performance: A Test of the "Good Actors" Hypotheses | **Rebecca Monette Guidice**, U. of Nevada, Las Vegas; **Neal P. Mero**, Association to Advance Collegiate Schools of Business

📄 The Development and Validation of the Organizational Machiavellian Scale (OMS) | **Stacey Robin Kessler**, U. of South Florida/Montclair State U.; **Adam C. Bandelli**, U. of South Florida; **Walter Borman**, U. of South Florida; **Carnot Nelson**, U. of South Florida; **Lisa Penney**, U. of Houston

1370 📄: (OB) **Contemporary Work Stress Research: Examining Challenge and Hindrance Stressors in Organizations**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103B

Chairs: **Nathan Philip Podsakoff**, U. of Florida; **Jeffrey LePine**, U. of Florida

Challenge and Hindrance Stressors, Situational Strength, and Employee Performance: A Field Study | **Nathan Philip Podsakoff**, U. of Florida; **Jessica Saul**, U. of Florida; **Bruce Louis Rich**, U. of Florida; **Jeffrey LePine**, U. of Florida

Work Characteristics, Challenge Appraisal, and Proactive Behavior: A Multi-Level Study | **Sandra Ohly**, U. of Frankfurt; **Charlotte Fritz**, Bowling Green State U.

Pushed Past the Threshold: Examining the Effects of Challenge and Hindrance Stressors in Teams | **Matthew Pearsall**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona; **Jordan Stein**, U. of Arizona

On the Development and Validation of Multidimensional Measures of Challenge and Hindrance Stressors | **Nathan Philip Podsakoff**, U. of Florida

1371 → 📄: (Paper Session) - (OB) **Empowered to Create: The Role of Leadership in Promoting Creativity**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 110B

Chair: **John P. Meyer**, Iona College

Discussant: **David Longstreet**, Avila U.

📄 Empowered to Perform Creatively: The Relevance of Person-Oriented Support and Self-Concepts | **An-chih Wang**, National Taiwan U.

📄 Empowerment and Creativity: A Mediation Exploration | **Xiaomeng Zhang**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park

📄 Learning Mind and Stimulating Leader: How Do They Affect Creative Performance? | **Yaping Gong**, Hong Kong U. of Science and Technology; **Jia-Chi Huang**, Soochow U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Siu Yin Cheung**, Hong Kong U. of Science and Technology

📄 The Impact of Trust from Supervisors and Customers on the Creativity of Service Employees | **Nora Madjar**, U. of Connecticut; **Rowena Ortiz-Walters**, Quinnipiac U.

1372 🗣️📄 SHCS: (OB, CM, SIM) **Antecedents & Consequences of Moral Transgressions in the Workplace: A Behavioral Ethics Perspective**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 108B

Chairs: **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign;

Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign

Discussant: **Marshall Schminke**, U. of Central Florida

Power and the Moralization of the Social Affective Environment | **Chris Bell**, York U.; **Justin Hughes-Jones**, York U.

Personal Experiences and Perceived Moral Intensity of Unethical Behavior | **Robert Folger**, U. of Central Florida; **Gergana T. Markova**, Wichita State U.

Delivering Bad News Fairly: Effects of Empathy and Moral Development on Interactional Justice | **David L. Patient**, Catholic U. of Portugal - FCEE; **Daniel Skarlicki**, U. of British Columbia

Invisible Justice: A Form of Corrective Justice in the Workplace | **Thierry Nadisic**, HEC School of Management, Paris; **Daniel Skarlicki**, U. of British Columbia

1373 📄 JS: (OB, HR) **In Order to Form a More Perfect Employment Relationship: Managing Psychological Contracts at Work**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103C

Chair: **Dana Glenn**, George Washington U.

Impact of Perceptions of Organizational Policies on the Psychological Contract–CWB Relationship | **Jaclyn M. Nowakowski**, George Washington U.; **Ann Marie Ryan**, Michigan State U.; **Richard Andrew Opland**, Michigan State U.

Impact of Psychological Contract Breach and Perspective Taking on Task and Contextual Performance | **Neil Conway**, London U., Birkbeck; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

Moderators of the Relationship Between Social and Economic Exchanges and Organizational Attitudes | **Dana Glenn**, George Washington U.; **Lois Tetrick**, George Mason U.

Organizational Commitment and Psychological Contracts: Expected Socialization Matters | **Krista Langkamer**, George Mason U.; **Kelly Ervin**, U.S. Army Research Institute

Can Causal Attributions Save the Day? Psychological Contract Violation Revisited | **Katherine Elder**, George Mason U.; **Tine Koehler**, George Mason U.; **Eleni Vagia**, George Mason U.; **Chris Grygo**, George Mason U.

1374 📄 JS: (OB, HR, CAR) **Pushing the Envelope: Extending the Boundaries in Goal Orientation Research**

2:30pm - 3:50pm Pennsylvania Convention Center: Room 103A

Chairs: **Jennifer Nahrgang**, Michigan State U.; **Daniel Scott DeRue**, Michigan State U.

Discussant: **Don Vandewalle**, Southern Methodist U.

Goal Orientations as Predictors of Well-Being, Career Satisfaction, and Workplace Relationships | **Thomas S. Bateman**, U. of Virginia; **Robert L. Cross**, U. of Virginia

Collective Goal Orientations as Predictors of Adaptability in Responses to Workload Imbalance | **Christopher O. L. H. Porter**, Texas A&M U.; **Justin Wolfgang Webb**, Texas A&M U.; **Celile Itir Gogus**, Bilkent U.

Understanding the Contingencies in the Emergence and Consequences of State Goal Orientation | **Lisa Dragoni**, U. of Iowa

Goal Orientation in Teams: Examining the Impacts of State Goal Orientations | **Jennifer Nahrgang**, Michigan State U.; **Daniel Scott DeRue**, Michigan State U.; **John Hollenbeck**, Michigan State U.; **Matthias Spitzmueller**, Michigan State U.; **Dustin K. Jundt**, Michigan State U.; **Daniel R. Ilgen**, Michigan State U.

1375 📄 JS: (OB, ODC) **Reactions to Organizational Change**

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom B

Chairs: **Shaul Oreg**, U. of Haifa; **Maria Vakola**, Athens U. of Economics and Business

Discussant: **Jean M. Bartunek**, Boston College

Studying the Complexities of Influences on Individual Reactions to Organizational Change | **Steven D. Caldwell**, U. of South Carolina, Upstate

Assessing a Top Management Team's Reactions to Organizational Transformation | **Achilles A. Armenakis**, Auburn U.; **Michael S. Cole**, Texas Christian U.; **Stanley G.**

Harris, Auburn U.; **Larry Fillmer**, Auburn U.; **Dennis Self**, Troy U.

Predicting Employee Intentions to Support and Identify with a Re-Branded Hotel | **Nerina L. Jimmieson**, U. of Queensland; **Katherine Marie White**, Queensland U. of Technology; **Leah Zajdlewicz**, U. of Queensland

Employees' Reactions to Organizational Change: A Review of Empirical Findings | **Shaul Oreg**, U. of Haifa; **Maria Vakola**, Athens U. of Economics and Business

1376 JS: (OB, OMT) Dynamic Social Norms: Exploring How Work Group Norms Change in Meaning and Influence

2:30pm - 3:50pm Philadelphia Marriott: Liberty Ballroom A

Chair: **William Self**, U. of California, Berkeley

Intergroup Threat Increases Conformity to Group Norms | **Kimberly Rios Morrison**, Stanford U.; **Oscar Ybarra**, U. of Michigan

Norm Durability in Work Groups with Changing Membership | **William Self**, U. of California, Berkeley; **Jennifer A. Chatman**, U. of California, Berkeley

Dynamic Conflict Norms and Creative Synergy in Interdisciplinary Teams | **Kevyn Yong**, Cornell U.; **Stephen Sauer**, Cornell U.; **Elizabeth A. Mannix**, Cornell U.

Newcomer Innovation in Work Teams | **Thomas Hansen**, U. of Pittsburgh; **John Levine**, U. of Pittsburgh

1377 (Paper Session) - (OCIS) Innovation Implementation -- Adaptation and Resistance

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom J

Chair: **Maris G. Martinsons**, City U. of Hong Kong

Discussant: **JoAnn M Brooks**, MITRE Corporation

Boundary Relations: Technological Objects and the Restructuring of Workplace Boundaries | **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, Imperial College London; **Wanda J Orlikowski**, Massachusetts Institute of Technology; **JoAnne Yates**, Massachusetts Institute of Technology

The Role of Emergent Strategies in Managing the Implementation of an Industry IOIS | **Juan Rodon**, ESADE-Ramon Llull U.; **Joan Antoni Pastor**, U. Politecnica de Catalunya; **Feliciano Sese**, ESADE- Ramon Llull U.

"Omega is a Four-Letter Word": Discursive Constitution of Workplace Resistance to Technologies | **Guowei Jian**, Cleveland State U.

The Surprise of Candor: Employee Cynicism and Technological Change in Late Modernity Work | **Lisen Selander**, Lund U.; **Thomas Kalling**, Lund U.

1378 (Paper Session) - (OCIS) Knowledge Management - Seeking and Sharing

2:30pm - 3:50pm Philadelphia Marriott: Room 307

Chair: **Mani R. Subramani**, U. of Minnesota

Discussant: **Molly Wasko**, Florida State U.

Knowledge Sharing in Distributed Teams: A Psychological Contract Perspective | **Klarissa Chang**, Carnegie Mellon U.

Taking a Hit for the Team: Differential Effects of Citizenship Behavior on Performance | **Inga Carboni**, Boston College; **Kate Ehrlich**, IBM Research; **Tiziana Casciaro**, Harvard U.

Organizational Climate and Knowledge Sharing: The Mediating Role of Individual Motivations | **Wai Fong Boh**, Nanyang Technological U.; **Sze-Sze Wong**, Nanyang Technological U.

'We Won't Get Involved (Or Will We?) Unless We Are Rewarded': An Organizational Rewards Program | **M.N. Ravishankar**, Loughborough U.; **Poornima Luthra**, National U. of Singapore

1379 : (Paper Session) - (ODC) Discourse and Change

2:30pm - 3:50pm Loews Philadelphia: Commonwealth C

Discussant: **Charles McClintock**, Fielding Graduate U.

"Sub-cutaneous" Change: Introducing Fast Track Surgery in the Context of Multiple Discourses | **Harald Tuckermann**, U. of St. Gallen; **Widar von Arx**, U. of St. Gallen; **Johannes Rüegg-Stürm**, U. of St. Gallen

From the Dialectic to the Dialogic: A New Framework for Studying Change Paradox | **Latha Poonamallee**, Case Western Reserve U.

Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper

Constructing a strategist actor: strategic dialogue and organizational transformation | **Patrick Besson**, ESCP-EAP European School of Management

Creating Energy for Action through Conversation | **Marie Di Virgilio**, Benedictine U.; **James D Ludema**, Benedictine U.

1380 : (Paper Session) - (ODC) Stages of Change

2:30pm - 3:50pm Loews Philadelphia: Congress C

Chair: **Jean E. Neumann**, Tavistock Institute

Discussant: **David C. Marker**, ESC Clermont Graduate School of Management

Competencies, Path Dependence, and Organizational Decline – Some New Pieces of the Bankruptcy Puzzle | **Heike Rindfleisch**, Free U., Berlin; **Klaus Heine**, Free U., Berlin

Repertoires of Legitimacy: The Life Cycle of a Dot.Com | **Israel Drori**, College of Management, Israel; **Benson Honig**, Wilfrid Laurier U.

Rigidity versus Innovation Strategy for Turnaround: The Moderating Effect of Organization Stage | **Pin Fang**, National Cheng Kung U.

Stage Theory Is Dead! Long Live the New Stages Theory of Organizational Change | **Benjamin B. Lichtenstein**, U. of Massachusetts, Boston; **Jonathan Levie**, U. of Strathclyde; **Michael Hay**, London Business School

1381 JS: (ODC, OB, OMT) Positive and Negative Emotions as Drivers of Positive Change: Perspectives from Multiple Levels

2:30pm - 3:50pm Loews Philadelphia: Commonwealth D

Chair: **Seung-Yoon Rhee**, KAIST Graduate School of Management

Discussant: **Monica C. Worline**, Emory U.

How Positive Affect Can Facilitate Proactive Behavior in the Workplace | **Sharon Parker**, U. of New South Wales

Positive Experiences Off the Job: An Intervention Study on Changes in Psychological Well-Being | **Saskia-Maria Weh**, Kienbaum Management Consultants; **Sabine Sonnentag**, U. of Konstanz

Group Resilience Process: Bouncing Back from a Negative Emotional State Through Member Interactions | **Seung-Yoon Rhee**, KAIST Graduate School of Management
Emotional Aperture | **Jeffrey Sanchez-Burks**, U. of Michigan; **Quy Nguyen Huy**, INSEAD

1382 📄: (Paper Session) - (OM) **Project Management & Firm Success**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 13
Chair: **William H. A. Johnson**, Bentley College
Discussant: **Norma L. Davis**, Connective Edge Resources
📄 Does Mastering Business Administration Prepare Project Management Professionals? | **Arthur Rutledge**, Mercer U.; **Linda L Brennan**, Mercer U.
Project Management, Resource Development Pathway Typology, and the Quest for Competitive Advantage | **Dev K. Dutta**, U. of Western Ontario; **Kam Jugdev**, Athabasca U.
📄 Managing Project Flexibility Through Slack Resources: Buffers, Discipline, and Discretion | **Mahmood Rahimi**, U. of Calgary; **Frances E Bowen**, U. of Calgary; **Thomas R Rohleder**, U. of Calgary
🗨️📄 Six Sigma Projects as Avenues of Knowledge Creation | **Gopesh Anand**, U. of Illinois at Urbana-Champaign; **Mohan V. Tatikonda**, Indiana U.; **Peter T Ward**, Ohio State U.

1383 📄: (Paper Session) - (OMT) **Institutional Practices and Institutional Change**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 5
Chair: **Bryant A Hudson**, U. of Utah
Changing the Focal: Crafting a Wider Lens to Study Endogenous Institutional Change | **Bernard Leca**, Nottingham U. Business School
➔📄 Uncovering the Antecedents of Order-Reinforcing and Order-Weakening Changes | **Rodolphe Durand**, HEC Paris; **Berangere Szostak-Tapon**, Universite Lyon 2
Unpacking Institutional Bricolage | **Guilhem Bascle**, HEC Paris
🗨️📄 Towards a Practice-based Approach to Institutional Change | **Simone Schiller-Merkens**, U. of Mannheim

1384 📄: (Paper Session) - (OMT) **Categorization, Agency, and Institutions in Organizations and Markets**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 6
Chair: **Mark Kennedy**, U. of Southern California
Category Grading and its Implications for Institutional Models of Choice and Agency | **Peter Cebon**, U. of Melbourne; **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign
🗨️📄 Agency Theory and the Effects of Cognitive Social Categorization | **Joshua R. Knapp**, U. of Cincinnati; **Thomas Dalziel**, Arizona State U.
🗨️📄 Certifying the Harvest: The Role of Standards-based Certification Organizations in New Markets | **Brandon H. Lee**, London Business School
🗨️📄 'Similar, yet Distinct'. The Influence of Categorical Properties on Entry in Film Production | **Greta Hsu**, U. of California, Davis; **Giacomo Negro**, Bocconi U.; **Fabrizio Perretti**, Bocconi U.

1385 📄: (Paper Session) - (OMT) **Network Dynamics and Evolution**

2:30pm - 3:50pm Philadelphia Marriott: Franklin 7

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

Chair: **Simon A. Rodan**, San Jose State U.

🗨️➔📄 Career-related Network Building Behaviours: Range Social Capital and Career Outcomes | **Andrew V. Shipilov**, INSEAD; **Giuseppe Labianca**, U. of Kentucky; **Yuri Kalnysh**, Ukrainian Academy of Public Service; **Valentyn Kalnysh**, Ukrainian Institute of Public Health

Winner of OMT Division Best Paper Award

📄 The Epistemic Structure and Dynamics of Social networks | **Mihnea Calin Moldoveanu**, U. of Toronto; **Joel A.C. Baum**, U. of Toronto
📄 Leaving in Doves: Exit Chains in Network Attrition | **Stoyan V. Sgourev**, ESSEC, Paris
🗨️ Network Structures, Individual Behavior and Performance in Organizations | **Vanina Jasmine Torlò**, U. of Bologna; **Christian Steglich**, U. of Groningen; **Alessandro Lomi**, Bologna U.; **Tom A.B. Snijders**, U. of Groningen

1386 📄: (Paper Session) - (OMT) **Complexity In Organizations: Theory and Applications**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom D
Chair: **Naim Kapucu**, U. of Central Florida
🗨️📄 Extreme Events, Power Laws, and Adaptation: Towards an Econophysics of Organization | **Max Boisot**, U. of Birmingham; **Bill McKelvey**, U. of California, Los Angeles
🗨️ Putting the Organization Back into Computational Organization Theory: A Multiple-Perspective Model | **Brian W. Kulik**, Central Washington U.; **Timothy Baker**, Washington State U., Tri-Cities
📄 The Emergence, Evolution, and Dissolution of a Network System: A Complexity Theory Perspective | **Christoph F. Lechner**, U. of St. Gallen; **Frank T. Rothaermel**, Georgia Institute of Technology; **Shanti Dewi Anak Agung Istri**, Georgia Institute of Technology
🗨️📄 From Dynamical Patterns to Developmental Motors: Linking Mathematical Orders and Process Theories | **Alexander Alscher**, U. of St. Gallen/U. of California, Los Angeles

1387 📄: (Paper Session) - (OMT) **Top Management and Leadership Behavior and Outcomes in Organizations**

2:30pm - 3:50pm Philadelphia Marriott: Room 401
Chair: **Jerry G. Hunt**, Texas Tech U.
🗨️📄 Structure, Process, and Psychosocial Characteristics in Executive Teams: The Multi-Business Group | **Jeffrey A. Martin**, U. of Texas, Austin
📄 Environmental Turbulence as an Antecedent of Organisational Leadership Behaviour. | **Vincent McDonald**, U. College Dublin, Ireland; **Teresa Brannick**, U. College Dublin, Ireland
🗨️📄 Second Acts: Exploring the Postacquisition Mobility of Acquiring and Target CEOs | **Kathleen Park**, Massachusetts Institute of Technology
➔📄 CEO Tenure as Antecedent of Resilience | **Patrick Reinmoeller**, Erasmus U.

1388 📄: (Paper Session) - (OMT) **Trust Within and Between Organizations**

2:30pm - 3:50pm Philadelphia Marriott: Room 402
Chair: **Amir Sasson**, U. College Dublin, Ireland

TUESDAY

An Integrated Model of Trust, Ex Ante Opportunism, and Ex Post Opportunism on Procurement Governance | **Steven S. Lui**, City U. of Hong Kong; **Ping Kwong Yeung**, Open U. Hong Kong

Measuring Swift Trust: A Step Toward Improving Effectiveness in Temporary Organizational Groups | **Tammy E. Beck**, U. of Houston, Clear Lake; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

Antecedents and Effects of Private Knowledge and Trust in Bank-Small Firm Relationships | **Patrick Saporito**, Drexel U.
 Wary Managers/Investors: Vulnerability, Control, Trust, and Distrust in Foreign Enterprises in China | **Lai Si Tsui-Auch**, Nanyang Technological U.; **Guido Moellering**, Max Planck Institute for the Study of Societies

1389 (Paper Session) - (OMT) Knowledge Transfer and Knowledge Management

2:30pm - 3:50pm Philadelphia Marriott: Room 404

Chair: **Carla Maria Marques Curado**, Technical U. of Lisbon
 The Interdependence of Knowledge Transfer Determinants | **Mia Reinhold**, CBS

Organizational Learning through Imperfections in Knowledge Transfer | **Dirk Martignoni**, U. of St. Gallen; **Simon Grand**, U. of St. Gallen

Knowledge Recombination under Uncertainty | **Dirk Martignoni**, U. of St. Gallen

Environmental Uncertainty and Supply Chain Knowledge in U.S. versus Chinese Firms | **Richard Germain**, U. of Louisville; **Xiaohua Howard Lin**, Ryerson U.

1390 JS: (OMT, MH) The Dynamics of Firm and Industry Evolution: Historians' Perspectives

2:30pm - 3:50pm Philadelphia Marriott: Room 403

Organizer: **Daniel Wadhvani**, U. of the Pacific

Coordinator: **David A. Kirsch**, U. of Maryland

Participants: **Matthias Kipping**, Schulich School of Business, York U.; **Kenneth Lipartito**, Florida International U.; **David Sicilia**, U. of Maryland; **Rowena Olegario**, Vanderbilt U.

1391 (Paper Session) - (ONE) Environmental Performance and Investment

2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C2

Chair: **Perry Sadorsky**, York U.

Why do some firms link environmental performance to executive compensation? Does it matter? | **James J Cordeiro**, State U. of New York, Brockport; **Joseph Sarkis**, Clark U.

Does it really pay to be green? Determinants and Consequences of Proactive Environmental Strategies | **Peter M Clarkson**, U. of Queensland, Australia; **Gordon G. Richardson**, J.L. Rotman School of Management, U. of Toronto; **Florin P Vasvari**, London Business School; **Yue Li**, J.L. Rotman School of Management, U. of Toronto

Examining the Relationship Between FDI and Informal Institutional Change | **Trevor Davis Hunter**, King's U. College

Business Models for Distributed Energy Technologies – Evidence from German Cleantech Firms | **Jasper Boehnke**, U. of St. Gallen; **Rolf Wuestenhagen**, U. of St. Gallen

1392 (Paper Session) - (PNP) Bards, Maestros and Masterpieces: The Management of Cultural Arts Organizations

2:30pm - 3:50pm Loews Philadelphia: Howe

Chair: **Alex Turrini**, Bocconi U.

Discussant: **William A. Brown**, Texas A&M U.

The Effects of Metropolitan Characteristics on Fundraising Efficiency of Symphony Orchestras | **Ruey-Der Twu**, Indiana U.

The Impact of Social Traditions on Creative Industries: A Case Study of Traditional Irish Music | **Bradley A. Almond**, Boston College; **Rich DeJordy**, Boston College

Stakeholder Influence on Idea Finding for New Exhibitions at Art Museums | **Anne H. Koch**, U. of California, Berkeley

Induced Coopetition and Emergent Cooperation: An International Study on the Opera Houses Sector | **Marcello M Mariani**, U. of Bologna

1393 (Paper Session) - (PNP) Challenges and Crises in Fundraising for Nonprofit Organizations

2:30pm - 3:50pm Loews Philadelphia: Lescaze

Chair: **Eric C. Martin**, Eastern Connecticut State U.

Discussant: **Robert Pearson**, U. of Pennsylvania

Strategic Responses by a Nonprofit When a Donor Becomes Tainted | **Paul Dunn**, Brock U.

Misreporting Fundraising: How Do Nonprofit Organizations Account for Telemarketing Campaigns? | **Elizabeth Keating**, Harvard U.; **Linda M Parsons**, U. of Alabama; **Andrea A Roberts**, Boston College

Past Changes and Perceptions of Crisis Management: The Case of Israel's Non-profit Organizations | **Rita S Mano**, Haifa U.; **Zachary Sheaffer**, Open U. of Israel

Exploring the Likelihood and Reality of MBA Alumni Financial Donations | **Grady Bruce**, California State U. Fullerton

1394 (Paper Session) - (RM) Regression, SEM, LCGA, & Factor Analysis

2:30pm - 3:50pm Philadelphia Marriott: Franklin 8

Chair: **Jodi S. Goodman**, U. of Connecticut

Discussant: **Daniel A. Newman**, Texas A&M U.

Exact Analysis of Squared Cross-Validity Coefficient in Predictive Regression Models | **Gwonen Shieh**, National Chiao Tung U.

Moderated Structural Equation Models: A Simulation Study of Parcels and Latent Variable Scores | **Thomas D. Fletcher**, U. of Missouri, St. Louis

On the Applicability of Latent Class Growth Analysis | **Robert J. Vandenberg**, U. of Georgia; **Laura J. Stanley**, U. of Georgia; **Christian Vandenberghe**, HEC Montreal; **Kathleen Bentein**, U. of Quebec at Montreal

Experience Sampling and Multimode Factor Analysis: The Dynamic Structure of Job Performance | **Seth Spain**, U. of Illinois, Urbana-Champaign; **Andrew Miner**, Honeywell

1395 (Paper Session) - (SIM) Business and Economic Development

2:30pm - 3:50pm Loews Philadelphia: Washington A

Facilitator: **Timothy Michael Devinney**, Australian Graduate School of Management

→ 🗨️ Fortune at the Bottom of the Pyramid: A Mirage | **Aneel Karnani**, U. of Michigan, Ann Arbor

🗨️ Doing Well by Doing Good: Commercial Success Through Social Good in Subsistence Markets | **Madhubalan Viswanathan**, U. of Illinois; **Anju Seth**, U. of Illinois; **Roland Gau**, U. of Illinois; **Avinish Chaturvedi**, U. of Illinois

🗨️ → Assessing the Impact of Base-of-the-Pyramid Enterprises on Poverty Alleviation | **Ted London**, U. of Michigan

🗨️ The Tourism Paradox in Emerging Economies: Panacea for Economic Development or Social Exclusion? | **Jeremy K Hall**, U. of Calgary; **Stelvia Matos**, U. of Calgary; **Lorn Sheehan**, U. of Calgary

1396 🗨️: (Paper Session) - (SIM) **Stakeholder Management and Organizational Effectiveness**

2:30pm - 3:50pm Loews Philadelphia: Washington B

Facilitator: **Jeffrey S Frooman**, U. of New Brunswick, Saint John

🗨️ Stakeholder Theory And Managerial Discretion | **Robert A. Phillips**, U. of Richmond; **Shawn Berman**, Santa Clara U.; **Michael E Johnson-Cramer**, Bucknell U.; **Heather Elms**, American U.

🗨️ → Unrequited Profit: Evidence for Stakeholder Theory | **Nathan T. Washburn**, Arizona State U.; **Mary F. Sully De Luque**, Thunderbird School of Global Management; **David Waldman**, Arizona State U.

🗨️ Towards A Typology of Stakeholder Management Strategies | **Michael Banks**, U. of Houston; **Dusya M. Vera**, U. of Houston

🗨️ Organizational Effectiveness: Have We Lost Our Way? | **Joel Marcus**, School of Business & Economics, Wilfrid Laurier U.; **Darren Deering**, School of Business & Economics, Wilfrid Laurier U.

1397 → 🗨️: (Paper Session) - (SIM) **Corporate Social Responsibility - The Cross-Cultural Experience**

2:30pm - 3:50pm Loews Philadelphia: Washington C

Facilitator: **Joachim Boll**, Copenhagen Business School

🗨️ → Insights Into Classical Vs. Modern Managerial CSR Perspectives | **Dima Jamali**, American U. of Beirut; **Yusuf M. Sidani**, American U. of Beirut

→ 🗨️ Corporate Social Orientation, National Origin, and Foreign Exposure: A Cross-Cultural Comparison | **Wanda Smith**, Virginia Tech; **Manisha Singal**, Virginia Tech; **William Lamb**, Ohio U.

🗨️ (Re)discovering the Social Responsibility of Business in Germany | **Ariane Berthoin Antal**, Social Science Research Center Berlin (WZB); **Maria Oppen**, Social Science Research Center Berlin (WZB); **André Sobczak**, Audencia Nantes

→ 🗨️ CSR Engagement: Examining the Roles of Private, Public & Civil Society Sectors | **Jennifer J Griffin**, George Washington U.

1398 🗨️: (Paper Session) - (TIM) **Appropriability, Patents, and Intellectual Property**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom K

Chair: **Ashley Anne Gray**, U. of South Florida

Discussant: **Anuja Gupta**, U. of Pennsylvania

🗨️ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

→ 🗨️ Can't Block, Must Run: Small Firms and Appropriability | **Aija Elina Leiponen**, Cornell U.; **Justin Byma**, Cornell U.

→ The Effects of National Patent Protection on Firm Innovation | **Brent B Allred**, College of William and Mary

🗨️ → Protection without Patents: How Firms in China Earn Rents from Innovation by 'Factual' Protection | **Marcus M Keupp**, U. of St. Gallen; **Oliver Gassmann**, U. of St. Gallen; **Angela Beckenbauer**, U. of St. Gallen

🗨️ Classification System Volatility and the Determination of a Patent's Effective Scope | **David Tan**, Emory U.; **Peter W Roberts**, Emory U.

1399 🗨️: (Paper Session) - (TIM) **Organizational Design and Knowledge**

2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom L

Chair: **Ravi Patnayakuni**, U. of Alabama in Huntsville

Discussant: **Srikanth Paruchuri**, U. of Florida

🗨️ Modularity Implementation Across Governance-, Process-, Organization-, and Product-Design Domains | **Alan O'Sullivan**, U. of Ottawa

Designing for Incompleteness | **Raghu Garud**, Penn State U.; **Sanjay Jain**, U. of Wisconsin, Madison; **Philipp Tuertscher**, U. of St. Gallen

🗨️ Determining Moderating Effects of Virtuality on Predictors of Product Development Team Satisfaction | **Eric M. Stark**, James Madison U.; **Paul Bierly**, James Madison U.

🗨️ The Role of Virtual Design Tools on Knowledge Replication and Recombination | **Antonino Vaccaro**, Carnegie Mellon U.; **Stefano Brusoni**, Bocconi U.; **Francisco Veloso**, Carnegie Mellon U.

1400 🗨️: (Paper Session) - (TIM) **Technology, Innovation, and New Venturing**

2:30pm - 3:50pm Philadelphia Marriott: Room 303

Chair: **Darlene Alexander-Houle**, U. of Phoenix

Discussant: **Lynda Aiman-Smith**, NCSU

→ 🗨️ Incubators as Interpretive Spaces for Innovation | **Joanne L Scillitoe**, Michigan Technological U.; **Alok K Chakrabarti**, New Jersey Institute of Technology

Organizational Vicarious Learning and International Patterns in University Start-ups | **Anne S Miner**, U. of Wisconsin, Madison; **Yan Gong**, U. of Wisconsin, Madison; **John Surdyk**, U. of Wisconsin, Madison; **Anthony Sadler**, U. of Wisconsin, Madison; **Scott D. Graffin**, U. of Georgia

🗨️ Championship Behaviors and Innovation Success: An Empirical Investigation of University Spin-Offs | **Achim Walter**, U. of Kiel; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Felix Riesenhuber**, U. of Kiel; **Martin Hoegl**, WHU - Otto Beisheim School of Management

🗨️ Technological Diversification, Cumulativeness and Venture Capital Exit: M&A versus IPO | **Marianna Makri**, U. of Miami; **Marc T. Junkunc**, U. of Miami; **Jon T Eckhardt**, U. of Wisconsin, Madison

1401 🗨️: (Paper Session) - (TIM) **Knowledge Communities**

2:30pm - 3:50pm Philadelphia Marriott: Room 304

Chair: **Anne W. Fuller**, Georgia Institute of Technology

Discussant: **Steven R. Harper**, U. of Illinois, Urbana-Champaign

TUESDAY

- Innovating Knowledge Communities | **Samuel Phineas Upham**, U. of Pennsylvania; **Lori Rosenkopf**, U. of Pennsylvania; **Lyle Ungar**, U. of Pennsylvania
- 📄 External/Internal Collaboration and Performance of R&D Researchers in the Pharmaceutical Firms | **Kazuhiro Asakawa**, Keio U.; **Hiroshi Nakamura**, Keio U.
- 📄 Critical Curse: Variegated Social Influences in Blocking Critical Mass of Users | **Ruey-Lin Hsiao**, National U. of Singapore; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Sheng-Tsung Hou**, Asia U., Taichung, Taiwan
- 🗨️ The Empirical Analysis on Knowledge Spillover Effects on a University Science Park in China | **Wei Yao**, Zhejiang U.; **Chenggang Li**, Zhejiang U.; **Jin Chen**, Zhejiang U.

1402 📄: (Paper Session) - (TIM) **Knowledge Seeking: Exploitation and Exploration**

2:30pm - 3:50pm Philadelphia Marriott: Room 305

Chair: **Anne Nelson**, Ecole Supérieure de Commerce de Pau
Discussant: **Jennifer Spencer**, George Washington U.

The Role of Exploitative and Exploratory Search in the Liquidity Events of Medical Device Ventures | **Geraldine A. Wu**, New York U.

🗨️ Towards a Failure Trichotomy in Knowledge Exploration and Exploitation | **Robin Gustafsson**, Helsinki U. of Technology; **Erkko Autio**, Imperial College London

🗨️ 📄 Understanding the Mechanisms of Bridging the Science and Technology Domains for Better Innovation | **Annpoornima M Subramanian**, National U. of Singapore; **Pek-hooi Soh**, National U. of Singapore

→ Exploration and Exploitation in Technology-based Alliance Networks | **Victor Gilsing**, Eindhoven U. of Technology; **Wim Vanhaverbeke**, Eindhoven U. of Technology; **Geert Duysters**, Eindhoven U. of Technology

- Resources and Institutions Driving Growth Patterns of Business Groups | **Danchi Tan**, National Chengchi U., Taiwan; **Klaus Meyer**, U. of Reading
- 🗨️ 📄 Does Downstream FDI Benefit All Firms Equally? The Moderating Effect of Local Firms' Capabilities | **Garrick Blalock**, Cornell U.; **Daniel H. Simon**, Cornell U.
- 📄 The Performance Impact of Product and Multinational Conglomerate Diversification | **Protiti Dastidar**, George Washington U.

1406 📄 📄: (BPS) **BPS Dissertation Award**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 2

Organizer: **Russell Coff**, Emory U.

Collaboration for Innovation: Processes of Governance and Learning in R&D Alliances | **Dries Faems**, Catholic U. of Leuven

Financial Misrepresentation: Antecedents and Performance Effects | **Jared D. Harris**, U. of Virginia - Darden

Essays on the Replication of Organizational Routines: The Effect of Templates on Knowledge Transfer, The Mechanism Underlying Knowledge Transfer Methods, and Variation through Replication | **Robert Jensen**, BYU

When is Trust Produced and when does it Matter? Taking a Closer Look at Trust and International Alliance Performance | **Rekha Krishnan**, Simon Fraser U.

Dynamics in Executive Labor Markets: CEO Effects, Executive-Firm Matching, Rent Sharing | **Alison Mackey**, California Polytechnic State U., San Luis Obispo

From Common to Uncommon Knowledge: An Investigation into the Socio-Cognitive Foundations of Inter-Firm Heterogeneity in the Use of Knowledge as a Resource | **Rajiv Nag**, U. of Arkansas

1407 : (Paper Session) - (BPS) **The Behavioral Theory of the Firm: Strategic Applications**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 9

Chair: **Rossana C. Alvarez-Diemer**, New Mexico State U.

Discussant: **Gordon Walker**, Southern Methodist U.

🗨️ 📄 Effects of Slack Resources on Corporate Citizenship Activities | **Perry Sadorsky**, York U.; **Irene Henriques**, York U.

→ 📄 Business Group Affiliation and Firm Search Behavior - Evidence from Indian Business Groups | **Balagopal Vissa**, INSEAD; **Henrich R. Greve**, BI Norwegian School of Management; **Weiru Chen**, INSEAD

📄 Sellers' Discretion: How Firms Execute Asset Sales | **Rolf Bühner**, U. of Passau; **Miriam Nicole Flickinger**, U. of Passau; **Bärbel Münsterer**, U. of Passau

The Influence of Owners' Divergent Interests on R&D Investment | **Camille Madelon**, HEC Paris

1408 : (Paper Session) - (BPS) **Alliances, Joint Ventures and Networks**

4:10pm - 5:20pm Philadelphia Marriott: Room 406

Chair: **Ji-Ren Lee**, National Taiwan U.

Discussant: **Isin Guler**, Boston U.

🗨️ 📄 What Determines the Performance of Strategic Alliance Managers? Two Lens Model Studies | **Baniyelme David Zoogah**, Morgan State U.; **Mike Peng**, U. of Texas at Dallas

Tuesday 2:45PM

1403 : (AAA) **Conference Break**

2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: **Ayman Tarabishy**, George Washington U.

Tuesday 3:30PM

1404 : (OB) **A Thank-You Coffee**

3:30pm - 4:30pm Philadelphia Marriott: Room 310

An opportunity for the members of our various Division committees to relax. Please join us for a coffee.

Host: **Maureen L. Ambrose**, U. of Central Florida

Tuesday 4:10PM

1405 : (Paper Session) - (BPS) **International Strategies: Diversification and Market Entry**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 10

Chair: **John Clarry**, The College of New Jersey

Discussant: **Javier Gimeno**, INSEAD

→ 📄 Who Benefits from Business Group Affiliation: A Value Appropriation Perspective | **Hicheon Kim**, Korea U.; **Robert E. Hoskisson**, Arizona State U.; **William P. Wan**, Texas Tech U.

📖 Towards a Theory of Strategic Alliances as Organizational Form | **Sascha Albers**, U. of Cologne; **Edward Zajac**, Northwestern U.

📖 Role of Underwriter Reputation and Lockup on Post-IPO Acquisition Returns to Newly Public Firms | **Asli Musaoglu Arikan**, Georgia State U.; **Laurence Capron**, INSEAD

The Effect of Competitive Overlap and Relationship Duration on Client Retention Post-Acquisition | **Michelle A. Rogan**, INSEAD

1409 : (Paper Session) - (BPS) **Certification, Prestige, Reputation, and New Ventures**

4:10pm - 5:20pm Philadelphia Marriott: Room 407

Chair: **Joseph Heinzman**, International College

Discussant: **Todd Zenger**, Washington U.

📖 Reputation for Cooperation: Contingent Benefits in Alliance Activity | **Richard J Arend**, U. of Nevada, Las Vegas
 Certification and Substantive Resources: The Value of Multiple Types of Prestigious Affiliates | **Guoli Chen**, Pennsylvania State U.

Polychronicity In Top Management Teams: The Impact On New Venture Strategy And Outcomes | **Marcello Maestro**, Tanaka Business School; **Grace Liu**, Tanaka Business School; **Vangelis Souitaris**, Cass Business School

📖 Substance, Symbolism and the 'Signal Strength' of Venture Capitalist Prestige | **Peggy M. Lee**, Arizona State U.; **Tim Pollock**, Pennsylvania State U.; **Kyuhoo Jin**, Arizona State U.

1410 : (Paper Session) - (BPS) **Learning Theory and Absorptive Capacity**

4:10pm - 5:20pm Philadelphia Marriott: Room 408

Chair: **Sung Min Kim**, Loyola U. Chicago

Discussant: **Frances H Fabian**, U. of North Carolina, Charlotte

📖 The Paradoxes of Learning from Failures | **Katsuhiko Shimizu**, U. of Texas, San Antonio

📖 Social Integration Mechanisms and Absorptive Capacity: Different Mechanisms and Different Outcomes | **Craig E. Armstrong**, Dickinson College; **Cynthia A. Lengnick-Hall**, U. of Texas, San Antonio

📖 Organizational Knowledge Transfer: A Meta-analytic Review of its Antecedents and Outcomes | **Raymond Van Wijk**, RSM Erasmus U.; **Marjorie A Lyles**, Indiana U.

📖 An Individual Perspective of Absorptive Capacity: The Role of CEO and Knowledge Transfer Mechanisms | **Vincent Chauvet**, Polytech Savoie

1411 : (Paper Session) - (BPS) **Mergers and Acquisition Strategy**

4:10pm - 5:20pm Philadelphia Marriott: Room 409

Chair: **Arthur Rasher**, U. of Tulsa

Discussant: **M.V. Shyam Kumar**, Baruch College

Learning from Mergers and Acquisitions: The Roles of Acquirer and Target Experience | **Ilya Cuypers**, Tilburg U.; **Youtha Cuypers**, Tilburg U.; **Xavier Martin**, Tilburg U.

📖 Rhythm and Synchronization of Firms' M&A and Alliance Behaviors: An Entrainment View | **Weilei (Stone) Shi**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh

📖 A Meta-analytic Answer to an Old Dilemma: Do M&As Create Value? Evidence from European Banks | **Laura Toschi**, U. of Bologna; **Federica Angeli**, U. of Bologna; **Enrica Bolognesi**, U. of Bologna

How, How Much, and to Whom Does Strategic Relatedness Matter in Horizontal Acquisitions | **Yuping Zeng**, Guanghua School of Management, Peking U.; **Changqi Wu**, Peking U.

1412 📖 JS: (BPS, OMT) **Strategists' Identity and the Impact on the Practice of Strategy**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 1

Organizers: **Julia Balogun**, Cass Business School, City U.; **Phyl Johnson**, Strathclyde U.

Chair: **Julia Balogun**, Cass Business School, City U.

Discussant: **Anne S. Huff**, Technische U., München

Interlocking Cycles of Strategy Practice and Identity Work | **Phyl Johnson**, Strathclyde U.; **Nic Beech**, Strathclyde U.

Strategizing through Gender Identity | **Linda Rouleau**, HEC Montreal

The Practice of Identity and Strategy | **David Sims**, Cass Business School

1413 📖 : (CAR) **Everett Cherrington Hughes Award**

Speech: Careers in Interdisciplinary Inquiry

4:10pm - 5:20pm Pennsylvania Convention Center: Room 111B

Introduction of Michael B. Arthur | **Maury Peiperl**, IMD

Examining Careers: Possibilities and Pitfalls for

Interdisciplinary Research | **Michael B. Arthur**, Suffolk U.

1414 CAU: (CAU) **Small and Medium Enterprises (SMEs) - Unique Applications From Across the Management Disciplines**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106A

Organizer: **Heather Christine Banham**, Okanagan College

Participants: **Sherry Lee Price**, Okanagan College; **Yunke He**, Okanagan College; **Graham K Kenny**, Strategic Factors

1415 CAU: (CAU) **Emonet: The Network for the Study of Emotion in Organizations**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 106B

Organizer: **Neal M. Ashkanasy**, U. of Queensland

1416 CAU: (CAU) **Women on Boards Research: Can New Research Do Good by Changing the Representation and Treatment of Women Directors for Organizations to Do Better?**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 107A

Organizer: **Rosanne Hawarden**, Massey U.

Participants: **Susan Mary Vinnicombe**, Cranfield U.; **Susan M. Adams**, Bentley College; **Diana Bilimoria**, Case Western Reserve U.; **Ralph Stablein**, Massey U.; **Heather Foust-Cummings**, Catalyst; **Claartje J Vinkenburg**, Vrije U. Amsterdam; **Morten Huse**, BI Norwegian School of Management; **Heather Shields**, Texas Tech U.

1417 📖 : (Paper Session) - (CM) **Who Mediates, How and Why? Reluctant, Informal and Formal Mediators**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105A

Chair: **Gregory K. Stephens**, Texas Christian U.

Discussant: **Bernadine VanGramberg**, Victoria U. of Technology

- ☒ Mediation Tactics and Strategies in a French Context: French Joint Commissions Presidents | **Georges Trepo**, HEC Paris; **Francois Grima**, U. of Paris XII
- ☒☑ An Investigation of Organizational Reluctance to Mediate Employee Disputes | **Barry M Goldman**, U. of Arizona; **Matthew Pearsall**, U. of Arizona; **Stephen Gilliland**, U. of Arizona; **Debra L. Shapiro**, U. of Maryland
- Winner of CM Division Best Paper Award - Conflict in Context**
- Informal Dispute Resolution: The Emergent Mediator in Social Networks | **Felice Williams**, Virginia Polytechnic Institute

1418 ☒: (Paper Session) - (CM) **Culture, Personality, and Negative Emotion in Negotiations.**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105B

Chair: **Min Li**, Duke U.

Discussant: **Susan Crotty**, Northwestern U.

- ☒ How Do Personality and Cultural Values Shape Negotiation Processes: The Role of Negotiator Cognition | **Zhenzhong Ma**, U. of Windsor
- ☒☑☒ Culturally Intelligent Negotiators: The Impact of CQ on Intercultural Negotiation Effectiveness | **Lynn Imai**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland
- ☒☑ Attachment to Cultural Groups and Integrative Negotiation: The Role of Negative Emotion | **Sujin Lee**, Northwestern U.; **Mary Kern**, Baruch College; **Jeanne M Brett**, Northwestern U.

1419 ☑: (CMS) **CMS Theme Session: The Past and Future of CMS**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom I

Facilitator: **Bill Cooke**, Lancaster U.

Presenters: **Paul Adler**, U. of Southern California; **Hugh Willmott**, U. of Cardiff; **Eduardo Ibarra-Colado**, U. Autónoma Metropolitana-Cuajimalpa; **Sarah Stookey**, Central Connecticut State U.

1420 ☒: (Paper Session) - (ENT) **Expanding the Frontier of Entrepreneurship Research**

4:10pm - 5:20pm Philadelphia Marriott: Room 410

Chair: **Carin Holmquist**, Stockholm School of Economics

Discussant: **Rita Gunther McGrath**, Columbia U.

- ☒☑☒ Strategies for Dealing with Heterogeneity in Entrepreneurship Research | **Per Davidsson**, Queensland U. of Technology
- ☒ Entrepreneurial Self-Efficacy: Refining the Measure and Examining Its Relationships | **Jeffrey E McGee**, U. of Texas, Arlington; **Stephen L Mueller**, Northern Kentucky U.; **Mark Peterson**, U. of Texas at Arlington; **Jennifer Marlene Sequeira**, U. of Southern Mississippi
- ☒ Simulating Serial Entrepreneurship as a Temporal Portfolio | **Dietmar Grichnik**, Witten/Herdecke U.; **Graciela Rodriguez Mariné**, Witten/Herdecke U.; **Anil Menon**, ACM; **Saras Sarasvathy**, U. of Virginia
- ☒ How Do We Know Who We Are Until We See What We Do? A Snapshot Of Research In Entrepreneurship | **Tatiana S. Manolova**, Bentley College; **Linda F. Edelman**, Bentley College; **Candida G Brush**, Babson College

1421 ☒: (Paper Session) - (ENT) **Expanding the Entrepreneurial Cognition Research Repertoire**

4:10pm - 5:20pm Philadelphia Marriott: Room 411

☒ Teaching-oriented | ☑ Practice-oriented | ☒ International-oriented | ☑ Theme-oriented | ☒ Research-oriented | ☑ Visual Presentation | ☒ Best Paper Proceedings

Chair: **Judith W. Tansky**, Ohio State U.

Discussant: **Andrew C. Corbett**, Rensselaer Polytechnic Institute

- ☒ Understanding Novice, Serial, and Portfolio Entrepreneurship: A Cognitive Approach | **Keith H. Brigham**, Texas Tech U.; **Ritch L Sorenson**, Texas Tech U.
- ☑☒ Deliberate Practice and Entrepreneurial Success | **Jens M. Unger**, Justus-Liebig U. Giessen; **Michael Gielnik**, Justus-Liebig U. Giessen; **Nina Keith**, Florida State U.; **Christine Hilling**, Johann Wolfgang Goethe U. Frankfurt
- ☑☒ Entrepreneurial Capabilities and Deliberate Practice | **Shruti R Sardeshmukh**, Rensselaer Polytechnic Institute; **Manli Chen**, Rensselaer Polytechnic Institute; **Ikenna S. Uzuegbunam**, Rensselaer Polytechnic Institute; **Gautam Kasthurirangan**, Rensselaer Polytechnic Institute
- ☒ Cognitive Scripts of Corporate Entrepreneurs: The Importance of Concomitance and Alignment | **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Heidi M. Neck**, Babson College

1422 ☒: (Paper Session) - (ENT) **Small Business**

4:10pm - 5:20pm Philadelphia Marriott: Room 412

Chair: **Janice A. Black**, New Mexico State U.

Discussant: **John T. Lambert**, U. of Southern Mississippi

- ☒ Exploring Organizational Mindfulness and Strategic Decision Processes in Small Business | **LaKami T. Baker**, Mississippi State U.; **Donde Ashmos Plowman**, U. of Tennessee
- ☒ The Effect of Information Technology Competency on the Performance of Small Businesses | **Timothy Pett**, Wichita State U.; **James A Wolff**, Wichita State U.
- ☒ Small Business E-commerce Adoption Through a Qualitative Lens: Theory and Observation | **J. Stephen Childers**, Radford U.; **Evan Hayden Offstein**, Frostburg State U.
- ☒ The Relationship Between State and Small Businesses Related to Public Aid | **Christophe Estay**, Bordeaux Business School
- 1423** ☒☑ JS: (ENT, HCM) **Teaching Innovation in Healthcare**
- 4:10pm - 5:20pm Philadelphia Marriott: Franklin 11
- Moderator: **Jon Chilingirian**, Brandeis U.
- Presenters: **Regina Herzlinger**, Harvard U.; **Richard Hamermesh**, Harvard U.; **Richard Bohmer**, Harvard U.; **Robert Higgins**, Harvard U.

1424 ☒☑☒ JS: (ENT, IM) **Community Entrepreneurship in the International Context**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 12

Organizers: **Vanessa Ratten**, Duquesne U.; **Leo Paul Dana**, U. of Canterbury; **Mary Han**, Ryerson U.

Discussant: **Robert D Hisrich**, Thunderbird, American Graduate School of International Mgmt.

Indian Immigrants and Entrepreneurship in the US | **Nachiket Bhawe**, U. of Minnesota, Twin Cities

Chinese Immigrant Entrepreneur in the Canadian Real Estate Industry | **Mary Han**, Ryerson U.

The Impact of Globalization on Sámi Entrepreneurship | **Robert Brent Anderson**, U. of Regina; **Leo Paul Dana**, U. of Canterbury

Turkish Entrepreneurs in Germany – The Role of Ethnicity, Gender, and Entrepreneurship |

Participants: **Robert Brent Anderson**, U. of Regina; **Nachiket Bhawe**, U. of Minnesota, Twin Cities

1425 📄: (Paper Session) - (GDO) **Mentoring within Diverse Ethnic and Sexual Identity Relationships**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104B

Chair: **Marjorie L McInerney**, Marshall U.

Discussant: **Bernardo M. Ferdman**, Alliant International U.

➔ 📄 Sexual Orientation Discrimination and Mentoring Relationships of Gay and Lesbian Protégés | **Robin Church**, U. of Winnipeg

🗣️ 📄 The Moderating Effects of Organizational Culture and Racial Similarity in Formal Mentoring Programs | **Yi A. Ou**, Arizona State U.; **Atira Cherise Charles**, Arizona State U.

📄 Identity Orientations and Peer Supportive Relationships in Demographically Diverse Organizations | **Raymond N. C. Trau**, Monash U.; **Charmine E. J. Hartel**, Monash U., Clayton

1426 📄: (Paper Session) - (GDO) **More Than Meets the Eye: Faultline Perceptions and Realities**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 107B

Chair: **Robyn A. Berkley**, Southern Illinois U., Edwardsville

Discussant: **Jo Ann E. Brown**, Radford U.

➔ 🗣️ 📄 Doing Well by Doing Good and the Inability to Explain Non-Gender Diversity in Organizations | **Elisabeth K Kelan**, London Business School

🗣️ 📄 Where Perception Meets Reality: Effects of Different Types of Faultline Perceptions and Realities | **Lindred Greer**, Leiden U.; **Karen A. Jehn**, Leiden U.

Emerald's Best Student Paper Award

Surface and Deep level Faultlines and Network Ties in Multicultural Teams | **Hong Ren**, Pennsylvania State U.

1427 📄: (Paper Session) - (GDO) **Diversity Management and Performance**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 108A

Chair: **Ceasar Douglas**, Florida State U.

Discussant: **Ron Ophir**, York U.

🗣️ 📄 An Investigation of the Relationship between Organizational Diversity and Financial Performance | **Rebecca R. Kehoe**, Cornell U.; **Christopher Collins**, Cornell U.; **Quinetta Roberson**, Cornell U.

Honorable Mention for Best Student Paper

📄 Apples and Oranges: Comparing the Impact Diversity Types on Group Process and Performance | **Alexis Nicole Smith**, Tulane U.

📄 Organizational Diversity and Performance: The Role of Organizational Diversity Climate | **Jorge A. Gonzalez**, U. of Wisconsin, Milwaukee

➔ 🗣️ 📄 Gender Composition and Organizational Performance: Evidence from an East Asian Context | **I-Chieh Hsu**, National Changhua U. of Education; **John Lawler**, U. of Illinois

1428 🗣️ 📄 JS: (GDO, SIM) **Are Organizations Doing Well by Disabled Workers?**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 104A

Organizers: **Karen S Markel**, Oakland U.; **Lizabeth A Barclay**, Oakland U.

Discussant: **Adrienne Colella**, Tulane U.

The Effects of the Type of Ability Limitations on Job-related Stereotypes and Expectancies | **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Dianna L. Stone**, U. of Texas at San Antonio; **Megumi Hosoda**, San Jose State U.

Utilizing Research on Inclusion of Workers with Disabilities to Enhance Employer Openness | **Dennis D Gilbride**, Syracuse U.

Best Practices in Hiring and Retaining People with Disabilities | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio

The Ethics of Disability Accommodation: Legal but Not Necessarily Doing Well? | **Karen S Markel**, Oakland U.; **Lizabeth A Barclay**, Oakland U.

1429 🗣️ 📄: (Paper Session) - (HCM) **Dynamic Perspectives on the (Re-)Structuring of Health Care Organizations**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth B

Chair: **Joanna Jiang**, Agency for Healthcare Research and Quality

Discussant: **Carol VanDeusen Lukas**, U.S. Department of Veterans Affairs

Employee Responses to Hospital Restructuring: Mediating and Moderating Effects | **Jose Proenca**, Widener U.

🗣️ 📄 Restructuring in Response to Case-mix Reimbursement in Nursing Homes: A Contingency Approach | **Jacqueline Zinn**, Temple U.; **Zhanlian Feng**, Brown U.; **Vincent Mor**, Brown U.; **Orna Intrator**, Brown U.; **David Grabowski**, Harvard U.

HCM Best Paper Award Nominee

➔ 🗣️ The Effect of Organizational Structure on the Operating Room Scheduling Process | **Maresi Berry**, U. of Heidelberg; **Thomas Berry-Stölzle**, U. of Cologne; **Alexander Schleppers**, U. of Heidelberg

1430 : (Paper Session) - (HR) **HR and Teams**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112A

Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

Discussant: **Michael David Johnson**, U. of Washington

🗣️ 📄 The Team Role Test: Development and Validation of a Team Role Knowledge Situational Judgment Test | **Troy Victor Mumford**, Utah State U.; **Chad H. Van Iddekinge**, Florida State U.; **Michael A. Campion**, Purdue U.

🗣️ 📄 Towards a "Big Shoes To Fill" Theory of Succession: An Empirical Test for Teams | **Subrata Chakrabarty**, Texas A&M U.; **Dwayne Whitten**, Texas A&M U.; **Bradley L. Kirkman**, Texas A&M U.

🗣️ ➔ 🗣️ 📄 The Effectiveness of Teams in Organizations: A Meta-Analysis | **Andreas W. Richter**, Instituto de Empresa; **Jeremy Dawson**, Aston U.; **Michael West**, Aston U.

Exploring Team Innovation: The Role of Team Intangible Assets and Exploratory Search | **Erika E. Harden**, Rutgers U.

1431 : (Paper Session) - (HR) **Predictors of Individual Performance**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 112B

Chair: **James V. Neblett**, Chapman U.

Discussant: **Brian R. Dineen**, U. of Kentucky

- 📖 An Examination of Ability-based Emotional Intelligence and Job Performance | **Donald H. Kluemper**, Louisiana State U.; **Timothy DeGroot**, Oklahoma State U.
- 🗣️ Predicting NFL Performance: The Role of Can-do and Will-do Factors | **Brian D. Lyons**, California State U. Fresno; **John W. Michel**, Towson U.; **Kevin J. Williams**, U. of Albany, State U. of New York
- 📖 A Fresh Perspective on Extraversion and Automobile Sales Success | **Richard Robert Bacha**, Pennsylvania State U., York; **Cathy Dubois**, Kent State U.
- 📖 Auditor Effectiveness and Efficiency in Workpaper Review: The Impact of Regulatory Focus | **Huigang Liang**, Temple U.; **Yajiong Xue**, Florida Atlantic U.; **Liansheng Wu**, Peking U.

1432 : (Paper Session) - (HR) HRM in Different Contexts

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113C

Chair: **Martin R. Camarata**, U. of Akron

Discussant: **Nancy E. Day**, U. of Missouri, Kansas City

- 🗣️ Understanding the "I" in Virtual Teams: Individual Characteristics and Virtual Team Member Outcomes | **N. Sharon Hill**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park
- 🗣️ Employee Attitudes, Customer Satisfaction, and Sales: Assessing the Linkages in US Grocery Stores | **Daniel H. Simon**, Cornell U.; **Miguel Gomez**, Cornell U.; **Ed McLaughlin**, Cornell U.
- 🗣️ Exploring Boundaries of the Effects of Corporate Image: The Role of Applicant Individual Differences | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Irene W. F. Yang**, National Chiao Tung U.
- 🗣️ Temporary Workers as Customers: Defining Temporary Work Agencies' Service Quality | **Cindy Wu**, Baylor U.; **Chung-Tzer Liu**, Soochow U.; **Chun-Wei Hu**, Soochow U.

1433 🗣️JS: (HR, MED, ODC) Using Action Learning to Develop Shared Leadership Skills

4:10pm - 5:20pm Pennsylvania Convention Center: Room 113B

Chair: **Skipton Leonard**, George Washington U.

Discussant: **Craig L. Pearce**, Claremont Graduate U.

- Action Learning and Shared Leadership – a Complementary Fit | **Skipton Leonard**, George Washington U.
- Questions and Shared Leadership | **Michael Marquardt**, George Washington U.
- Action Learning and Organization Development & Change | **Arthur Freedman**, U. of Pennsylvania
- Developing Shared Leadership Practices Through Action Learning Projects | **Cynthia D. McCauley**, Center for Creative Leadership; **Patricia M. G. O'Connor**, Center for Creative Leadership
- Developmental Interventions for Shared Leadership | **Jay Alden Conger**, U. of Southern California; **Susan E. Murphy**, Kravis Leadership Institute

1434 → 📖: (Paper Session) - (IM) Firm Diversification, Governance and Internationalization

4:10pm - 5:20pm Philadelphia Marriott: Franklin 3

Chair: **Mo Yamin**, U. of Manchester

Discussant: **Thomas Roehl**, Western Washington U.

- 📖 Firm Governance, International Diversification and Performance | **Ajai S Gaur**, National U. of Singapore
- 📖 Assessing Half a Century Of Research on International Diversification and Firm Performance | **Leslie E Palich**, Baylor U.; **Laura B. Cardinal**, Tulane U.; **Chet Miller**, Wake Forest U.
- 📖 Do Investors Value Globalization? The Effects of Firm Internationalization on IPO Underpricing | **William Ross O'Brien**, U. of Texas, Arlington; **Hussam Ahmad Al-Shammari**, Indiana U. of Pennsylvania; **Yousuf Hamed AlBusaidi**, Sultan Qaboos U.
- Product Strategy and Industrial Leadership: Firm and Country Effects in the Floppy Drive Industry | **David McKendrick**, U. of Durham; **Anand Swaminathan**, U. of California, Davis; **James Wade**, Rutgers U.

1435 → 📖: (IM) Barry Richman Dissertation Award Finalists Session

4:10pm - 5:20pm Philadelphia Marriott: Franklin 4

Division Chair: **Ravi Ramamurti**, Northeastern U.

Chair: **Julian Birkinshaw**, London Business School

- The Evolution of International JVs: Multiple Waves of Structural Change, Performance, and Survival | **Chris Changwha Chung**, Florida International U.
- Strategic Responses to Low Cost Country Competition: Conceptual and Empirical Analyses of Manufacturing Industries in US and Germany | **Peter Koerte**, Otto Beisheim Graduate School of Management (WHU)
- Top Management Team Diversity: A Multilevel Exploration of Antecedents and Consequences | **Sabina Tacheva**, Copenhagen Business School
- The Social Underpinnings of Absorptive Capacity: External Knowledge, Social Networks, and Individual Innovativeness | **Marco Tortoriello**, HEC Paris

1436 → 📖: (Paper Session) - (IM) MNC Subsidiaries in the Spot Light

4:10pm - 5:20pm Philadelphia Marriott: Room 414

Chair: **Rajaram Veliyath**, Kennesaw State U.

Discussant: **Lilach Nachum**, Baruch College

- 📖 Inter-Subsidiary Collaboration for Knowledge: A Conceptual Model | **Devi R Gnyawali**, Virginia Tech; **Manisha Singal**, Virginia Tech; **Shaohua Mu**, Baylor U.
- Understanding Subsidiary Autonomy by A Network Perspective: An Examination of Taiwanese Manufacturers | **Yu-Ching Chiao**, National Chung-Hsing U.; **Kung-Pao Ying**, National Chengchi U.; **Chow-Ming Yu**, National Chengchi U., Taiwan
- 📖 The Impact of Headquarters' Attention on Subsidiary Performance | **Tina Claudia Ambos**, Vienna U. of Economics and Business Administration
- 📖 The Structure of Multinational Subsidiary Networks: An Exploratory Social Network Analysis | **Tohyun Kim**, U. of Hawaii

1437 : (Paper Session) - (IP) Social Capital Benefits for Organizational Learning

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Nora Misiolek**, Marist College

BPS: Internal and External Knowledge Sources of Innovation and the Role of Knowledge Acquisition | **Alexander S. Alexiev**, RSM Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

BPS: Social Capital and Innovation: Assessing the Mediating Role of Knowledge-Processing Capabilities | **Hsueh Liang Wu**, National Cheng Kung U.; **Shih-Chieh Fang**, National Cheng Kung U.; **Ming-Te Lai**, National Cheng Kung U.

TIM: Knowledge and Social Network Contingencies in Organizational Innovation: A Process Perspective | **Eric Quintane**, U. of Melbourne; **B. Sebastian Reiche**, U. of Melbourne; **R Mitch Casselman**, U. of Melbourne

TIM: Winning the Race | **Xing Zhong**, U. of Chicago

→ **OMT:** In Search of Innovation: Beyond Local Neighborhoods and Rigid Ties | **Riitta Katila**, Stanford U.; **Risto Miikkulainen**, U. of Texas, Austin

1438 : (Paper Session) - (IP) Supply Chain Design III

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Laura Rock Kopczak**, Dartmouth College

🗨️ **OM:** Supply Chain Collaboration: Measurement and Determinants | **Jean-Marc Frayert**, Ecole Polytechnique Montreal; **Sophie D'Amours**, Universite Laval

🗨️ → **OM:** Financial Evaluation: The Next Step in Supply Chain Design | **Peter D Ball**, Cranfield U.; **Pavel Albores**, Aston Business School; **Doug Love**, Aston Business School

→ **OCIS:** Buyer-Supplier Relationships under Uncertainty: An Economic Perspective | **Liang-Chuan Wu**, National Taiwan U.; **Chong-Shyong Ong**, National Taiwan U.

TIM: The Costs of Interorganizational IT Innovation Adoption: RFID Technologies in Supply Networks | **Raluca Bunduchi**, U. of Aberdeen; **Alison Smart**, Manchester Business School; **Martina Gerst**, U. of Edinburgh

1439 : (Paper Session) - (IP) Team Leadership

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Karl Galen Kroeck**, Florida International U.

🗨️ **OB:** How Conflict Mediates Between Leadership Network Structures and Turnover Intentions | **Prasad Balkundi**, State U. of New York, Buffalo; **Judd Michael**, Pennsylvania State U.; **Zoe Barsness**, U. of Washington, Tacoma

ODC: Exploring The Impact of Changes in Group-Level Leadership On Change Implementation | **Karen S. Whelan-Berry**, Utah Valley State College; **Patricia L Alexander**, Texas Wesleyan U.

MSR: Project Spirit Expression-Components, Building-Blocks and Impact on Success: Managing Spirit | **Zvi H. Aronson**, Stevens Institute of Technology; **Aaron J. Shenhar**, Stevens Institute of Technology; **Richard R Reilly**, Stevens Institute of Technology

→ **HR:** The Effects of Team Coaching and Team Reflexivity on R&D Team Effectiveness: Evidence from Taiwan | **Chin-Yun Liu**, Tainan U. of Technology / National Sun Yat-sen U.; **Andrew Pirola-Merlo**, Monash U.; **Ing-Chung Huang**, National Kaohsiung U.; **Chin-Ann Yang**, National Sun Yat-Sen U.

1440 : (Paper Session) - (IP) The Context of Ethical Behavior

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Gary R. Weaver**, U. of Delaware

🗨️ **BPS:** Households' Willingness to Pay for Public Goods: Evidence from Patagonia's Organic Cotton | **Ramon Casadesus-Masanell**, Harvard U.; **Michael Crooke**, Revolution Living; **Forest Reinhardt**, Harvard U.; **Vishal Vasisht**, Revolution Living

🗨️ **ONE:** Corporate Strategy, the Environment and Mintzberg's Strategic Framework | **Shima Barakat**, Manchester U.

→ **SIM:** Confucian Business Ethics in Practice: The Case of Sinyi Real Estate | **Terence Soo-hung Tsai**, Chinese U. of Hong Kong; **Michael N. Young**, Hong Kong Baptist U.; **Bor-Shiuan Cheng**, National Taiwan U.

MSR: Can the Fair Trade Movement Enrich Traditional Business Ethics? | **Luc K Audrebrand**, HEC Montreal; **Thierry Pauchant**, HEC Montreal

SIM: Moral Organizational Learning by Discursive Struggle: Citigroup and the Rainforest Action Network | **Heiko Spitzbeck**, St. Gallen U.

1441 : (Paper Session) - (IP) Challenges in a Diverse Workforce I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Mary Hogue**, Kent State U.

🗨️ **OB:** Cox and Blake Revisited: Empirical Evidence of the Advantages of Diversity in Organizations | **Jamie A. Gruman**, U. of Guelph; **Joanna Heathcote**, U. of Toronto at Scarborough; **Kristyn A. Scott**, U. of Toronto at Scarborough

→ **GDO:** A Relational Framework for Equal Employment Opportunity: The Case of the Asia Pacific Context | **Jawad Syed**, Macquarie U., Sydney; **Mustafa F Ozbilgin**, U. of East Anglia

🗨️ **GDO:** A Value-Based Contextualist Approach to Diversity | **Mary Fambrough**, Alliant International U.

→ **GDO:** Legal Recognition of Same-Sex Domestic Partnerships: The Challenge to MNCs | **Kathryn Lee Blackmon**, Oxford U.

1442 : (Paper Session) - (IP) Management Education

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Carolyn Wiley**, Roosevelt U.

🗨️ **MED:** Class Attendance and Student Performance in Management Education: An Exploratory Analysis | **Luis Antonio Perez-Batres**, Central Michigan U.; **Jim W. Westerman**, Appalachian State U.; **Betty S Coffey**, Appalachian State U.; **Richard Pouder**, Appalachian State U.

🗨️ **CAR:** Analysis of Work Preferences among Business Majors: Enabling Students to Do Well In Their Careers | **G Ronald Gilbert**, Florida International U.; **Ravi Sohi**, U. of Nebraska; **Dana Farrow**, Florida International U.

→ **CAR:** An Exploratory Study of Regional Effects on MBA Student Career Preparation | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Regina F. Bento**, Harvard U.; **Alvin Hwang**, Pace U. **Nominee for The Careers Division Applied Paper Award**

MED: The Integrative Logic and Skill Development in Teaching Strategic Management As a Capstone Course | **John Chong**, Savannah State U.

🗨️ **GDO:** Using Experiential Learning Theory to Counter-Balance Diversity Education | **J. Goosby Smith**, Butler U.

1443 : (Paper Session) - (IP) Executive Succession and Influence

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **John Stephan**, Marist College

📖 **BPS**: Hubris and Firm Performance: Driving Growth, But at What Price? | **David Kern**, Northeastern State U.; **Margaret A White**, Oklahoma State U.

🗣️ **MH**: 75 Years of Lessons Learned: Chief Executive Officer Values and Corporate Social Responsibility | **Carol-Ann Tetrault Sirsly**, Concordia U.

BPS: The Good Soldier as the Good General: Agent Selection in New Venture TMTs | **B. Jaron Harvey**, U. of Oklahoma

📖 **MOC**: The Past is Present: Historical Precedent and CEO Succession | **John Stephan**, Marist College; **Seema Pissaris**, Florida Atlantic U

OMT: The Model of Right-hand People: CEO Power and Turnover in the Japanese Automobile Assemblers | **Hitoshi Mitsuhashi**, U. of Tsukuba

1444 : (Paper Session) - (IP) Governance Structure and Process I

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Allard C.R. Van Riel**, U. of Liège

🗣️ **OMT**: Compliance with Corporate Governance Codes in The Netherlands | **Gerwin Van der Laan**, U. of Groningen; **Hans Van Ees**, U. of Groningen; **Arjen Van Witteloostuijn**, U. of Antwerp

BPS: CEO Option Pay and CEO Risk Taking: The Moderating Effects of Corporate Governance | **Hussam Ahmad Al-Shammari**, Indiana U. of Pennsylvania; **Abdul Rasheed**, U. of Texas, Arlington

OB: Corporate Governance: Determinants of Effective Decision-Making | **Beverley Judith Edlin**, Massey U. Palmerston North

📖 **BPS**: The Adoption of Supermajority-Independent Boards in the Post-Enron Era | **Xia Zhao**, California State U. Dominguez Hills; **Richard Harrison**, U. of Texas at Dallas

1445 : (Paper Session) - (IP) Career Paths

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Yoav Vardi**, Tel Aviv U.

📖 **OB**: Unpacking Prior Experience: How Career History Affects Job Performance | **Gina Dokko**, New York U.; **Steffanie L. Wilk**, Ohio State U.; **Nancy Rothbard**, U. of Pennsylvania

📖 **OB**: Cultural Differences in Feedback Seeking Intentions: A Policy Capturing Study | **Heather Anne MacDonald**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo; **Lorne M. Sulsky**, Wilfrid Laurier U.

CAR: Rebounding from a Loss: Network Composition and the Subsequent Career Moves of Ousted Leaders | **Daniel S. Halgin**, Boston College

1446 : (Paper Session) - (IP) Organizational Learning II

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Karynne L. Turner**, Georgia State U.

📖 **OMT**: Organizational Experience and Market Creation | **June-Young Kim**, Marquette U.; **Anne S Miner**, U. of Wisconsin, Madison

TIM: Champions of Revealing – The Role of Open Source Developers in Commercial Firms | **Joachim Henkel**, Technical U. of Munich

BPS: Resource Bundling, Exploitative and Exploratory Learning, and Strategic Change Capabilities | **Yaqun Yi**, Xi'an Jiaotong U.; **Yuan Li**, Xian Jiaotong U.; **Hong Zhu**, Texas A&M U.

➔ **TIM**: Business Concept as the Map of Technology: Determinants of Performance in Corporate R&D | **Yasuo Sugiyama**, Kyoto U.

➔ **ODC**: In the Pursuit of Understanding How Balancing Lower and Higher-Order Learning May Happen | **Bjarne Espedal**, Norwegian School of Economics and Business Administration

1447 : (Paper Session) - (IP) Public Policy Influence on Firms

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Angela L. Bies**, Texas A&M U.

🗣️ **PNP**: Public Management Policy Change in Italy: Political Turnover, Entrepreneurs and Routines | **Valentina Mele**, Bocconi U.

➔ **IM**: Southeast Asian Regulatory Environments and FDI Inflows | **George O. White III**, U. of Texas at El Paso; **Lance Brouters**, U. of Texas at El Paso

MH: Business, Government, and Society: An Evolving Social Contract | **Robin Taylor Byerly**, Appalachian State U.

➔ **BPS**: Thinking Locally, Acting Locally: Crony Capitalism and the Strategy of Brazilian Domestic Actors | **Sergio Giovanetti Lazzarini**, Ibmec São Paulo

📖 **PNP**: Emergent Management Strategies in the Public Sector: A Case Study of Alternative Fuel Vehicles | **Benoy Jacob**, U. of Illinois - Chicago; **Terence Simms**, U. of Illinois - Chicago; **Eric Welch**, U. of Illinois - Chicago

1448 : (Paper Session) - (IP) Recruitment and Selection

4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Donna Maria Blancero**, National Society of Hispanic MBAs

🗣️ **GDO**: The Role of Sociolinguistic Cues in the Evaluation of Job Candidates | **Eileen Kwesiga**, Bryant U.

HR: Recruitment as Information Search: The Role of Need for Cognition in Employee Application Decisions | **Tobias Michael Huning**, U. of Memphis; **Karen R. Moffitt**, U. of Memphis

HCM: A House Divided: Cooperative and Competitive Recruitment in Vital Industries | **Ivan Muslin**, U. of Memphis; **Matthew James Hargrove**, U. of Memphis

📖 **OMT**: The Practice of Sense-Making and Repair during Recruitment Interviews | **Nick Llewellyn**, U. of Warwick

➔ **OB**: Overqualified Employees: Too Good to Hire or Too Good to Be True? | **Berrin Erdogan**, Portland State U.; **Talya N. Bauer**, Portland State U.

1449 (MC) Coaching Education in Academia: Does it Fit and Where?

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom B

Participants: **John L. Bennett**, Queens U. of Charlotte; **Dianne Stober**, Fielding Graduate U.; **Robert Hicks**, U. of Texas at Dallas

1450 📄➔📄: (Paper Session) - (MC) **Relationships in Consulting: Building Theory and Developing Research**

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C1

Chair: **Gary Wagenheim**, Simon Fraser U.

Discussants: **Derrick E. D'Souza**, U. of North Texas; **Rubina Mahsud**, St. John's U.; **Mary S. Logan**, London School of Economics and Political Science

The Consultant-Client Relationship: A Systems-Theoretical Perspective | **Michael Mohe**, U. of Oldenburg; **David Nils Seidl**, U. of Munich

📄📄 Beyond Agency: Institutional and Strategic Management Perspectives on Segment Reporting Regulation | **Petri J. Karisto**, U. of Tampere; **Kari A Lohivesi**, U. of Tampere

📄📄 The Relationship between Approach and Avoidance Goal Orientation and Salespeople's Performance | **Kang-Ning Xia**, National Chengchi U.; **Yu-Tse Lin**, National Chengchi U.

1451 📄📄📄: (Paper Session) - (MED) **Teaching Strategy: Different Options**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109A

Chair: **Lori A. Peterson**, Augsburg College

Discussant: **Jon Billsberry**, Open U.

To Boldly Go Where Few Have Gone Before: Teaching Strategy with Moving Images | **Veronique Ambrosini**, Cranfield U.; **Jon Billsberry**, Open U.; **Nardine Collier**, Cranfield U.

📄📄 Assessing MBA Program Effectiveness in Developing Strategic Thinking Skills: A Pre/Post Study | **Lynn Harland**, U. of Nebraska, Omaha; **Rebecca Morris**, U. of Nebraska at Omaha; **Anne Elizabeth Herman**, U. of Nebraska, Omaha

📄📄 Undergraduate Business Students and the Strategic Management Capstone | **Stephane A. Tywoniak**, Queensland U. of Technology; **Robert Waldersee**, QUT

📄📄 Using Experts' Learning to Inform Executive Education | **Ellen F. Goldman**, George Washington U.

1452 📄: (MED) **Preparing Students for the 21st Century: A Service Dominant Logic for Management Education**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 109B

Organizer: **Robert C. Ford**, U. of Central Florida

Participants: **David E Bowen**, Thunderbird, American Graduate School of International Mgmt.; **Mark Davis**, Bentley College; **Lynda Aiman-Smith**, NCSU; **Duncan Dickson**, U. of Central Florida

1453 📄: (Paper Session) - (MOC) **Organizational Identification**

4:10pm - 5:30pm Pennsylvania Convention Center: Room 110A

Chair: **Johanna P. Bishop**, Wilmington College

Discussant: **C. V. Harquail**, Independent Scholar

Need for Identification and Identity Salience: The Effects on Multiple Work-Related Identities | **Melissa Mayhew**, U. of Queensland; **John Gardner**, U. of Queensland

📄 Mechanisms of Identification: Why Employees Identify with Professions, Organizations, and Workgroups | **Heather C. Vough**, U. of Illinois, Urbana-Champaign

Interaction of Collective Identity and Social Identification on Professional Employee Performance | **David R. Hekman**, U. of Washington

Meaningfulness, Organizational Identification, Positive Experiences, and Creative Performance | **Ravit Cohen-Meitar**, Bar-Ilan U.; **Abraham Carmeli**, Bar Ilan U.

1454 📄JS: (MOC, BPS) **Time, Cognition, and Action: Developing a Multi-Level Perspective**

4:10pm - 5:30pm Pennsylvania Convention Center: Room 113A

Chair: **Sucheta Nadkarni**, U. of Nebraska

Discussant: **Gregory G Dess**, U. of Texas, Dallas

Some People Like Clocks and Some People Don't | **Sally Blount**, New York U.; **Sophie Leroy**, New York U.

Temporal Individual Differences, Temporal Cognition, and Performance in Teams: A Field Study | **Susan Mohammed**, Pennsylvania State U.

Industry Velocity, Mental Maps and Speed of Strategic Response | **Pamela S. Barr**, Georgia State U.; **Sucheta Nadkarni**, U. of Nebraska

Organizational and Strategic Processes Underlying Strategic Agility: Lessons from Two Field Studies | **Vadake Narayanan**, Drexel U.

1455 📄: (Paper Session) - (OB) **Pulling Back the Curtain: What Makes Teams Work Well**

4:10pm - 5:20pm Philadelphia Marriott: Independence I

Chair: **Rhetta Long Standifer**, U. of Wisconsin, Eau Claire

Discussant: **Anthony Pescosolido**, U. of New Hampshire

📄📄 Holding the Group Together, Getting Little of the Credit: The Role of the "Glue Guy" | **Alexander Bolinger**, U. of Utah

📄 Harmful Help: The Cost of Backing Up Behavior in Teams | **Christopher M. Barnes**, Michigan State U.; **John Hollenbeck**, Michigan State U.; **David T. Wagner**, Michigan State U.

Does More Than One Cook Spoil the Broth? An Examination of Shared Team Leadership | **Jonathan C. Ziegert**, Drexel U.

📄 Pressure Points and Pressure Sores in Multifunctional Healthcare Teams | **Niti Pandey**, U. of Illinois, Urbana-Champaign; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign

1456 ➔📄: (Paper Session) - (OB) **Executives and Leadership**

4:10pm - 5:20pm Philadelphia Marriott: Independence II

Chair: **Brigid Jan Carroll**, U. of Auckland

Discussant: **Tiffany Hansbrough**, Baldwin Wallace College

📄 Executive Job Demands: Definition and Measurement | **Jennifer Jordan**, Kellogg School of Management, Northwestern U.; **Michael E. Brown**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.; **Sydney Finkelstein**, Dartmouth College

📄 Change Leader Retention: Social Capital, Organizational Commitment and Balancing Career Commitment | **Zara F. Larsen**, Case Western Reserve U.

📄 Mergers and Acquisitions: The Role of Leadership | **Aleksey A. Tikhomirov**, Binghamton U.; **William D. Spangler**, State U. of New York, Binghamton

📄 Relating CEO Values to Follower Affective Commitment: The Role of Value-Behavior Congruence | **Ping Ping Fu**, Chinese U. of Hong Kong; **Anne S. Tsui**, Arizona State U.; **Jun Liu**, Renmin U.

1457 📄: (Paper Session) - (OB) **Breaking New Conceptual Ground: Duty, Humility, and Docility**

📄 Teaching-oriented | 📄 Practice-oriented | ➔ International-oriented | 🗨 Theme-oriented | 📄 Research-oriented | 📄 Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:20pm Philadelphia Marriott: Independence III

Chair: Catherine Flynn, Kaplan U.**Discussant: Ruth Wageman**, Harvard U.Humility in Organizational Contexts: Scale Development and Construct Validation | **Bradley Paul Owens**, U. of Washington☞ Making Duty Work: A Qualitative Study of Duty in the Workplace | **Connie Boudens**, U. of Michigan, Ann Arbor📄 Super-Docility in Organizations: An Evolutionary Model | **Davide Secchi**, U. of Wisconsin, La Crosse; **Emanuele Bardone**, U. of Pavia**1458** → 📄: (Paper Session) - (OB) **Venus and Mars: Gender Dynamics in Organizations**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom A

Chair: Robert G. DelCampo, U. of New Mexico**Discussant: Sandra Spataro**, Cornell U.An Exploratory Study of Gender Stereotyping and Sexism: Measuring Organizational Climate & Behavior | **Janet Bell Crawford**, St. Mary's U.→ The Values of Males and Females in the East and West: Are They Diverging or Converging? | **Edward F. Murphy**, Embry Riddle Aeronautical U.; **Regina Greenwood**, Kettering U.; **Sankalp Chaturvedi**, National U. of Singapore; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Mui Dora Luk**, City U. of Hong Kong; **Sergio Madero**, Tec De Monterrey; **Terrell G. Manyak**, Nova Southeastern U.; **Bahaudin Mujtaba**, Nova Southeastern U.; **Arnel Onesimo O. Uy**, De La Salle U.; **Shaista Ehsan Khilji**, George Washington U.; **Mark David Woodhull**, Touro U. International📄 Competitive Rivalries Between Women Executives: An Impetus for Negative Biases Toward Each Other | **Ashleigh Shelby Rosette**, Duke U.; **Leigh Plunkett Tost**, Duke U.; **Morela Hernandez**, U. of Washington; **Sim B. Sitkin**, Duke U.📄 The Effect of Gender Dissimilarity on the Relationships Between Person-Group Fit and Work Attitudes | **Min-Soo Kim**, Ewha Women's U.; **Sun Young Kim**, Samsung Electronics; **Yuhung Shin**, Sung Kyun Kwan**1459** → 📄: (Paper Session) - (OB) **Just Desserts: Outcomes of Justice**

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom B

Chair: Alisa Mosley, Jackson State U.**Discussant: David L. Patient**, Catholic U. of Portugal - FCEEOrganizational Justice and Employee Creativity | **Jaepil Choi**, Hong Kong U. of Science and Technology→ How Does Distributive Justice Affect Work Attitudes? The Moderating Effects of Autonomy | **Jarrod M. Haar**, U. of Waikato; **Chester S. Spell**, Rutgers U.☞ 📄 Task-Goal Interdependence Congruence and Social Exchanges: Exploring a Procedural Justice Framework | **Daniel Gregory Bachrach**, U. of Alabama; **Brian J. Collins**, U. of Alabama; **Philip M. Podsakoff**, Indiana U.📄 The Influence of Justice History on Fairness Effects: A Test of Uncertainty Management Theory | **Christopher O. L. H. Porter**, Texas A&M U.; **Sandra Wolverton DeGrassi**, Texas A&M U.; **Donald E. Conlon**, Michigan State U.**1460** 📄: (Paper Session) - (OB) **Person-Organization Fit: New Directions**

📄 Teaching-oriented | ☞ Practice-oriented | → International-oriented | ☞ Theme-oriented | 📄 Research-oriented | 🗨 Visual Presentation | 📄 Best Paper Proceedings

4:10pm - 5:20pm Philadelphia Marriott: Liberty Ballroom C

Chair: Charles K. Parsons, Georgia Institute of Technology**Discussant: Margaret Diddams**, Seattle Pacific U.Going Beyond Current Conceptualizations of P-E Fit and Presenting a Status Report on the Literature | **Aarti Ramaswami**, Indiana U. Bloomington📄 Outcomes of Multidimensional Misfit: An Empirical Test of a Theoretical Model | **Anthony R. Wheeler**, Bradley U.; **Robyn L. Brouer**, Florida State U.; **Vickie Coleman Gallagher**, Northern Kentucky University; **Chris J. Sablinski**, California State U. Sacramento📄 FIT: Scale Development and Initial Validation of a New Measure | **Kevin Carlson**, Virginia Tech; **Andrew O. Herdman**, Virginia Tech📄 Considering the Contextualized Person: A Person-In-Context Approach to Goal Commitment | **Stephanie Marie Merritt**, Michigan State U.; **Neal Schmitt**, Michigan State U.; **Alyssa Jill Friede**, DePaul U.; **Anna L. Imus**, Michigan State U.; **Frederick L. Oswald**, Michigan State U.; **Brian Kim**, Occidental College**1461** 📄: (Paper Session) - (OB) **Social Networks: New Research Directions**

4:10pm - 5:20pm Philadelphia Marriott: Room 301

Chair: Lu Jiang, Tsinghua U.**Discussant: Edward W. Rogers**, NASA Goddard Space Flight CenterSocial Networks and Group Effectiveness: The Role of External Network Ties | **Diego Maria Macri**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, U. of BolognaStructural Facilitators of Organizational Network Change | **Keith O'Neil Hunter**, Carnegie Mellon U.; **David Krackhardt**, Carnegie Mellon U.📄 Social Network Positions and Social Undermining Roles | **Ruolian Fang**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota; **Jason D. Shaw**, U. of Minnesota; **Jonathan Lewis Johnson**, U. of Arkansas; **Daniel E. Lockhart**, U. of Kentucky**1462** 📄: (Paper Session) - (OB) **Organizational Citizenship Behaviors: Fundamental Issues**

4:10pm - 5:20pm Philadelphia Marriott: Room 309

Chair: J. Bret Becton, Winthrop U.**Discussant: Jerry Bryan Fuller**, Louisiana Tech U.Does The Correlation Between Affect and Organizational Citizenship Behavior Exist? A Meta-Analysis | **Jonathan D. Raelin**, George Washington U.; **Melissa Knott**, George Washington U.☞ → 📄 Understanding, Explaining and Correctly Measuring Citizenship Behavior | **Luis Ortiz**, New Mexico Highlands U.The Influence of Collectivism and Rater Error on Organizational Citizenship Behaviors | **Philsung Kim**, Korea Advanced Institute of Science & Technology; **Ji-Hwan Lee**, Korea Advanced Institute of Science & TechnologyToward a Theory of Role Breadth in Organizations | **Magda Donia**, Concordia U.**1463** ☞ 📄: (OB) **Values in Management**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103A

Chairs: Shaul Oreg, U. of Haifa; **Yair Berson**, U. of Haifa**Discussant: Joyce Bono**, U. of Minnesota

Executive Values: Relationships with Perceptions of Charisma and Followers' Affective Commitment | **Shaul Oreg**, U. of Haifa; **Yair Berson**, U. of Haifa

Workplace Olympics: Inspiring Great Performance through Fundamental Values-in-Use | **Alexandros Papalexandris**, Athens U. of Economics and Business; **Maria Vakola**, Athens U. of Economics and Business; **Gregory P. Prastacos**, Athens U. of Economics and Business

Toward an Understanding of Leadership and Values Congruence at the Upper Echelons of Organizations | **David Waldman**, Arizona State U.; **Nathan T. Washburn**, Arizona State U.; **Mary F. Sully De Luque**, Thunderbird School of Global Management

Values of Managers: What, How, and Why? | **Lilach Sagiv**, Hebrew U. of Jerusalem; **Sonia Roccas**, Open U. Israel; **Sharon Arieli**, Hebrew U. of Jerusalem; **Adi Amit**, Hebrew U. of Jerusalem

1464 📄: (Paper Session) - (OB) **Leadership: Nature Versus Nurture**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103B

Chair: **Stephen C. Betts**, William Paterson U.

Discussant: **Russ Marion**, Clemson U.

📄 Affectivity, Core Self-Evaluations and Leadership Role

Occupancy: A Genetic Perspective | **Jing Zhu**, U. of Minnesota; **Richard Arvey**, U. of Minnesota

➔ 📄 Global Leader Effectiveness: Big 5 Personality and Adaptive Competencies | **Soon Ang**, Nanyang Technological U.; **Linn Van Dyne**, Michigan State U.; **Jean Leslie**, Center for Creative Leadership

📄 Leader Attunement: A Critical Component of Leader Self-Awareness | **Scott N. Taylor**, Boston U.

The Leader's Call of Solitude: Solitude as a Mechanism for Authentic Leadership Development | **Dimitris Bourantas**, Athens U. of Economics and Business; **Olga Epitropaki**, ALBA Business School; **Evi Papalois**, Athens U. of Economics and Business

1465 📄: (Paper Session) - (OB) **Stress and Well-Being**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 110B

Chair: **Mina Westman**, Tel Aviv U.

Discussant: **Angela Miles**, North Carolina A&T State U.

The Moderating Effects of Reputation on the Accountability as Stressor-Strain Relationship | **Mary Dana Laird**, Florida State U.; **Robert Zinko**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Gerald R. Ferris**, Florida State U.

📄 The Attenuating Effect of Work Environment Perceptions on the Stressor-Strain-Performance Framework | **Artur Baldauf**, U. of Bern; **David W. Cravens**, Texas Christian U.; **Simone Zeller**, U. of Bern

📄 Work Stress: A Sketch of the Dispositional Causes of Work Stress | **Carrie Blair**, U. of Tennessee, Knoxville; **John Meriac**, U. of Tennessee, Knoxville; **Michael Lane Morris**, U. of Tennessee, Knoxville

Asymmetrical Effects of Positive Job Experiences and Generalized Workplace Harassment on Well-Being | **Jenny M. Hoobler**, U. of Illinois, Chicago; **Kathleen R. Rospenda**, U. of Illinois, Chicago; **Grace Lemmon**, U. of Illinois, Chicago

1466 📄🗣️📄: (OCIS) **Emergent Communication and Knowledge Creation & Sharing under Risk**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom J

Organizer: **Kuo Frank Yu**, U. of California, Berkeley

Chair: **Karlene H. Roberts**, U. of California, Berkeley

Discussant: **William H. Starbuck**, U. of Oregon

Communicating in Distributed Decision-making Contexts: Integrating Situated Cognitions | **Kuo Frank Yu**, U. of California, Berkeley; **Karlene H. Roberts**, U. of California, Berkeley

Resilient Sense-making and Knowledge Sharing during Patient Care Transition in Healthcare | **Jenny W. Rudolph**, Boston U.; **Sarah Goldhaber-Fiebert**, Massachusetts General Hospital

The Link between Incident Reporting and Organizational Learning | **Rangaraj Ramanujam**, Purdue U.

How Social Knowledge Processes Enable Responses to Risk, Surprise and Uncertainty | **David Obstfeld**, U. of California, Irvine

Effect of Social Structure and Innovation Processes on Risk of Entrepreneurship | **Andrew B. Hargadon**, U. of California, Davis; **Rodney Lacey**, U. of California, Irvine / U. of California, Davis / London School of Business

1467 📄: (Paper Session) - (OCIS) **E-Commerce and E-Government**

4:10pm - 5:20pm Philadelphia Marriott: Room 307

Chair: **Pamela S. Galluch**, Clemson U.

Discussant: **Anca Metiu**, ESSEC, France

➔ 📄 The Impact of Web Technologies on Firm Performance: An International Perspective | **José Manuel Hurtado González**, Pablo de Olavide U.; **Sebastian Bruque**, U. of Jaen; **Jose Luis Galan**, U. of Seville

📄 When Does E-commerce Matter for Firm Performance? And How Long Does it Take? | **Andrea Ordanini**, Bocconi U.; **Gaia Rubera**, Bocconi U.

🗣️➔ 📄 Online Reverse Auctions Use and the Dance of Trust: Maintaining or Deteriorating Relationships | **Mohamed Hedi Charki**, EDHEC Business School/Paris Dauphine University - Crépa Research Center; **Emmanuel Josserand**, U. of Geneva

➔ 📄 Assessing E-Government Success: Integrating Trust and Delone and Mclean's IS Success Model | **Thompson SH Teo**, National U. of Singapore; **Shirish C Srivastava**, National U. of Singapore; **Li Jiang**, National U. of Singapore

1468 : (Paper Session) - (ODC) **Change Management Skills**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth D

Chair: **Richard W. Stackman**, U. of San Francisco

Middle Management Skills in Planned Change | **Ole Hope**, Norwegian School of Economics and Business Administration

🗣️📄 The Important Role of Change Management in Environmental Management System Implementation | **Shannon K. Graves**, Clarkson U.; **Mary E. Graham**, Clarkson U.; **Farzad Mahmoodi**, Clarkson U.

🗣️ Managing Integrators Where Integration Matters: Insights from Symbolic Industries | **Rossella Cappetta**, Bocconi U.; **Paola Cillo**, Bocconi U.

📄 'Kill Bill' and the Change Agent: The Genre Bending Of Organizational Stories | **Jennifer Frahm**, U. of Melbourne; **Melanie Bryant**, Monash U.

1469 : (ODC) ODC Distinguished Speaker, David Cooperrider: "Business as an Agent of World Benefit"

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom A

Program Chair: **Frank J. Barrett**, Naval Postgraduate School
Distinguished Speaker: **David L. Cooperrider**, Case Western Reserve U.

1470 📄: (Paper Session) - (OM) The Human Side of Operations Management

4:10pm - 5:20pm Philadelphia Marriott: Franklin 13

Chair: **Sandra Moffett**, U. of Ulster

Discussant: **Nancy E. Waldeck**, U. of Toledo

📄 Interdependent Supply Relationships as Institutions: The Role of HR Practices | **Alan Harrison**, Cranfield U.; **Marie Koulikoff-Souviron**, Ceram Sophia Antipolis

📄 The Role of Human Interaction in the Relationship Between Supplier Development Activities and Goals | **Stephan M. Wagner**, WHU - Otto Beisheim School of Management; **Daniel R. Krause**, Queen's U. Belfast

Modeling the Dynamics of Process Improvement: Stretch Goals that Fail | **J. Bradley M. Morrison**, Brandeis U.

📄 Customer Involvement in Service Operation and Its Impact on Job Stress and Work Place Injury | **Sanjib K. Chowdhury**, Eastern Michigan U.; **Megan Lee Endres**, Eastern Michigan U.

1471 📄: (Paper Session) - (OM) Supply Chain Strategy

4:10pm - 5:20pm Philadelphia Marriott: Room 405

Chair: **Norma L. Davis**, Connective Edge Resources

Discussant: **Keith L. Kutner**, South Texas College

📄 Supply Chain Dimensions, Performance and Organizational Performance: An Integrated Framework | **Anant Ravindra Deshpande**, U. of Texas Pan American

➔ 📄 Aligning Supply Chain Strategy with Competitive Strategy: Evidence from Chinese Manufacturers | **Yinan Qi**, U. of International Business and Economics; **Xiande Zhao**, Chinese U. of Hong Kong; **Chwen Sheu**, Kansas State U.

📄 Supply Chain Challenges and Opportunities for Minority Business Enterprises | **Quintus Jeff**, Dartmouth College; **David F Pyke**, Dartmouth College; **M. Eric Johnson**, Dartmouth College

➔ 📄 Impact of Power and Relationship Commitment on Manufacturer-Customer Integration in a Supply Chain | **Xiande Zhao**, Chinese U. of Hong Kong; **Baofeng Huo**, Chinese U. of Hong Kong; **Jeff Hoi Yan Yeung**, Chinese U. of Hong Kong; **Barbara B. Flynn**, Indiana U.

1472 📄: (Paper Session) - (OMT) Institutional Entrepreneurship, Agency, and Identity in Organizational Fields

4:10pm - 5:30pm Philadelphia Marriott: Franklin 5

Chair: **Nina Shah**, SUNY Fredonia

➔ 📄 Operationalizing Institutional Entrepreneurship as a Behavioral and Relational Phenomenon | **Jakomijn van Wijk**, Vrije U. Amsterdam; **Wouter Stam**, VU U. Amsterdam; **Tom Elfring**, Free U. Amsterdam; **Frank den Hond**, Vrije U.

📄 Organizing for Market Constitution: Uncertainty and Collective Institutional Entrepreneurship | **Guido Moellering**, Max Planck Institute for the Study of Societies

➔ Institutional Entrepreneurs as Mediators between Global Ideas and Local Institutions in New Fields | **Nina Granqvist**, Helsinki School of Economics; **Tiina Ritvala**, Helsinki School of Economics

Contested Identity and Institutional Entrepreneurship: Emergence and Action in a Field in Crisis | **Betzaluz Gutierrez**, Boston U.; **Jennifer Howard-Grenville**, Boston U.; **Maureen A. Scully**, U. of Massachusetts

1473 📄: (Paper Session) - (OMT) Network Structure and Dynamics: Alternative Approaches

4:10pm - 5:30pm Philadelphia Marriott: Franklin 7

Chair: **Arik Lifschitz**, U. of Minnesota

📄 The Rise and Fall of Small Worlds | **Ranjay Gulati**, Northwestern U.; **Maxim Sytch**, Northwestern U.; **Adam Tatarynowicz**, U. of St. Gallen

📄 The World is Not Small for Everyone: Outgroup Status & Homophily as Barriers to Search for Knowledge | **Morten Hansen**, INSEAD; **Joel M Podolny**, Yale School of Management; **Jasjit Singh**, INSEAD

📄 The Antecedents and Consequences of Tie-Breaking in Social Networks | **Meena Andiappan**, Boston College
Contacts and Contracts: Network Dynamics in the Development of an Aircraft Material | **Hans Berends**, Eindhoven U. of Technology; **Elco van Burg**, Eindhoven U. of Technology; **Erik van Raaij**, Erasmus U. Rotterdam

1474 📄: (Paper Session) - (OMT) Explaining Corporate Growth and Diversification

4:10pm - 5:30pm Philadelphia Marriott: Grand Ballroom D

Chair: **Peter Murmann**, Australian Graduate School of Management

📄 Path Dependence in the Portfolio Configurations of German Multibusiness Firms | **Alexander Alscher**, U. of St. Gallen/U. of California, Los Angeles; **Matthias F. Brauer**, U. of St. Gallen

📄 Recombination and Variability as Organizations Grow | **Xiaoqu Luo**, Stanford U.; **William P Barnett**, Stanford U

📄 The Un-modernity of Modularity? Restructuring and Patching across Time and Environments | **Stéphane J.G. Girod**, Said Business School; **Richard Whittington**, Said Business School

📄 Exploring Temporal Patterns in Firms' Scale and Scope Activities and their Performance Implications | **Matthias F. Brauer**, U. of St. Gallen; **Alexander Alscher**, U. of St. Gallen/U. of California, Los Angeles

1475 📄: (Paper Session) - (OMT) Exploring Alternative Theories of Leadership in Organizations

4:10pm - 5:30pm Philadelphia Marriott: Room 401

Chair: **Titus Oshagbemi**, Queen's U. Belfast

📄 It's the Thought that Counts: How Managers' Beliefs Shape the Effects of Monitoring | **Matthew J. Bidwell**, INSEAD; **M. Diane Burton**, Massachusetts Institute of Technology

📄 Empirical Relationships between Theories of Servant, Transformational, and Transactional Leadership | **Rynetta Washington**, Auburn U.

- 🖨 Images of Organizational Leadership: Constructing a Visual Theory | **Eric Guthey**, Copenhagen Business School; **Brad Jackson**, U. of Auckland; **Timothy Clark**, Durham U.
- 🖨 Parsing the Influential Increment in language of Complexity: Uncovering Mechanisms of Leadership | **James K. Hazy**, Adelphi U.

1476 🖨: (Paper Session) - (OMT) **Knowledge Processes and Structures in Projects and Teams**

4:10pm - 5:30pm Philadelphia Marriott: Room 402

Chair: **Gregory S. Richards**, U. of Ottawa

- 🖨 Structural Problems and Knowledge Distribution: Ideal Types of Team-Based Knowledge Work | **Niclas Erhardt**, Rutgers U.
- 🗣 Stuck in the Middle with You: Managing Market-Based Project Organizing through Nexus Work | **Elizabeth Long Lingo**, Curb Center at Vanderbilt U.
- ➔ 🖨 Geographic Dispersion and Knowledge Processes in Teams: The Critical Role of Team Goals | **Anne-Katrin Neyer**, U. of Erlangen, Nuremberg; **Susan A Hill**, London Business School; **Modestas Gelbuda**, London Business School; **Lynda Gratton**, London Business School

1477 🖨: (Paper Session) - (OMT) **Exploring and Exploiting The Model of Exploration and Exploitation**

4:10pm - 5:30pm Philadelphia Marriott: Room 404

Chair: **Mary J. Benner**, U. of Pennsylvania

- March-ing Forward to New Explorations: Re-Formulating and Replicating the Organizational Code Model | **Brian F. Tivnan**, George Washington U.
- Modes of Exploration in Response to Decline: Doing Well by Doing Something Different? | **David M Berg**, U. of Wisconsin, Milwaukee
- 🖨 The Impact of Organizational Experience on Returns to Exploration | **Dimo Dimov**, U. of Connecticut; **Zeki Simsek**, U. of Connecticut
- 🖨 Commercialising Nanotechnology – Antecedents of Cooperative Strategies | **Marina Fiedler**, U. of Munich; **Isabell Melanie Welp**, Ludwig-Maximilians U., Munich

1478 🖨JS: (OMT, BPS, TIM) **Classifying Organizational Variation**

4:10pm - 5:30pm Philadelphia Marriott: Franklin 6

Organizers: **Joeri M. Mol**, U. of Melbourne; **Filippo Carlo Wezel**, U. of Lugano

Discussant: **Giovanni Dosi**, Sant'Anna School of Advanced Studies
 Participants: **Greta Hsu**, U. of California, Davis; **László Pólos**, U. of Durham; **Martin Ruef**, Princeton U.

1479 🗣JS: (OMT, ODC, SIM) **New Directions in Socio-Ecological Thinking**

4:10pm - 5:30pm Philadelphia Marriott: Grand Ballroom C

Chair: **John W Selsky**, U. of South Florida

Discussant: **Ian Mitroff**, Alliant International U./U. of California, Berkeley

Symposium Overview | **John W Selsky**, U. of South Florida
 Ideas in Philanthropic Field Building | **Thomas N. Gilmore**, Center for Applied Research; **Michellana Jester**, Center for Applied Research; **Larry Hirschhorn**, Center for Applied Research

🖨 Teaching-oriented | 🗣 Practice-oriented | ➔ International-oriented | 🗣 Theme-oriented | 🖨 Research-oriented | 🗣 Visual Presentation | 📄 Best Paper Proceedings

- A New Design Principle | **Oguz N Baburoglu**, Sabanci U.; **Rafael Ramirez**, HEC & Oxford; **John W Selsky**, U. of South Florida
- Reframing Corporate Social Responsibility | **Glen Stirling Taylor**, Tampa U.
- Mental Health in the Workplace | **Donald W. De Guerre**, Concordia U.; **Merrelyn Emery**, Concordia U.
- Enabling More Complex Cognition | **Robert W Keidel**, Drexel U.; **Joan Weiner**, Drexel U.

1480 🗣🖨JS: (OMT, TIM, BPS) **Governance In Temporary Organization**

4:10pm - 5:30pm Philadelphia Marriott: Room 403

- From Relational To Associational Contracting: The Case Of Project-Based Strategic Alliances | **Anna Grandori**, Bocconi U.
 - Power Distribution among Project-Partners and Innovation in Project-Based Organization | **Mark Ebers**, U. zu Koeln
 - The Role of Knowledge Sharing and Face-to-Face Interaction among Project Partners | **Peter Maskell**, Copenhagen Business School
 - Knowledge Transfer and Organizational Learning in Inter-organizational Project-based Organizations | **Patrick Vermeulen**, Tilburg U.
- Participants: **Anna Grandori**, Bocconi U.; **Mark Ebers**, U. zu Koeln; **Peter Maskell**, Copenhagen Business School; **Patrick Vermeulen**, Tilburg U.

1481 ➔ 🗣🖨: (Paper Session) - (ONE) **Environmental Entrepreneurship**

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C2

Chair: **Oana Branzei**, U. of Western Ontario

- 🖨 Institutional Entrepreneurs and the Adoption of Environmental Management Standards in Mexico | **Ivan Montiel**, U. of Texas Pan American; **Bryan W Husted**, Tecnológico de Monterrey/Instituto de Empresa
- 🗣 Investigating the Life Cycle Challenges of Ecopreneurial Businesses | **Eva Marie Collins**, U. of Waikato; **Kate Kearins**, Auckland U. of Technology; **Dale E Fitzgibbons**, Illinois State U.
- 🗣 Social Entrepreneurship: The Compromise Between Civic and Market Logic | **Chantal Hervieux**, U. du Québec à Montréal; **Eric R Gedajlovic**, U. of Connecticut; **Marie-France B. Turcotte**, Université du Québec a Montreal
- 🖨 Motivations, Barriers, and Incentives for Voluntary Environmental Action by Small Business | **Kevin A Fletcher**, Skidmore College

1482 🖨: (PNP) **Pushing Boundaries in Leadership Research: Qualitative Investigations**

4:10pm - 5:20pm Loews Philadelphia: Commonwealth A2

Organizer: **Jennifer Dodge**, New York U.

Chair: **Sonia Ospina**, New York U.

- A Social Constructionist View on Leadership in Hospitals | **Nada Endrissat**, U. of Basel
- Theory Building in Network Leadership: A Proposed Design and Methodology | **Angel Saz-Carranza**, New York U.
- Leadership & Local Knowledge in Environmental Policy: Narrative Cases of Four Nonprofits | **Jennifer Dodge**, New York U.

TUESDAY

Participants: **Angel Saz-Carranza**, New York U.; **Nada Endrissat**, U. of Basel

1483 🗄️: (Paper Session) - (PNP) **Governance, Accountability and Adaptation Among Nonprofit Organizations**

4:10pm - 5:20pm Loews Philadelphia: Howe

Chair: **Judith L. Millesen**, Ohio U.

Discussant: **Mary Tschirhart**, Syracuse U.

- ➔ 🗄️ The Intricate Implementation of Performance Measurement in Professional-Service Organizations | **Christine Teelken**, Radboud U. Nijmegen
- 🗄️ Institutional Isomorphism among Indiana Nonprofits: Measuring Homogenization and Formalization | **Richard Michael Clerkin**, North Carolina State U.
- ➔ 🗄️ Nonprofit Governance in the Transition from Introversion to Extroversion | **Karin Kreutzer**, U. of St.Gallen
- 🗄️ Can Value Congruence Substitute For Monitoring In The Workplace? - A Comparative Study | **Ting Ren**, U. of Minnesota, Twin Cities

1484 🗄️ JS: (PNP, OB) **Exploring Organizational Effectiveness in the Educational Sector**

4:10pm - 5:20pm Pennsylvania Convention Center: Room 103C

Organizer: **Paul S. Goodman**, Carnegie Mellon U.

Facilitator: **Fernando Oliveira**, Warwick Business School

Participants: **Paul S. Goodman**, Carnegie Mellon U.; **Ray Reagans**, Carnegie Mellon U.; **Carrie R. Leana**, U. of Pittsburgh

1485 🗄️: (Paper Session) - (RM) **Measurement Scales, Statistical Control, & Common Method Variance**

4:10pm - 5:20pm Philadelphia Marriott: Franklin 8

Chair: **Ronald S Landis**, U. of Memphis

Discussant: **Seth A. Kaplan**, George Mason U.

- 🗄️ Psychometric Examination of Work-Family Conflict Measures: A Review and Meta-Analysis | **Beth A. Heinen**, George Mason U. & ICF International; **Whitney E. Botsford**, George Mason U.; **Michael T. Ford**, George Mason U.; **Elizabeth A. Conjar**, George Mason U.
- 🗄️ Sage Publications/RM Division Best Student Paper Winner
- 🗄️ Advancing the Measurement of Organizationally Directed Deviance | **Jaclyn M. Nowakowski**, George Washington U.
- 🗄️ The Use of Statistical Control in Non-Experimental Studies | **James A. Breugh**, U. of Missouri, St. Louis
- 🗄️ A Tale of Three Cities: Examining Assumptions about and Corrections for Common Method Variance | **Hettie A. Richardson**, Louisiana State U.; **Marcia Simmering**, Louisiana Tech U.; **Michael Sturman**, Cornell U.

1486 🗄️: (Paper Session) - (SIM) **Emotions and Ethical Behavior**

4:10pm - 5:20pm Loews Philadelphia: Washington A

Facilitator: **Scott J. Reynolds**, U. of Washington

Unethical Behavior Among Physicians and Students: Testing An Attributional and Emotional Framework | **Paul Harvey**, U. of New Hampshire; **Mark J Martinko**, Florida State U.; **Nancy Borkowski**, South U.

🗄️ Shaming Convicted Managers: Myths, Facts, and a Preliminary Model | **John M. Ivancevich**, U. of Houston;

Robert Konopaske, Florida Atlantic U.; **Jacqueline A. Gilbert**, Middle Tennessee State U.

- 🗄️ Understanding Influences on the Moral Recognition of International Outsourcing by HRM Professionals | **Jennifer Mencl**, U. of Minnesota, Duluth; **Douglas R May**, U. of Kansas
- 🗄️ Exploring the Theoretical Link between Emotional Intelligence and Ethical Decision-Making | **Ariff Kachra**, Pepperdine U.; **Karen E. Schnietz**, Pepperdine U.

1487 ➔ 🗄️: (Paper Session) - (SIM) **Corporate Social Responsibility in the Multinational Business Context**

4:10pm - 5:30pm Loews Philadelphia: Washington B

Facilitator: **Heather Elms**, American U.

- ➔ 🗄️ Globalization and its Consequences for Corporate Social Responsibility | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne
- ➔ 🗄️ Antecedents of Company Attitude to Corporate Social Responsibility In the International Environment | **Cheryl Rivers**, U Sunshine Coast; **Xiaohua Yang**, Queensland U. of Technology
- ➔ 🗄️ A Multinational Social Responsibility Lens For Integrating Market and Non-Market Strategy | **Duane Windsor**, Rice U.
- ➔ 🗄️ Global Corporate Social Responsibility: Toward a Theory for the MNE | **Duane Windsor**, Rice U.

1488 🗄️: (Paper Session) - (SIM) **Stakeholder-Based Perspectives**

4:10pm - 5:20pm Loews Philadelphia: Washington C

Facilitator: **Margaret Cording**, Rice U.

- Managerial Discretion and Online Stakeholder Performance | **Gregory D. Saxton**, State U. of New York, Brockport; **Chao Guo**, Arizona State U.
- ➔ 🗄️ Opportunities and Problems of Standardized Ethics Initiatives – A Stakeholder Theory Perspective | **Dirk Ulrich Gilbert**, Friedrich-Alexander-U. of Erlangen-Nuremberg; **Michael Behnam**, Suffolk U.; **Andreas Rasche**, Helmut Schmidt U.; **Ingo Schedel**, U. of Erlangen, Nuremberg
- ➔ 🗄️ CSR Concern of Corporations: A Stakeholder-Based Analysis of Italian Nonfinancial Reports | **Clodia Vurro**, Bocconi U.
- Business Ethics and the Normative Turn in Stakeholder Theorizing | **Ben Wempe**, Erasmus U.

1489 🗄️: (Paper Session) - (TIM) **The Role of the Individual in Innovation**

4:10pm - 5:30pm Philadelphia Marriott: Grand Ballroom K

Chair: **Karim R. Lakhani**, Harvard U.

Discussant: **Nandini Lahiri**, U. of North Carolina, Chapel Hill

- 🗄️ Increasing Innovation through Identity Integration | **Chi-Ying Cheng**, Columbia U.; **Jeffrey Sanchez-Burks**, U. of Michigan; **Fiona Lee**, U. of Michigan
- ➔ 🗄️ A Multilevel Study of the Collective Creativity Process | **Hsi-An Shih**, National Cheng Kung U.; **Yun-Hwa Chiang**, Ming Chuan U.
- 🗄️ Developers' Behavior and its Impact on Open Source Software Development | **Hind Benbya**, GSCM, Montpellier Business School

→ Professional Creativity: Supervisory Support and Professional Personality in An R&D Organization | **Yann-Jy Yang**, National Chengchi U.; **Chih-Chien Wang**, National Taipei U.

Human Resource Practices and Individual Knowledge Sharing Behavior | **Nienchi Liu**, National Central U.; **Min-shi Liu**, National Central U.

1490 : (TIM) **Industry Emergence: Institutional Entrepreneurship and the Commercialization of the Internet**

4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom L

Discussant: **Brent Goldfarb**, U. of Maryland

Participants: **Shane Greenstein**, Northwestern U.; **Thomas Haigh**, U. of Wisconsin, Milwaukee; **David A. Kirsch**, U. of Maryland

1491 : (Paper Session) - (TIM) **Knowledge, Capabilities, & Learning**

4:10pm - 5:20pm Philadelphia Marriott: Room 303

Chair: **Anupama Phene**, U. of Utah

Discussant: **Ramanath Subramanyam**, U. of Illinois at Urbana-Champaign

A Dynamic Capabilities Perspective on Innovation Management Practices | **Hyunsuk Lee**, Babson College; **Donna Kelley**, Babson College

Success in New Product Development: Are Marketing Managers' Capabilities Critical? | **Weiping Liu**, City U. of Hong Kong; **Steven S. Lui**, City U. of Hong Kong

Contracting, Incentives and Inter-organizational Routines in Information Technology Outsourcing | **Ramanath Subramanyam**, U. of Illinois at Urbana-Champaign; **Anjana Susarla**, U. of Washington, Seattle

Stephan Schrader Best Paper Award Finalist

Learning From What Others Have Learned From You: The Effects of Knowledge Spillovers on Originators | **Hongyan Yang**, U. of Washington; **Kevin Steensma**, U. of Washington; **Corey Phelps**, U. of Washington

1492 : (Paper Session) - (TIM) **Technology and Innovation: Emerging Research Opportunities**

4:10pm - 5:20pm Philadelphia Marriott: Room 304

Chair: **Ruey-Lin Hsiao**, National U. of Singapore

Discussant: **Sharon D. James**, Ohio State U.

Emerging Research Fronts | **Samuel Phineas Upham**, U. of Pennsylvania

The Concept of Modularity within Management Studies: A Literature Review | **Diego Campagnolo**, U. of Padova

The Dynamics of Knowledge Pools and Double-Loop Contributions in Open Source Movement | **Sangmook Yi**, Yonsei U.; **Dongyoub Shin**, Yonsei U.

Design as a Field of Study | **Ileana Stigliani**, SDA Bocconi / Bocconi U.

1493 : (Paper Session) - (TIM) **Adoption of Innovations**

4:10pm - 5:20pm Philadelphia Marriott: Room 305

Chair: **Dedrick A. Smith**, Capella U.

Discussant: **M. Lourdes Sosa**, London Business School

For Whom the Bells Toll? Motivations and Constraints in Adoption of a New Standard. | **Ranjita Majumder Singh**, U. of Toronto

Appropriating Value from External Technology: Absorptive Capacity Dimensions and Innovation Strategy | **Tunji Adegbesan**, Lagos Business School, Pan-African U.

The Role of Information Diffusion in Technology Use | **Gianvito Lanzolla**, Cass Business School; **Fernando Suarez**, Boston U.

The Effect of Financial Structure, Internal R&D and Complementarities on New Technology Adoption | **Jaime Gomez**, U. of Zaragoza; **Pilar Vargas**, La Rioja U.

Tuesday 5:30PM

1494 : (BPS) **BPS Business Meeting**

5:30pm - 6:30pm Philadelphia Marriott: Grand Ballroom B-D

Division Chair: **Anita McGahan**, Boston U.

Division Chair-Elect.: **Russell Coff**, Emory U.

Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

Professional Development Workshop Chair: **Joanne Oxley**, U. of Toronto

1495 : (CAR) **Careers Division Business Meeting**

5:30pm - 6:30pm Pennsylvania Convention Center: Room 111B

Division Chair: **Cherlyn Skromme Granrose**, Berry College

Division Chair-Elect.: **Barbara A. Ribbens**, Western Illinois U.

Program Chair: **Jon P. Briscoe**, Northern Illinois U.

Past Chair: **Kerr Inkson**, U. of Waikato

Secretary: **Schalon Harrison Newton**, Santen Incorporated

Treasurer: **Laurel Newman**, U. of Illinois, Springfield

1496 : (ENT) **Entrepreneurship Division Reviewer Reception**

5:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom A

1497 : (ICW) **Nova Southeastern University DBA Student Meetings**

5:30pm - 7:00pm Philadelphia Marriott: Room 404

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

1498 : (ICW) **Administrative Sciences Association of Canada/Canadian Journal of Administrative Science**

5:30pm - 7:00pm Philadelphia Marriott: Room 405

Organizer: **Albert J. Mills**, St. Mary's U.

1499 →: (IM) **International Management Division Business Meeting**

5:30pm - 7:00pm Philadelphia Marriott: Franklin 4

Business update and award presentations.

Division Chair: **Ravi Ramamurti**, Northeastern U.

Division Chair-Elect.: **Timothy Michael Devinnie**, Australian Graduate School of Management

Program Chair: **Tatiana Kostova**, U. of South Carolina

Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

1500 : (MED) **MED Business Meeting & Awards**

5:30pm - 7:00pm Pennsylvania Convention Center: Room 109A

Division Chair: **J B Arbaugh**, U. of Wisconsin, Oshkosh

Division Chair-Elect.: **Laurie Milton**, U. of Calgary/U. of Western Ontario

Program Chair: **Alvin Hwang**, Pace U.

Professional Development Workshop Chair: **Katherine A. Karl**, Marshall U.

1501 : (MOC) MOC Business Meeting

5:30pm - 6:30pm Pennsylvania Convention Center: Room 110A
Division Chair: **Michael Pratt**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Mary Ann Glynn**, Boston College
Program Chair: **Luis Martins**, Georgia Institute of Technology
Professional Development Workshop Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

1502 : (MSR) MSR Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Congress B
Division Chair: **Robert A Giacalone**, Temple U.
Division Chair-Elect.: **Margaret Benefiel**, Andover Newton Theological School
Program Chair: **Kathy Lund Dean**, Idaho State U.
Professional Development Workshop Chair: **Keiko Krahnke**, U. of Northern Colorado

1503 : (OCIS) OCIS Informal Social Event -- Noddinghead Brewery

5:30pm - 10:30pm Philadelphia Marriott: Grand Ballroom J

1504 : (ODC) ODC Awards & Business Meeting

5:30pm - 6:30pm Loews Philadelphia: Commonwealth C
Division Chair: **Ram Tenkasi**, Benedictine U.
Division Chair-Elect.: **Michael R Manning**, New Mexico State U
Program Chair: **Frank J. Barrett**, Naval Postgraduate School
Professional Development Workshop Chair: **Ann E. Feyerherm**, Pepperdine U.
Participants: **Ronald Fry**, Case Western Reserve U.; **Karen Jansen**, U of Virginia; **Sandy Kristin Piderit**, Case Western Reserve U.; **Jude G. Olson**, Lockheed Martin Aeronautics Company; **Quy Nguyen Huy**, INSEAD; **Jose De La Cerda**, ITESO U
Webmaster: **Eric Goodman**, Kaplan U.
Newsletter Editor: **Wayne Boss**, U. of Colorado, Boulder
Treasurer: **Gavin M. Schwarz**, U. of New South Wales

Tuesday 5:45PM**1505 : (CM) Conflict Management Division Business Meeting**

5:45pm - 6:45pm Pennsylvania Convention Center: Room 105B
Division Chair: **Michele J. Gelfand**, U. of Maryland
Division Chair-Elect.: **Susan E. Brodt**, Queen's U.
Program Chair: **Thomas M. Tripp**, Washington State U.
Professional Development Workshop Chair: **Kathleen O'Connor**, Cornell U.
Past Chair: **Catherine Tinsley**, Georgetown U.

1506 : (HR) HR Division Business Meeting

5:45pm - 6:45pm Pennsylvania Convention Center: Room 113C
Presenters: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **John Hollenbeck**, Michigan State U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Howard J. Klein**, Ohio State U.

Tuesday 6:30PM**1507 : (BPS) Business Policy & Strategy Reception**

6:30pm - 7:30pm Philadelphia Marriott: Grand Ballroom F
Division Chair: **Anita McGahan**, Boston U.
Division Chair-Elect.: **Russell Coff**, Emory U.
Program Chair: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign

Professional Development Workshop Chair: **Joanne Oxley**, U. of Toronto

1508 : (CAR) Careers Division Social

6:30pm - 8:00pm Pennsylvania Convention Center: 13th Street Foyer
Division Chair: **Cherlyn Skromme Granrose**, Berry College
Program Chair: **Jon P. Briscoe**, Northern Illinois U.

1509 : (MOC) MOC Social Hour

6:30pm - 7:30pm Philadelphia Marriott: Liberty Ballroom C
Division Chair: **Michael Pratt**, U. of Illinois, Urbana-Champaign
Division Chair-Elect.: **Mary Ann Glynn**, Boston College
Program Chair: **Luis Martins**, Georgia Institute of Technology
Professional Development Workshop Chair: **Richard S. Blackburn**, U. of North Carolina, Chapel Hill

1510 : (MSR) MSR Social

6:30pm - 8:00pm Loews Philadelphia: Congress B
Welcomes: **Robert A Giacalone**, Temple U.; **Margaret Benefiel**, Andover Newton Theological School

1511 : (ODC) ODC Social

6:30pm - 8:00pm Loews Philadelphia: Regency Ballroom A
Organizers: **Frank J. Barrett**, Naval Postgraduate School; **Ann E. Feyerherm**, Pepperdine U.

Tuesday 6:45PM**1512 : (HR) HR Division Reception**

6:45pm - 7:45pm Philadelphia Marriott: Liberty Ballroom A
Presenters: **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **John Hollenbeck**, Michigan State U.; **Sandy J. Wayne**, U. of Illinois, Chicago; **Howard J. Klein**, Ohio State U.

Tuesday 7:00PM**1513 : (CM) Conflict Management Division Social Hour**

7:00pm - 8:00pm Pennsylvania Convention Center: 12th Street Foyer
Organizer: **Thomas M. Tripp**, Washington State U.

1514 → : (IM) International Management Division Social

7:00pm - 10:30pm Philadelphia Marriott: Grand Ballroom E
Come and hobnob with the good and the great of the International Management Division - The BEST PARTY in Town!
Division Chair: **Ravi Ramamurti**, Northeastern U.
Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of Management
Program Chair: **Tatiana Kostova**, U. of South Carolina
Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

1515 : (MED) MED Social Event

7:00pm - 10:00pm Philadelphia Marriott: Independence Ballroom
Organizer: **Alvin Hwang**, Pace U.
Hosts: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Laurie Milton**, U. of Calgary/U. of Western Ontario; **Alvin Hwang**, Pace U.; **Katherine A. Karl**, Marshall U.

Wednesday 7:00AM

1516 : (MED) MED Executive Breakfast Planning Meeting

7:00am - 8:10am Pennsylvania Convention Center: Room 109B
Division Chair: **Laurie Milton**, U. of Calgary/U. of Western Ontario
Division Chair-Elect.: **Alvin Hwang**, Pace U.
Program Chair: **Katherine A. Karl**, Marshall U.

1517 : (MSR) MSR Meditation Session

7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
Organizer: **Gerald Biberman**, U. of Scranton

Wednesday 7:30AM

1518 →: (IM) International Management Division Membership Program Feedback Meeting

7:30am - 8:30am Philadelphia Marriott: Franklin 4
Come and give feedback on the program to IMD Executive Committee members.
Division Chair: **Ravi Ramamurti**, Northeastern U.
Division Chair-Elect.: **Timothy Michael Devinney**, Australian Graduate School of Management
Program Chair: **Tatiana Kostova**, U. of South Carolina
Professional Development Workshop Chair: **Andrew Delios**, National U. of Singapore

Wednesday 8:00AM

1519 : (AAA) Conference Registration

8:00am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, On-site Registration, and Exhibitor Registration

1520 : (AAA) Philadelphia 2007 LAC

8:00am - 12:00pm Pennsylvania Convention Center: Room 307A
Local Arrangements Chairs: **Denise Potosky**, Pennsylvania State U.; **Eric W. Stein**, Pennsylvania State U., Great Valley

Wednesday 8:30AM

1521 →: (BPS) International Perspectives on the News Media's Influence on Corporate Reputation

8:30am - 10:20am Philadelphia Marriott: Franklin 10
Chair: **Craig E. Carroll**, U. of North Carolina at Chapel Hill
Moderator: **David Deephouse**, U. of Alberta
Participants: **Stelios C. Zyglidopoulos**, U. of Cambridge; **Eva Goutzamani**, Athens U. of Economics and Business; **Davide Ravasi**, Bocconi U.; **Elena Dalpiaz**, Bocconi U.; **Martin Horacio Kunc**, U. Adolfo Ibanez; **Rosa Chun**, Manchester Business School; **Peter Kjaer**, Copenhagen Business School; **Mette Morsing**, Copenhagen Business School

1522 : (BPS) Absorptive Capacity: Bridging Strategy and OB from a Multi Level Perspective

8:30am - 10:20am Philadelphia Marriott: Franklin 2
Chairs: **Avi Fiegenbaum**, Technion U.; **Miriam Erez**, Technion U.
 Competitive ACAP and Performance: The Impact of Environmental Dynamism and Learning Culture | **Galit Lev Ran**, Technion Israel Intitute of Technology; **Miriam Erez**, Technion U.

Competitive Absorptive Capacity, Top Management Teams and Firm Performance | **Danny Vatrik**, Technion Israel Intitute of Technology

Entrepreneurial Team Characteristics, Team ACAP, and the Opportunity Expected Economic Value | **Tali Sivan**, Technion Israel Intitute of Technology; **Ella Miron-Spektor**, Carnegie Mellon U.; **Uzi De Haan**, Technion-Israel Institute of Technology

Entrepreneurs' Founding Decision: Experience, Personal Dispositions and Opportunity Characteristics | **Oshrat Srabstein**, Technion Israel Intitute of Technology; **Avi Fiegenbaum**, Technion U.; **Moshe Givon**, Tel Aviv U.

1523 : (Paper Session) - (BPS) Competitive Interaction and Contingency Perspectives

8:30am - 10:20am Philadelphia Marriott: Room 406
Chair: **Leonard G Love**, U. of Houston - Clear Lake
Discussant: **Jacqueline Zinn**, Temple U.
 Strategies of Intermediation and Value Chain Dynamics: Lessons Drawn from Electronic Intermediation | **Corentin Curchod**, U. of Paris I Sorbonne
 National Context and Strategy | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Juha S. Laurila**, Helsinki School of Economics; **Henri Schildt**, Imperial College of Science, Technology and Medicine
 What's Changing? Re-Examining The Components Of Environmental Velocity | **Brian Wixted**, Simon Fraser U.; **Ian P. McCarthy**, Simon Fraser U.; **Brian R. Gordon**, Simon Fraser U.
 The Impact of Environmental Characteristics on Firm Performance: A Meta-Analysis | **Nina Rosenbusch**, Friedrich-Schiller-U.Jena; **Andreas Bausch**, Friedrich-Schiller-U.Jena; **Anne Galander**, Friedrich-Schiller-U.Jena

1524 : (Paper Session) - (BPS) Interfirm Coordination: RBV and TCE Perspectives

8:30am - 10:20am Philadelphia Marriott: Room 407
Chair: **Beverly B. Tyler**, North Carolina State U.
Discussant: **Russell Coff**, Emory U.
 Fatal Attraction, Social Pressures, and Joint Venture Termination | **Ithai Stern**, Northwestern U.; **Andrew D Henderson**, U. of Texas, Austin
 Do Alliances With Competitors Improve Product Performance? A Study of the Global Aircraft Industry | **Bernard Garrette**, HEC Paris; **Pierre Dussauge**, HEC Paris; **Xavier Castaner**, HEC Paris; **Louis Mulotte**, HEC Paris
 An Empirical Study of the Structure and the Determinants of IT Outsourcing Governance Provisions | **Yuanyuan Chen**, Emory U.; **Anandhi Bharadwaj**, Emory U.
 Alliance Longevity: Examining Factors from Transaction Cost and Dynamic Capabilities Perspectives | **Noushi Rahman**, Pace U.; **Helaine J Korn**, Baruch College

1525 : (Paper Session) - (BPS) Networks and Social Capital

8:30am - 10:20am Philadelphia Marriott: Room 408
Chair: **Sean Lux**, U. of South Florida
Discussant: **Janice A. Black**, New Mexico State U.
 Middle Managers in the Strategy Process: Group Affiliation, Structural Holes and Tertius Iungens | **Weilei**

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Visual Presentation | Best Paper Proceedings

(*Visual*) **Em, U. of Pittsburgh, Gregory C. Boss, U. of Texas, Dallas**

→ **Are All Board Interlocks Created Equal? The Differential Impact of Sent, Received, and Neutral Ties** | **Anja C. Tuschke**, U. of Bern; **Wm. Gerard Sanders**, Brigham Young U.; **Exequiel Hernandez**, U. of Minnesota; **Susanne Krenn**, KSB AG

Social Capital Accessibility and Innovation: Mobility and Knowledge Flows in Semiconductor Industry | **Rafael A. Corredoira**, U. of Pennsylvania

→ **Social Capital and Competitive Behavior: A Study of Interfirm Networks and Rivalry among Automakers** | **Goce Andrevski**, U. of Kentucky; **Walter J Ferrier**, U. of Kentucky; **Daniel J. Brass**, U. of Kentucky

1526 : (Paper Session) - (BPS) Strategy as Practice: Strategy Implementation

8:30am - 10:20am Philadelphia Marriott: Room 409

Chair: **Kathleen Anders**, Arizona State U.

Discussant: **Rita Gunther McGrath**, Columbia U.

→ **Strategic Planning: Mediating Distributed and Fragmented Interests in the Multi-National** | **Paula Jarzabkowski**, Aston Business School; **Julia Balogun**, Cass Business School, City U.

☉ **Sustaining Strategic Issues: Five Longitudinal Cases in Human Resource Management** | **Basak Yakis-Douglas**, New College, Oxford U.; **Richard Whittington**, Said Business School

📄 **Organizational Configurations and Firm Performance: A Research Model** | **Jack Militello**, U. of St. Thomas; **Michael Shepeck**, U. of St. Thomas

📄 **The Balanced Scorecard & Long-Term Profitability** | **Suzanne Christine Tucker**, Innovatia Inc.; **Martin Wielemaker**, U. of New Brunswick

1527 📄 JS: (BPS, TIM) Path Creation and Industry Architecture Innovation

8:30am - 10:20am Philadelphia Marriott: Franklin 1

Chair: **Myles P. Gartland**, Rockhurst U.

Discussants: **Raghu Garud**, Penn State U.; **Constantinos**

Markides, London Business School

Organizing Networks for Path Creation and Extension in Semiconductor Manufacturing Technologies | **Joerg Sydow**, Freie U. Berlin; **Arnold Windeler**, Technische U. Berlin; **Cornelius Schubert**, Technische U. Berlin; **Guido Moellering**, Max Planck Institute for the Study of Societies

Path Creation of Market Architectures for Wind Energy in the Danish Energy Sector | **Peter Karnoe**, Copenhagen Business School

Fossilized Routines, Lock-In And Architectural Innovation: The Case Of Physician Record Keeping | **Myles P. Gartland**, Rockhurst U.; **Martin H. Stack**, Rockhurst U.

Insiders, Outsiders and Path Creating Changes in Market Architectures | **Richard J Boland**, Case Western Reserve U.; **Nicholas Berente**, Case Western Reserve U.

1528 → 🗨️ JS: (BPS, TIM) From Science to Profits: Creating, Managing, and Profiting from Innovation in the Life Sciences

8:30am - 10:20am Philadelphia Marriott: Franklin 9

Organizer: **Stuart Graham**, Georgia Tech

Entity Dynamics & Network Emergence: The Case of Human Embryonic Stem Cell Research | **Jeffrey Furman**, Boston U.; **Fiona Murray**, Massachusetts Institute of Technology

Falling Awake: The Complexities of Learning from Failure | **Andrew Hess**, Georgia Institute of Technology; **Sam Ransbotham**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

Managing the Pace of New Product Introductions in the Pharmaceutical Industry | **Stuart Graham**, Georgia Tech; **Matthew J Higgins**, Georgia Institute of Technology

Pharmaceutical Firms' Patent Strategies in Developing Countries: Evidence from India | **Bhaven Sampat**, Columbia U.

1529 → 📄 JS: (CAR, IM) Boundaryless Careers Across Cultures

8:30am - 10:20am Pennsylvania Convention Center: Room 111A

Chairs: **Sally J. Power**, U. of St. Thomas; **Claartje J Vinkenburg**, Vrije U. Amsterdam

Studies of the Boundaryless Career across Cultures: An Analysis and Ideas for Future Study | **Sally J. Power**, U. of St. Thomas

Boundaryless Careers in Brazil – Challenges for Career Development | **Tania Casado**, U. of Sao Paulo

Boundaryless Careers in Turkey: the Case of Top-Ranking Firms in the Istanbul Stock Exchange | **Mustafa F Ozbilgin**, U. of East Anglia; **Meltem Ozkaya**, Celal Bayar U.

The Belgian Labor Market. The Place to Be When You Lack Mobility? | **Anneleen Forrier**, Lessius Hogeschool - K.U.Leuven

Physical and Psychological Career Mobility Under Transition from the Old to New Deal at Work in Japan | **Tatsuya Uenoyama**, Fukushima U.

Boundaryless Careers in the Russian Context | **Svetlana Khapova**, Vrije U. Amsterdam; **Konstantin Korotov**, ESMT

1530 JS: (CM, HR) Under-Explored and Under-Explained Individual Differences in Organizational Justice

8:30am - 10:20am Pennsylvania Convention Center: Room 105A

Chairs: **Jerald Greenberg**, National U. of Singapore; **Aino Salimaki**, Helsinki U. of Technology

Discussant: **Jerald Greenberg**, National U. of Singapore

Age Differences in the Relationship between Organizational Justice and Absenteeism | **Aino Salimaki**, Helsinki U. of Technology; **Kimmo Vehkalahti**, U. of Helsinki; **Anna Ylikorkala**, Helsinki U. of Technology

The Role of Gender, Justice Orientation, and Interpersonal Treatment on Reactions to a Supervisor | **Elizabeth Eve Umphress**, Texas A&M U.; **Maria Carmen Triana**, Texas A&M U.

Moral Identity and Deontic Justice: Emotional Reactions to Mistreatment Against Self and Others | **Will Felps**, U. of Washington; **Karl Aquino**, U. of British Columbia

Forming and Reacting to Overall Fairness: A Cross-Cultural Comparison | **Tae-Yeol Kim**, City U. of Hong Kong; **Kwok Leung**, City U. of Hong Kong

1531 📄: (Paper Session) - (CMS) Social Identity and Consumption: Subjectivity in Organizations

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom I

Chair: **Leah Ritchie**, Salem State College

📖 Donuts and Diets: Food and Subjectivity in Organizations | **Michaela Driver**, East Tennessee State U.

📖 Ready-Made Self-Made Men? The Paradox of the Enterprising Self Within Organizations | **Claudia Groß**, U. of Mannheim; **Nicole Reifenscheidt**, U. of Mannheim

➔ Leadership and Boredom: the 'Undiscussable' Imperative | **Brigid Jan Carroll**, U. of Auckland; **Polly Parker**, U. of Queensland

Social Identity and Consumption: A Critical Study of The Use of Fake Luxury Goods | **Suzane Strehlau**, Centro U. da FEI; **Isabella Freitas Vasconcelos**, Centro U. da FEI; **Melby Zuniga Huertas**, Centro U. da FEI

1532 📖: (Paper Session) - (ENT) **Emotion and Entrepreneurship**

8:30am - 10:20am Philadelphia Marriott: Franklin 11

Chair: **Miguel Pereira Lopes**, ISPA

Discussant: **Minet Schindehutte**, Syracuse U.

📖 A Contextual Study of Entrepreneur Dispositional Optimism | **Keith Hmieleski**, TCU

📖 ➔ How entrepreneurs regulate stakeholders' emotions to build new organizations | **Quy Nguyen Huy**, INSEAD; **Christoph Zott**, INSEAD

Role of Emotions in the Entrepreneur's Opportunity Recognition Process | **Malavika Sundararajan**, Rensselaer Polytechnic Institute; **Lois S. Peters**, Rensselaer Polytechnic Institute

📖 ➔ Emotional Intelligence and Corporate Entrepreneurship: A Cross-Cultural Study Using Dyads | **M. Afzalur Rahim**, Western Kentucky U.; **Matthew R. Marvel**, Western Kentucky U.

1533 📖: (Paper Session) - (ENT) **The Sociality of Entrepreneurship**

8:30am - 10:20am Philadelphia Marriott: Franklin 12

Chair: **Dilene Crockett**, Northeastern State U.

Discussant: **James A Wolff**, Wichita State U.

📖 Nations of entrepreneurs: A social capital perspective | **Seok Woo Kwon**, U. of Kentucky; **Pia Maria Arenius**, Turku School of Economics and Business Administration

Does networking work? How industry events shape the social networks and performance of new ventures | **Wouter Stam**, VU U. Amsterdam

📖 Friendship in the founding entrepreneurial team: Creating fortune or courting folly? | **Edith C. Busija**, U. of Richmond; **Robert R Taylor**, U. of Memphis; **Kristin Prien**, Christian Brothers U.

📖 Social Networks and Entrepreneurship: An Empirical Study on Ethnic Professional Associations in SV | **Xiaohong Quan**, San Jose State U.

1534 📖: (Paper Session) - (ENT) **Entrepreneurship and Opportunity**

8:30am - 10:20am Philadelphia Marriott: Room 410

Chair: **Linda F. Edelman**, Bentley College

Discussant: **Dawn R. DeTienne**, Colorado State U.

📖 The Many Faces of Entrepreneurial Opportunities: Exploration & Exploitation in the Quest for

📖 Teaching-oriented | 📖 Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📖 Research-oriented | 👁 Visual Presentation | 📄 Best Paper Proceedings

New Ideas | **Luis Vives De Prada**, ESADE Business School; **Silviya Svejenova**, ESADE Business School

Entrepreneurial Opportunity as Outcome of a Structuration Process: An Exploration | **Sanjay Bhowmick**, U. of Auckland

📖 The Role of Entrepreneurial Alertness in the Opportunity Recognition Process | **Ru-Mei Hsieh**, NSYSU., Kaohsiung, Taiwan; **Chang-Yung Liu**, NSYSU., Kaohsiung, Taiwan

📖 Inside looking out: Individual and situational differences in opportunity evaluation decisions | **J. Robert Mitchell**, U. of Oklahoma; **Dean A Shepherd**, Indiana U.

1535 📖: (Paper Session) - (ENT) **International New Ventures**

8:30am - 10:20am Philadelphia Marriott: Room 411

Chair: **Kathy Fogel**, Northern Kentucky U.

Discussant: **Susanna Khavul**, U. of Texas at Arlington

Decision Making under Resource Constraints: How International New Ventures Achieve More with Less | **Vladislav Maksimov**, Georgia State U.; **Ben Oviatt**, Georgia State U.

➔ How Venture Capitalists Mitigate the Agency Risks of Portfolio Company Internationalization | **Joseph A LiPuma**, Boston U.

➔ 📖 Home-Based Product Strategies and Export Performance in International Entrepreneurial Firms | **Yuan Lu**, Chinese U. of Hong Kong; **Lianxi Zhou**, Lingnan U., Hong Kong; **Weiwen Li**, Chinese U. of Hong Kong

➔ 📖 Drivers of International Entrepreneurship: Efficiency vs. Effectiveness | **Joerg Zimmermann**, Max Planck Institute of Economics, Jena

1536 📖: (Paper Session) - (ENT) **Choices in Family Business**

8:30am - 10:20am Philadelphia Marriott: Room 412

Chair: **Christopher E. Stevens**, Case Western Reserve U.

Discussant: **Luca Gnan**, Torvergata

📖 Work and family conflict: An empirical study of entrepreneurs | **Leon Schjoedt**, Illinois State U.; **Jack L Howard**, Illinois State U.

📖 The Family Business Pipeline: Where Norms and Modeling Make a Difference | **Alan L Carsrud**, Florida International U.; **Norris F Krueger**, TEAMS/Entrepreneurship Northwest; **Malin Brannback**, Abo Akademi U.; **Jill Kickul**, Miami U.; **Jennie Elfving**, Abo Akademi U.

Short-Term or Long-Term Efficiency: The Role of Internal Controls in Family Firms Governance Choices | **Lin Ching Hsu**, National Cheng Kung U/ Far East U

📖 With Help from Family: How Entrepreneurs Involve Family throughout the Entrepreneurial Process | **Kim Klyver**, U. of Southern Denmark

1537 🗨️📖: (GDO) **Doing Well by Doing a Better Job of Recognizing Gender Effects**

8:30am - 10:20am Pennsylvania Convention Center: Room 104A

Discussant: **Deborah Erdos Knapp**, Kent State U.

Ambivalent Sexism, Social Desirability, and Applicant Evaluations | **Amy-Nicole Salvaggio**, U. of Tulsa; **Michelle Streich**, U. of Tulsa; **Jennifer Hopper**, U. of Tulsa

Differential Prediction of Salary Expectations for Women and Men | **Mary Hogue**, Kent State U.; **Cathy Dubois**, Kent State U.; **Lee Fox-Cardamone**, Kent State U.

Gender and Nationality in 360-degree Feedback | **Debra S Gattton**, Tiffin U.; **Laura Ketter**, Tiffin U.; **Gary A Kustis**, Watterson, Aldridge & Associates, Inc.

Presenters: **Amy-Nicole Salvaggio**, U. of Tulsa; **Mary Hogue**, Kent State U.; **Laura Ketter**, Tiffin U.


Participants: **Michelle Streich**, U. of Tulsa; **Jennifer Hopper**, U. of Tulsa; **Cathy Dubois**, Kent State U.; **Lee Fox-Cardamone**, Kent State U.; **Debra S Gattton**, Tiffin U.; **Gary A Kustis**, Watterson, Aldridge & Associates, Inc.


1538 : (Paper Session) - (HCM) Hospital Strategic Behavior and Performance


8:30am - 10:20am Loews Philadelphia: Commonwealth B

Chair: **Warren L Lyons, FACHE**, Temple U Health System

Discussant: **Sharon Topping**, U. of Southern Mississippi

 Rx for Risk: Evidence on the effects of prior performance on hospital risk decisions | **Joel Ryman**, East Tennessee State U.; **Craig Turner**, East Tennessee State U.

 Evidence-Based Effects of Interorganizational Cooperative Activities on Hospital Performance | **Hanh Q Trinh**, U. of Wisconsin, Milwaukee; **James W Begun**, U. of Minnesota; **Roice D Luke**, Virginia Commonwealth U.

 The Effect of the Hospital Strategic Planning Process on Performance | **Amer Kaissi**, Trinity U.; **James W Begun**, U. of Minnesota


Antecedents to Hospital Bankruptcies: A Political and Economic Framework | **Amy K. Yarbrough**, U. of Florida; **Robert J Landry**, Jacksonville State U.


1539 : (Paper Session) - (HR) Emotions in the Workplace


8:30am - 10:20am Pennsylvania Convention Center: Room 111B


Chair: **Walter Davis**, U. of Mississippi

Discussant: **Nita Chhinzer**, U. of Guelph

 Associations Between Employees' Identification, Emotional Labor Strategy and Consequences | **Yu-Chuan Tung**, National Kaohsiung U. of Applied Sciences; **Yi-Ping Lin**, National Kaohsiung U. of Applied Sciences; **Yi-Jung Chen**, National Kaohsiung U. of Applied Sciences

 An Exploratory Study for Measuring Individual Grieving Stages During a Worksite Closure | **Gary J. Blau**, Temple U.

 Comparing Antecedents of Voluntary Versus Involuntary Layoffs: A Policy Capturing Exploration | **Naresh C. Agarwal**, McMaster U.; **Nita Chhinzer**, U. of Guelph



 HR Managers as Toxin Handlers: The Buffering Effect of Formalizing "Soft" Responsibilities | **Carol T. Kulik**, U. of South Australia; **Christina Cregan**, U. of Melbourne; **Isabel Metz**, U. of Melbourne; **Michelle Brown**, U. of Melbourne

1540 : (Paper Session) - (HR) HR in Small and Medium Size Firms



8:30am - 10:20am Pennsylvania Convention Center: Room 112A

Chair: **Miguel Quinones**, Southern Methodist U.


Discussant: **Hui Liao**, Rutgers U.

  The Reality of Current Human Resource Management Practices in Small Private Firms in China | **Xiaoyun Wang**, U. of Manitoba; **Kun Qiao**, Dalian U. of Technology

 Teaching-oriented |  Practice-oriented |  International-oriented |  Theme-oriented |  Research-oriented |  Visual Presentation |  Best Paper Proceedings

  Managing Human Resources in Small and Medium-Sized Enterprises | **Chin-Ju Tsai**, U. of Warwick

 The Utilization of Human Capital Enhancing Programs among Small and Medium Enterprises | **Brian S. Klaas**, U. of South Carolina; **Malayka Klimchak**, Winthrop U.; **Matthew Semadeni**, Kelley School of Business, Indiana U.; **Jeanne Johnson**, U. of South Carolina


 HRM in Biotechnology SMEs: The Role of the Founder-Scientist | **Marcus W. Y. Ho**, Auckland U. of Technology; **Marie Wilson**, U. of Auckland

1541 : (Paper Session) - (HR) HRM and Knowledge Workers


8:30am - 10:20am Pennsylvania Convention Center: Room 112B


Chair: **Heather S. McMillan**, U. of Tennessee, Knoxville

Discussant: **Aharon Tziner**, Netanya U. College

 A Case Study of Knowledge Supply and Organizational Effectiveness | **Alan Burton-Jones**, U. of Canberra

A Predictive Model of Employee Self Development: The Effects of Individual and Contextual Variables | **Qiumei Jane Xu**, U. of California, Irvine

 The Crucial Role of HR and IT in Professional Services | **Naresh Khatri**, U. of Missouri, Columbia; **Alok Baveja**, Rutgers U.; **Narendra M. Agrawal**, Indian Institute of Management, Bangalore; **Gordon D. Brown**, U. of Missouri, Columbia


 The Benefits of Human Resource Certification: A Critical Analysis & Recommendations for Research | **Mark L. Lengnick-Hall**, U. of Texas, San Antonio; **Herman Aguinis**, U. of Colorado, Denver

1542 : (Paper Session) - (HR) Antecedents and Outcomes of Compensation Practices


8:30am - 10:20am Pennsylvania Convention Center: Room 113C


Chair: **Claretha Banks**, U. of Arkansas

Discussant: **Peter Thompson**, U. of Illinois at Chicago

 External Labor Market Influences on CEO Pay Design and Disclosure | **Ingrid Fulmer**, Georgia Institute of Technology

 Effects of Wage Dispersion and Wage Compression on Firm Performance in Chinese Enterprises | **Daniel Z. Ding**, City U. of Hong Kong; **Syed Akhtar**, City U. of Hong Kong; **Lianzi Xu**, City U. of Hong Kong

 The Meaning of Pension Incentives and Their Implications for Work Outcomes | **Andrew Luchak**, U. of Alberta; **Dionne Pohler**, U. of Alberta

 How Strategic Is Strategic Pay? The Case of Profit Sharing | **Tony Fang**, School of Administrative Studies, York U.; **Richard J. Long**, U. of Saskatchewan

1543 JS: (HR, OB) The Employment Relationship in China: Western Theory in the Chinese Context

8:30am - 10:20am Pennsylvania Convention Center: Room 105B

Organizers: **Zhike Lei**, George Mason U.; **Lois Tetrick**, George Mason U.

Discussant: **Anne S. Tsui**, Arizona State U.

Presenters: **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong; **Peng Chunyan**, Lingnan U.; **Dean Tjosvold**, Lingnan U.; **Jin Zhang**, Tsinghua U.; **Ziming Luo**, Beijing Technology and Business U.

Participants: **Peter Hom**, Arizona State U.; **Lynn Shore**, San Diego State U.; **Joshua B. Wu**, U. of Miami

1544 → 📄: (Paper Session) - (IM) **Country Characteristics and Firm International Performance**

8:30am - 10:20am Philadelphia Marriott: Franklin 3

Chair: **Dominic M. Mwenja**, Pacific Western U.

Discussant: **Miguel Rivera-Santos**, Babson College

- Domestic Rivalry and Export Performance: Theory and Evidence from International Airline Markets | **Joseph A. Clougherty**, Wissenschaftszentrum Berlin (WZB); **Anming Zhang**, U. of British Columbia
- National Cultural Values, Social Capital, Collaborative Exchange, and Micro-Enterprise Performance | **Jasmine Tata**, Loyola U. Chicago; **Sameer Prasad**, U. of Wisconsin, Whitewater
- 🗣️📄 The Impact of National Culture on Corporate Diversification | **Ryan Savitz**, Neumann College; **Stephen P Fitzgerald**, Touro U. International; **Joshua Shackman**, Touro U. International
- 📄 Performance of establishment modes-the influence of host-country characteristics | **Desislava Dikova**, U. of Groningen
- 📄 The Role of Industry Context and Managerial Discretion in the US Industry Exports | **Arvin Sahaym**, U. of Washington, Seattle; **Kevin Steensma**, U. of Washington

1545 → 📄: (Paper Session) - (IM) **Dealing with Institutional Imperfections in Emerging Markets**

8:30am - 10:20am Philadelphia Marriott: Room 413

Chair: **Irina Naoumova**, U. of Tennessee

Discussant: **Ayesha Malhotra**, U. of Calgary

- 🗣️ → 🗣️📄 Anti-counterfeiting, brand positioning and consumer knowledge to discern fakes | **Deli Yang**, Bradford U.; **Gerald Fryxell**, CEIBS
- 🗣️ Networking as Organizational Response to Institutional Upheaval: Evidence from Central Eurasia | **Kiran Mirza Ismail**, U. of Texas, Dallas; **David L Ford Jr**, U. of Texas, Dallas
- IM Division Best Paper Award Finalist**
- 🗣️ → 📄 Institutional Governance and Market Signals: Deceptive Mimicry in Russia's Post-Communist Banking | **Andrew Spicer**, U. of South Carolina; **Livia Markoczy**, U. of Texas, Dallas
- 📄 Strategy and Structure in Emerging Market Business Groups | **Jeffrey Owen Herzog**, Cambridge U.; **Kamal Munir**, U. of Cambridge

1546 → 📄: (Paper Session) - (IM) **Another Glimpse into Internationalization**

8:30am - 10:20am Philadelphia Marriott: Room 414

Chair: **Elisabetta Marafioti**, Bocconi U.

Discussant: **J. Muir Macpherson**, Georgetown U.

- Governance Decisions in the R&D Process: An Integrative Theoretical Framework | **Andrea M. Noya**, U. of Oviedo; **Esteban Garcia-Canal**, U. de Oviedo, Spain
- 📄 Exit Decisions of Entrepreneurs in International Markets | **Ilgaz Arikan**, Georgia State U.
- 📄 Institutional Pressures and the Commencement of Internationalization: Evidence from Taiwanese SMEs | **Hsiang-Lin Cheng**, Feng-Chia University, Taiwan; **Chow-Ming Yu**, National Chengchi U., Taiwan

📄 Teaching-oriented | 🗣️ Practice-oriented | → International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🗣️ Visual Presentation | 🗣️ Best Paper Proceedings

🗣️ Extending the Staged Model of Foreign Expansion: Cross-Border Syndication by UK PE Firms in Continental Europe, 1990-2005 | **Miguel LCJ Meuleman**, Vlerick Leuven Gent Management School

1547 → 📄: (Paper Session) - (IM) **International OB**

8:30am - 10:20am Philadelphia Marriott: Room 415

Chair: **Leigh Anne Liu**, Georgia State U.

Discussant: **Davina E. Vora**, U. of Texas, Dallas

- 🗣️📄 Cultural differences in the perception of trustworthiness | **Miriam Muethel**, WHU - Otto Beisheim School of Management
- Instrumental and Noninstrumental Voice and Procedural Justice Perceptions for French and Americans | **Katherine Fodchuk**, Old Dominion U.; **Heather Downey**, Old Dominion U.
- A Four-Country Study of Coworker Trust | **Robert D Costigan**, St. John Fisher College; **Richard Charles Insinga**, St. John Fisher College; **Selim S Ilter**, St. John Fisher College; **Jason Berman**, St. John Fisher College
- 📄 Power and Temporal Commitment: An Investigation in Portugal, Turkey, and the United States | **Manuel Anibal Portugal Ferreira**, Instituto Politécnico de Leiria; **Sungu Armagan**, Florida International U.

1548 : (Paper Session) - (IP) **Innovation Diffusion**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **Maggie Hui-Fen Chen**, National ChengChi U.

- 📄 **TIM**: Diffusion of Organisational Practices in Turbulent Environments | **Nicola Baldini**, U. of Bologna; **Rosa Grimaldi**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna
- **TIM**: How Do Latecomers Catch Up with Forerunners? | **Shihmin Jimmy Lo**, National Taiwan U.; **Show-Ling Jang**, National Taiwan U.; **Weng-Hau Chang**, National Taiwan U.
- OMT**: The Coevolution of Organizational Diffusion and Mass-Media Communication: The Case of the Business Process Reengineering Fashion | **Eric Abrahamson**, Columbia U.

1549 : (Paper Session) - (IP) **Corporate Social Responsibility: Corporations Doing Good**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Julie Rowney**, U. of Calgary

- CMS**: The Emperor, Newspeak, and Corporations as Agents of Social Change | **Andrew Fergus**, U. of Calgary; **Julie Rowney**, U. of Calgary
- 🗣️📄 **MH**: Now You See it, Now You Don't: Labor-Management Cooperation and the Academic Origins of CSR | **Richard Marens**, California State U. Sacramento
- 📄 **SIM**: Conceptualizing the Dynamics of Social Responsibility: Evidence from the case study of Estonia | **Kylliki Tafel**, Estonian Institute for Futures Studies; **Ruth Alas**, Estonian Business School
- 🗣️📄 **ONE**: Limits to Corporate Social Responsibility | **Knud Sinding**, U. of Southern Denmark; **Philip Peck**, Lund U.

1550 : (Paper Session) - (IP) **Entrepreneurial Process I**

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Moren Levesque**, U. of Waterloo

- 📄 **ENT**: The Informal Economy: Entrepreneurship Outside of Institutions | **Justin Wolfgang Webb**, Texas A&M U.; **Laszlo**

Tihanyi, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.; **David G. Sirmon**, Texas A&M U.

→ **ENT**: The State, the Social Sector, and the Market in the Making of China's First Entrepreneurial Venture | **C.H. Tzeng**, Samsung Economic Research Institute

→ **ENT**: The Evolutionary RBV: A Longitudinal Process Study of a Chinese Entrepreneurial Venture | **Jing Zhang**, Lancaster U.; **Wei Zhang**, Tsinghua U.; **Patrick J. Murphy**, DePaul U.

📖 **ENT**: Entrepreneurial Opportunities: Challenges of a Constructivist View | **Didier Chabaud**, Ecole de Management de Normandie; **Joseph Ngijol**, Ecole Supérieure des Sciences Economiques et Commerciales

📖 **ENT**: Serial Entrepreneurship: Differentiating Direct from Latent Re-entrants | **António Miguel Amaral**, Instituto Superior Técnico; **Rui Baptista**, Instituto Superior Técnico

1551 : (Paper Session) - (IP) Governance in Inter-firm Contexts

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A4

Facilitator: **Sung Min Kim**, Loyola U. Chicago

📖 **OCIS**: Path Dependent Processes for the Evolution of Vendor-Client Relationships in IT Services | **Mahesh Kumar Ramamani**, Michigan State U.

→ 📖 **BPS**: Role of Interfirm Contexts in the Choice of Alliance Governance Structure | **Senthil K. Muthusamy**, Bowling Green State U.

📖 **BPS**: Alliance Structure Choice: Resource Type or Resource Heterogeneity? | **Thomas Mellewigt**, Free U., Berlin; **TK Das**, Baruch College

📖 **BPS**: Interfirm Governance Mechanisms: A Structure and Process Approach | **Fabrice Lumineau**, HEC-Paris School of Management

1552 : (Paper Session) - (IP) Individual Learning and Knowledge Sharing III

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B1

Facilitator: **Jean Phillips**, Rutgers U.

TIM: An Integrative Model: Organizational Climate with Knowledge Transfer and Individual Innovation | **Yi Zhang**, U College Dublin

📖📖 **MED**: Mentoring as a Learning Tool: Enhancing the Effectiveness of an Undergraduate Mentoring Program | **Caroline P. D'Abate**, Skidmore College; **Erik R. Eddy**, Siena College

CAR: Individuals' Positive Affectivity and Mentoring Network Functions | **Min-Jeong Kim**, Chonnam National U.; **Hongseok Oh**, Yonsei U.; **Min-Soo Kim**, Ewha Women's U.

📖 **ODC**: Expensive leases and disheartened cops – Why employees learn more in change projects than we think | **Gabriele Jacobs**, Erasmus U. Rotterdam; **Anne Keegan**, U. of Amsterdam; **Jochen Christe-Zeyse**, German Police U.; **László Pólos**, U. of Durham

1553 : (Paper Session) - (IP) Institutions and Firms

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B2

Facilitator: **Michael K Moch**, Michigan State U.

→ 📖 **OCIS**: Unpacking Strategic Renewal through the Institutional Theory Lens: The Case of KM at the ADB |

Poornima Luthra, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore

🗣️ **OMT**: "Does Industry Trajectory Impact Profitability?" | **Juliana Bonomi Santos**, Fundacao Getulio Vargas; **Cristina Barbosa do Amaral Gurgel**, Fundacao Getulio Vargas

OMT: Institutional change and professional practices: The case of French doctoral education | **Aubepine Dahan**, Ecole Nationale des Ponts et Chaussées; **Vincent Mangematin**, INRA/UPMF

📖 **BPS**: The 2003 Dividend Tax Cut and Corporate Dividend Policy: How Much Do Agency Problems Matter? | **Mazhar Islam**, U. of Minnesota

ENT: Evolution of the NYC New Media Ecosystem: An Institutional/Entrepreneurial Perspective | **Cliff Wymbs**, Baruch College

1554 : (Paper Session) - (IP) Power in Organizations II

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B3

Facilitator: **Kenneth Lee Bettenhausen**, U. of Colorado at Denver and Health Sciences Center

OB: Toward an Understanding of the Nature and Outcomes of Status Inequality in Organizations | **Amy Christie**, Queen's U.; **Julian Barling**, Queen's U.

MOC: Reputation, Power, and Political Skill in Organizational Transfer | **John A. Martin**, Florida State U.

📖 **BPS**: The Impact of Organizational Politics on Strategy Effectiveness | **Jane Gunn**, Australian National U.; **Stephen Chen**, Australian National U.

📖 **OB**: Glorious or Notorious? Patterns of Personal Reputations in the Workplace | **Jennifer Dunn**, Michigan State U.

1555 : (Paper Session) - (IP) Socially Responsible Values on Organizational Behavior

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B4

Facilitator: **Robin Taylor Byerly**, Appalachian State U.

📖 **OB**: CSR Influence on Employees' Attitudes, Behaviours, and Performance: An Integrative Model | **Jean-Pascal Gond**, Nottingham U. Business School; **Assaad ElAkremi**, U. of Toulouse; **Jacques Robert Igalens**, IAE, U. of Toulouse I; **Valérie Swaen**, IAG, Louvain School of Management

🗣️ **ONE**: Environmental NGOs: A study of leadership, organizational culture, and effectiveness | **Carolyn Egri**, Simon Fraser U.; **Craig Mayberry**, UBC; **David Thomson**, Training Resources for the Environmental Community

→ 🗣️ **MC**: Corporate Social Responsibility and Value Based Management in a Multinational Company. | **Bjoern Z. Ekelund**, Human Factors

🗣️ **CMS**: DOING GOOD AND WELL. Intrinsic alignment between personal interest, firm goals and societal needs | **Hector O. Rocha**, IAE - Management and Business School of Austral U.

Best CMS Paper Nominee

🗣️ **OB**: Corporate Volunteer Programs & Employee Responses: How Serving the Community Also Serves the Company | **David A. Jones**, U. of Vermont

1556 : (Paper Session) - (IP) Resources, Knowledge, and Firm Performance III

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C1

Facilitator: **Sarah J Marsh**, Northern Illinois U.

OCIS: The Development Paths of Non-Strategic Capabilities |

Shan-Ling Pan, National U. of Singapore; **Chee Chang Tan**, National U. of Singapore; **Jimmy Huang**, U. of Warwick; **Brad Poulson**, U. of Warwick

📖 **BPS: A Synoptic View of the RBV: Assetization and Duality of Resources | William Acar**, Kent State U.; **Brian Polin**, Jerusalem College of Technology

📖 **MOC: Making Sense of the Resource-Based View? | Stephane A. Tywoniak**, Queensland U. of Technology

🗣️ **HR: Implementing an Organizational Strategy of Sustainability: The Role of Human Resources | Kent D. Fairfield**, Fairleigh Dickinson U.; **Jeana Wirtenberg**, Jeana Wirtenberg, Ph.D, LLC; **Joel I Harmon**, Fairleigh Dickinson U.; **William G. Russell**, SKN Worldwide

1557: (Paper Session) - (IP) Social Networks in a Competitive Environment

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Rajaram Veliyath**, Kennesaw State U.

📖 **BPS: Network Formation and the Emergence of Dynamic Capabilities in Technology Based New Ventures (TBNVs) | Joanne Jin Zhang**, City U. London

IM: Political Ties and Firms' Strategic Reaction to Competitive Foreign Entry in Transition Economies | Weiting Zheng, National U. of Singapore; **Kulwant Singh**, National U. of Singapore

➔ **ENT: Goal Interdependence, Social Capital, and Intangible Resources of Entrepreneurial Firms in China | Yi Feng Chen**, Lingnan U.; **Mike C. H. Chao**, Baruch College; **Zuobin Ye**, Hong Kong Perfect Company

📖 **OMT: The Strength of Strong Ties: How Friendships Influence the Degree of Price Competition | Peder Inge Furseth**, BI Norwegian School of Management

🗣️ **OMT: Networking Capability and Performance of Multinational Corporations | Nicolas Rolland**, CERAM; **Renata Kaminska-Labbe**, CERAM

1558: (Paper Session) - (IP) Strategic Choice

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Asli Musaoglu Arikan**, Georgia State U.

ENT: Keeping Geographic Expansion Thrusts under Different Environmental Conditions | Hsien-Jui Chung, National Chung Cheng U.; **Chun-Chung Chen**, Yuan Ze U.; **Hsuan Lo**, Chia Nan U. of Pharmacy & Science

BPS: Implementation of Expansion Strategy – Impact of Industry and Firm Context | Arun Kumar Tripathy, Indian Institute of Management Bangalore

📖 **ENT: Toward A Symbiotic Theory of Franchising: Implications for Outlet Location, Ownership, and Size | Alexa A Perryman**, Florida State U.; **Jim Combs**, Florida State U.

➔ **ENT: Business Planning in Uncertain Environment | Lyubov A. Bogun**, Odesa Institute of Entrepreneurship and Law; **Dmitro A. Sokolov**, Independent Researcher

BPS: Understanding the Relation between Environmental Dynamics, Strategic Renewal, and Firm Performance |

Sergei Floricel, U. of Quebec, Montreal; **John L Michela**, U. of Waterloo

1559: (Paper Session) - (IP) Strategic Role of HR

8:30am - 10:20am Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **David P. Lepak**, Rutgers U.

📖 **HR: Strategic Human Resource Management: Three-Stage Process And Influencing Organisational Factors | Manjari Singh**, Indian Institute of Management Ahmedabad; **Sandeep K. Krishnan**, Indian Institute of Management, Ahmedabad

🗣️ **HR: Human Resources and Strategy in Outsourced and in-house call centers: Empirical findings from Brazil | Pedro Lucas de Resende Melo**, Pontifical Catholic U. of Sao Paulo; **Felipe Mendes Borini**, U of São Paulo; **Moacir de Miranda Oliveira Jr**, U. of Sao Paulo

🗣️ **HR: An Empirical Study on Human Resource Management in Small and Medium Sized Enterprises in China | Li Xue Cunningham**, Cass Business School, City U.

HR: Towards a process-oriented assessment of the HR function: scale development and validation | Jeroen Delmotte, Katholieke U. Leuven; **Luc Sels**, Katholieke U. Leuven; **Sophie De Winne**, Lessius Hogeschool - K.U.Leuven

🗣️ **HR: One size does not fit all: Linking customer service strategy with human resource management | Ying Hong**, Rutgers U.; **David P. Lepak**, Rutgers U.

1560: (Paper Session) - (MED) Teaching Management: Issues and Practices

8:30am - 10:20am Pennsylvania Convention Center: Room 109A

Chair: **George A. Redmond**, Franklin U.

Discussant: **Sabine Junginger**, Lancaster Institute for Contemporary Arts, Lancaster U.

📖 **LATERAL THINKING IN MANAGEMENT EDUCATION: EMIC ANALYSIS OF A GRADUATE PROGRAM PEDAGOGICAL EXPERIENCE | Hiroshi Shimazaki**, U. of Lethbridge; **Atulya Venkatramanan**, U. of Lethbridge

📖 **An Evaluation of "Intensity" in Skill Development Using Experiential Learning Methodologies | Robert C Giambatista**, Lehigh U.; **J Duane Hoover**, Texas Tech U.

Bringing management down from the heavens: Day to day decision making | Greg Clydesdale, Massey U.

📖 **Math anxiety among business students | Barbara L Rau**, U. of Wisconsin, Oshkosh; **Melanie L. Holly**, Kohler Corporation

1561: (MED, SIM, CMS) Doing Well by Doing Good -- and Doing it in the Curriculum

8:30am - 10:20am Pennsylvania Convention Center: Room 109B

Chair: **Tammy MacLean**, Suffolk U.

Discussant: **Barrie E. Litzky**, Pennsylvania State U., Great Valley
Presenters: **Douglas R May**, U. of Kansas; **Rich Wokutch**, Virginia Tech; **Elisa Cobas-Flores**, EGADE-ITESM; **Bryan W Husted**, Tecnológico de Monterrey/Instituto de Empresa; **Danna Greenberg**, Babson College

1562: (Paper Session) - (MOC) Attributions About Performance, Leadership, Wrongdoing, and Morality

8:30am - 10:20am Pennsylvania Convention Center: Room 107B

Chair: **Fran Ackermann**, Strathclyde U.

Discussant: **Jennifer Jordan**, Kellogg School of Management, Northwestern U.

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🗣️ Visual Presentation | 📖 Best Paper Proceedings

Correspondence Bias in Performance Evaluation | **Zachariah Steven Sharek**, Carnegie Mellon U.

→ 📖 Cross Cultural Attributions for Group Performance | **Jack Anthony Goncalo**, Cornell U.; **George Kandathil**, Cornell U.

📖 The Role, Function, and Contributions of Attribution Theory to Leadership: A Review | **Mark J Martinko**, Florida State U.; **Paul Harvey**, U. of New Hampshire; **Scott C. Douglas**, U. of Montana

Halos or Horns? Effects of a Wrongdoer's Status on Attributions of Wrongdoing and Punishments | **Iryna Onypchuk**, U. of North Carolina; **Alison Fragale**, U. of North Carolina; **Benson Rosen**, U. of North Carolina; **Jia (Carol) Xu**, U. of North Carolina

🗣️ 📖 Praise, Denigration, and Moral Identity | **Scott Wiltermuth**, Stanford U; **Benoit Monin**, Stanford U; **Rosalind M. Chow**, Stanford U.

1563 📖: (Paper Session) - (MOC) Learning in Teams

8:30am - 10:20am Pennsylvania Convention Center: Room 110A

Chair: **Suzanne P. Weisband**, U. of Arizona

Discussant: **David V. Day**, Singapore Management U.

→ 📖 Dissimilarity and Learning in Teams: The Role of Relational Identification | **Danielle Cooper**, U. of North Texas
Social Capital, Social Identity, and Willingness of Knowledge Transfer in Blended Workgroups | **Mamta Bhatt**, Boston College

Virtual Team Learning: Reflecting and Acting, Alone or With Others | **Deborah Soule**, Harvard U.; **Lynda M. Applegate**, Harvard U.

Individual Learning in Organizational Groups: An Alternate View of Group Performance. | **Rebecca Mitchell**, U. of Newcastle; **Stephen Nicholas**, U. of Newcastle; **Brendan Boyle**, U. of Sydney

1564 📖: (Paper Session) - (MOC) Heuristics and Biases

8:30am - 10:20am Pennsylvania Convention Center: Room 113A

Chair: **Margaret D Gorman**, George Washington U.

Discussant: **Matthew A. Cronin**, George Mason U.

📖 An Asymmetry in the Value of Past and Future Events | **Eugene M Caruso**, Harvard U.; **Daniel T Gilbert**, Harvard U

📖 Distributed Calculation: Mechanisms of Risk Arbitrage in a World of Uncertainty | **Daniel Beunza**, Columbia U.; **David Stark**, Columbia U.

📖 Examining Managers' Judgments of Performance: A Test of Input Bias in the Field | **Vandana Ramachandran**, U. of Maryland, College Park; **Anand Gopal**, U. of Maryland, College Park

🗣️ 📖 How Thinking about Money and Economics Affects Attitudes about Spending Time | **Sanford Ely DeVoe**, Stanford U.; **Jeffrey Pfeffer**, Stanford U

1565 → 📖: (Paper Session) - (OB) Transformational Leadership: Impact on Individual, Group, and Firm Performance

8:30am - 10:20am Philadelphia Marriott: Room 309

Chair: **Joe Sprangel**, Lawrence Technological U.

Discussant: **Kevin B. Lowe**, U. of North Carolina, Greensboro

📖 Transformational Leadership, Positive Psychological Traits, and Firm Performance | **Suzanne J. Peterson**, Arizona State U.; **Fred O. Walumbwa**, Arizona State U.; **Kristin Byron**, Syracuse U.; **Jason Myrowitz**, Arizona State U.

📖 Transformational Leadership and Subordinates' Performance: Examining Mediating Variables | **Simon C. H. Chan**, Hong Kong Polytechnic U.; **Edward Snape**, Hong Kong Polytechnic U.; **Wai-ming Mac Mak**, Hong Kong Polytechnic U.

→ Unlocking the Performance Potential of Diverse Teams Through Transformational Leadership | **Eric Kearney**, Technical U. Berlin; **Diether Gebert**, Korea U.

→ Examining the Effects of CEO Transformational Leadership on Firm Performance in China | **Dong-il Jung**, San Diego State U.; **John J. Sosik**, Pennsylvania State U., Great Valley; **Chee Chow**, San Diego State U.; **Gong Chen**, Shanghai JiaoTong U.

1566 → 📖: (Paper Session) - (OB) Teams Within Teams: Faultlines, Diversity, and Cross-Cultural Issues

8:30am - 10:20am Pennsylvania Convention Center: Room 110B

Chair: **Jocelyn Louise Steward**, U. of Alabama, Birmingham

Discussant: **Mary D. Zalesny**, PNNL

🗣️ 📖 The Effects of Knowledge Faultlines on Team Cohesion, Learning and Performance | **Yuan Jiang**, Rutgers U.; **Yunhyung (Yun) Chung**, Rutgers U.; **Susan E. Jackson**, Rutgers U.; **Ben Shaw**, Bond U.

→ 📖 Cooperation in Workgroups in US and China: A Cultural Consensus Model | **Josh W. Keller**, U. of Texas, Austin; **Jeffrey Loewenstein**, U. of Texas, Austin

🗣️ 📖 Demographic Faultlines and Team Processes: The Impact of Leadership Climate and Team Longevity | **Andreas Voigt**, London Business School; **Lynda Gratton**, London Business School

📖 Manager Organizational Commitment: A Question of Support or Image? | **Sylvie Guerrero**, ESG-UQAM; **Olivier Herrbach**, U. Montesquieu - Bordeaux IV

→ 📖 A Multilevel Model of Cultural Diversity, Cultural Intelligence and Trust in Teams | **Thomas Rockstuhl**, Nanyang Business School; **Kok-Yee Ng**, Nanyang Technological U.

1567 → 📖 JS: (OB, GDO, HR) How, Where, and Why Diversity Matters: A Contextualized Agenda for Future Research

8:30am - 10:20am Pennsylvania Convention Center: Room 103B

Organizer: **Aparna Joshi**, U. of Illinois, Urbana-Champaign

Participants: **Nancy DiTomaso**, Rutgers U.; **Robin Ely**, Harvard U.;

Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology;

Luis Martins, Georgia Institute of Technology;

Guenter Stahl, INSEAD

Winner of Making Connections Award

1568 🗣️ 📖 JS: (OB, HR, GDO) "On the Sunny Side of the Street": Exploring the Positive Side of the Work-Family Interface

8:30am - 10:20am Pennsylvania Convention Center: Room 103C

Organizers: **Mila B. Lazarova**, Simon Fraser U.; **Mina Westman**,

Tel Aviv U.; **Margaret Shaffer**, U. of Wisconsin, Milwaukee

Facilitator: **Jeffrey H. Greenhaus**, Drexel U.

Coordinator: **Mila B. Lazarova**, Simon Fraser U.

The Effect of Involvement in Nonwork Roles on Job Performance | **Christy Harris Weer**, Radford U.; **Jeffrey H. Greenhaus**, Drexel U.
 Multiple Role Engagement, Affective Experience, and Well-Being | **Nancy Rothbard**, U. of Pennsylvania; **Rachel Perl**, U. of Pennsylvania
 Work-Family Enrichment: Idealized or Useful Construct? | **Dawn S. Carlson**, Baylor U.; **Joseph Grzywacz**, Wake Forest U.
 Workplace Strategies for Creating Positive Spillover between Personal and Professional Life | **Steven A. Y. Poelmans**, IESE, U. of Navarra; **Aline D. Masuda**, IESE, U. of Navarra
 A Positive Perspective of the Work-Family Interface on International Assignments | **Mina Westman**, Tel Aviv U.; **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Mila B. Lazarova**, Simon Fraser U.

1569 📄JS: (OB, MOC, HR) **Emotions Research: Pushing Theoretical and Empirical Frontiers**

8:30am - 10:20am Pennsylvania Convention Center: Room 103A
 Chairs: **Sushil Nifadkar**, Arizona State U.; **Kevin G. Corley**, Arizona State U.
 Discussant: **Anat Rafaeli**, Technion-Israel Institute of Technology
 Emotional Intelligence, Positive Emotions Displays, and Leadership Emergence | **Stéphane Côté**, U. of Toronto; **Christopher T. H. Miners**, U. of Toronto
 Operationalization of Emotional Labor: A Tale of Two Measures | **Devasheesh P. Bhave**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota
 Show me the money! Integrating Financial Rewards into the Study of Emotional Labor | **Alicia A. Grandey**, Pennsylvania State U.
 Emotional Potential: An Evolutionary Perspective | **Sushil Nifadkar**, Arizona State U.
 Emotion and Sensemaking | **Sally Maitlis**, U. of British Columbia; **Timothy J. Vogus**, Vanderbilt U.

1570 📄: (Paper Session) - (OCIS) **Online Discourse -- Competence, Civility, and Collocation**

8:30am - 10:20am Philadelphia Marriott: Room 307
 Chair: **Elisa Mattarelli**, U. of Modena and Reggio Emilia
 Discussant: **Maria Christina Binz-Scharf**, City College, CUNY
 📄 The Role of Communication Competence in ICT Usage: An Empirical Investigation | **Chei Sian Lee**, Nanyang Technological U.; **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Arkalgud Ramaprasad**, U. of Illinois, Chicago
 Wired and Rude: Cyber Incivility at the Workplace and Individual Responses | **Vivien KG Lim**, National U. of Singapore; **Jen Yuin Chin**, National U. of Singapore
 Communication@Work - Investigating Collocation, Shared Demographics, Work Practices and Media Choice | **Joan Teresa Allatta**, Purdue U.

1571 📄➔📄JS: (OCIS, IM) **Achieving Coordination in Distributed Work**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom J
 Organizer: **Kannan Srikanth**, London Business School
 Global Strategies, Integrative Mechanisms, and Intra-firm Coordination across Borders | **Mary M. Maloney**, U. of St. Thomas; **Minyuan Zhao**, U. of Michigan

📄 Teaching-oriented | 📄 Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📄 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Common Ground as a coordination mechanism across geographic distances and firm boundaries | **Kannan Srikanth**, London Business School
 Collaboration across space: is distance dead and the world flat? | **Florian A. Taeube**, Imperial College London
 Group Norms and Coordination in Internationally Distributed Teams | **Tine Koehler**, George Mason U.
 The role of competing subgroups and numerical minorities in geographically distributed teams | **Mark Mortensen**, Massachusetts Institute of Technology
 Stay Tuned: Professional Coordination of Distributed Work in Changing Circumstances | **Paul C Van Fenema**, Netherlands Defense Academy; **Paul W. L. Vlaar**, Vrije U. Amsterdam; **Vinay Tiwari**, RSM Erasmus U.

1572 : (Paper Session) - (ODC) **Exploring Employee Involvement in Change Interventions**

8:30am - 10:20am Loews Philadelphia: Commonwealth C
 Chair: **Ilene Wasserman**, ICW Consulting Group
 🗣️📄 The Effect of Workers' Visibility on Effectiveness of intervention Programs | **Gil Luria**, Haifa U.; **Dov M. Zohar**, Israel Institute of Technology; **Ido Erev**, Technion Israel Institute of Technology
 📄 The "ME-I" Theory of Organizational Consolidations; Avoiding Merger-Encouraged-Individualism | **Michael Gene Stull**, California State U. San Bernardino; **Richard T Creasy**, Case Western Reserve U.; **Simon Peck**, Case Western Reserve U.
 ➔ Organization change: The role of collective bargaining and employee involvement. | **Mary S. Logan**, London School of Economics and Political Science; **Sue Fernie**, London School of Economics and Political Science
 ➔ 📄 Exploring the motives for employee ownership and consequent risk-taking behavior | **Hsueh Liang Wu**, National Cheng Kung U.; **Wei-Chieh Su**, National Cheng Kung U; **Cheng-Yu Lee**, National Cheng Kung U.

1573 🗣️📄JS: (ODC, MC) **Measuring and Assessing Workplace Civility: Do "Nice" Organizations Finish First?**

8:30am - 10:20am Loews Philadelphia: Congress C
 Discussant: **Linda Belton**, U.S. Department of Veterans Affairs
 The Road to Civility: How VHA Is Transforming Employee Measures | **Sue Dyrenforth**, U.S. Department of Veterans Affairs; **Rita Kowalski**, Work Life Consulting LLC; **Martin P. Charns**, U.S. Department of Veterans Affairs; **Linda Belton**, U.S. Department of Veterans Affairs
 Civility: The Development and Psychometric Assessment of a Survey Measure | **Mark Meterko**, U.S. Department of Veterans Affairs; **David C. Mohr**, U.S. Department of Veterans Affairs; **Nicholas Warren**, U. of Connecticut; **Sue Dyrenforth**, U.S. Department of Veterans Affairs
 The Roots of Civility: Context and Culture in Healthy Organizations | **Nicholas Warren**, U. of Connecticut; **Michael J. Hodgson**, Veterans Health Administration; **David C. Mohr**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs
 Workplace Civility, Workplace Incivility and Employee Sick Leave Rate Usage | **David C. Mohr**, U.S. Department of Veterans Affairs; **Nicholas Warren**, U. of Connecticut; **Michael**

J. Hodgson, Veterans Health Administration; **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Christopher Ward**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs

The Association Between Civility and Monetary Organizational Outcomes | **Mark Stephen Nagy**, Xavier U.; **Nicholas Warren**, U. of Connecticut; **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs

Civility, Respect, Engagement in the Workforce (CREW): An Organization Development Intervention | **Katerine Osatuke**, U.S. Department of Veterans Affairs; **Christopher Ward**, U.S. Department of Veterans Affairs; **Sue Dyrenforth**, U.S. Department of Veterans Affairs

1574 → 🗨️ JS: (ODC, MC, MH) **Doing Well Globally:**

Corporate Strategies for International OD Work

8:30am - 10:20am Loews Philadelphia: Commonwealth D

Chair: **Peter Sorensen**, Benedictine U.

Coordinator: **Therese F. Yaeger**, Benedictine U.

Participants: **Thomas C. Head**, Roosevelt U. Chicago-Schaumburg; **Robert Kjar**, Takeda Pharmaceuticals; **Linda Sharkey**, GE Capital; **Philip Terry Anderson**, Johnson-Diversey

1575 🗨️: (Paper Session) - (OM) **Lean Manufacturing & Quality Processes**

8:30am - 10:20am Philadelphia Marriott: Franklin 13

Chair: **Dayna Simpson**, U. of Melbourne

Discussant: **Hale Kaynak**, U. of Texas, Pan American

🗨️ Six Sigma and Absorptive Capacity: A Review of Literature | **Shirley Ann Hazlett**, Queens U. Belfast; **Rodney McAdam**, U. of Ulster

🗨️ Normal Disruptions and Ordinary Processes | **Kathryn Marley**, Ohio U.; **Peter T Ward**, Ohio State U.; **Steven J Spear**, Harvard U.

→ 🗨️ Supplier ISO 9000 Certification and its Relationship with Supply Chain Performance | **Mile Terziovski**, U. of Melbourne

🗨️ Buyer Beware: Quality Risk in Outsourcing | **John Gray**, Ohio State U.; **Aleda V. Roth**, Clemson U.; **Brian Tomlin**, Kenan Flagler Business School at U. of North Carolina

1576 🗨️: (OMT) **Does the Dynamics of Fast Change Call for New Organizational Forms?**

8:30am - 10:20am Philadelphia Marriott: Franklin 5

Organizer: **Richard M Burton**, Duke U.

Participants: **Dorthe Døjbak Haakonsson**, Aarhus School of Business; **Charles C. Snow**, Penn State U.; **Jay Galbraith**, U. of Southern California; **Henk W. Volberda**, Erasmus U.; **John P Ulhoi**, Aarhus School of Business; **Richard M Burton**, Duke U.

1577 🗨️: (Paper Session) - (OMT) **Organizations and the State: Institutional and Political Perspectives**

8:30am - 10:20am Philadelphia Marriott: Franklin 7

Chair: **Eric J. Neuman**, U. of Michigan, Ann Arbor

Discussant: **Christopher Marquis**, Harvard U.

→ 🗨️ Business Responses to the Protective Public Policy Process | **Jorge Rivera**, George Washington U.; **Jennifer Oetzel**, American U.; **Peter DeLeon**, U. of Colorado, Denver; **Mark Starik**, George Washington U.

→ 🗨️ Rising insurgencies: The failure of political institutions and new venture survival | **Shon R Hiatt**, Cornell U.; **Wesley Sine**, Cornell U.

🗨️ Organizational capture of state actors: How field level characteristics impact regulatory outcomes | **David Eduardo Cavazos**, James Madison U.

🗨️ Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004 | **Jerry W. Kim**, Columbia U. **Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award**

1578 🗨️: (Paper Session) - (OMT) **Socially Constructed Reality in Organizations and Markets**

8:30am - 10:20am Philadelphia Marriott: Room 402

Chair: **Azita Hirsa**, Rensselaer Polytechnic Institute

Discussant: **Mark J Zbaracki**, New York U.

🗨️ Different Truths in Different Worlds | **Kent D Miller**, Michigan State U.; **Shu-Jou Lin**, National Taiwan U.

🗨️ The Translation of Shareholder Value in the German Business System: A Study of Two German Firms. | **Lazaros Goutas**, U. of Cambridge

→ Reading is Believing: Financial News and Market Contingencies | **Stefan Jonsson**, Stockholm School of Economics and Uppsala U.; **Helena Buhr**, U. of Michigan

Applying Institutional Theory to Impression Management: The Case of Stock Option Accounting | **Edward Carberry**, Cornell U.

1579 🗨️: (Paper Session) - (OMT) **Inter-organizational Imitation: Determinants and Consequences**

8:30am - 10:20am Philadelphia Marriott: Room 403

Chair: **David Lanier Major**, U. of Maryland, College Park

Discussant: **Lyda S. Bigelow**, U. of Utah

🗨️ Imitative Behavior: Network Antecedents and Performance Consequences | **Giuseppe Soda**, SDA Bocconi U.; **Akbar Zaheer**, U. of Minnesota; **Alessandra Carlone**, Bocconi U.

Copy if you dare: The contingent value of imitation capabilities | **Felipe Csaszar**, U. of Pennsylvania; **Nicolaj Siggelkow**, U. of Pennsylvania

🗨️ When to follow the crowd? Organizational moderators of reliance on inter-organizational imitation | **Vinit Desai**, U. of California, Berkeley; **Peter Micah Madsen**, Brigham Young U.

🗨️ Organizational Size, Performance, and Frequency-Based Imitation: A Test of Competing Hypotheses | **Ithai Stern**, Northwestern U.; **Jo-Ellen Pozner**, U. of California, Berkeley

1580 🗨️ JS: (OMT, BPS) **Managerial Jobs and Managerial Mobility: Linkages to Organizational Structure and Performance**

8:30am - 10:20am Philadelphia Marriott: Franklin 6

Chairs: **Joseph Broschak**, U. of Arizona; **Michael G. Katz**,

Goizueta Business School

Discussant: **Warren Boeker**, U. of Washington Seattle

Participants: **Joseph Broschak**, U. of Arizona; **Michael G. Katz**, Goizueta Business School; **Peter W Roberts**, Emory U.; **Lisa Ellen Cohen**, London Business School; **Heather Haveman**, UC Berkeley; **Anand Swaminathan**, U. of California, Davis; **Damon J Phillips**, U. of Chicago

1581 → 🗨️📄: (Paper Session) - (ONE) Environmental

Regulation and Uncertainty

8:30am - 10:20am Loews Philadelphia: Regency Ballroom C2

Chair: **Joseph A. Petrick**, Wright State U.

Effect of regulatory uncertainty on environmental strategy – a reason to postpone investments? | **Volker H. Hoffmann**, ETH Zurich; **Thomas Trautmann**, ETH Zurich; **Jens Hamprecht**, ETH Zurich

🗨️📄 “Promote the General Welfare”: Environmental Strategy in the Face of Regulatory Intensity | **Bruce Clemens**, Western New England College; **Maria Papakakis**, James Madison U.

🗨️📄 Mandatory Information Disclosure and Environmental Performance in the Electricity Industry | **Magali Delmas**, U. of California, Santa Barbara; **Maria J. Montes-Sancho**, Carlos III U.; **Jay Shimshack**, Tufts U.

Strategic Responses to Regulatory Uncertainty – The Case of Environmental Regulation | **Volker H. Hoffmann**, ETH Zurich; **Thomas Trautmann**, ETH Zurich; **Christian Engau**, ETH Zurich

1582 🗨️📄: (Paper Session) - (PNP) Change, Innovation, and Reform in the Public Sector

8:30am - 10:20am Loews Philadelphia: Commonwealth A2

Chair: **Amy E. Smith**, U. of Albany, SUNY

Discussant: **Dorothy F Olshfski**, Rutgers U.

🗨️→ Institutional Entrepreneurs in the Public Sector: Towards a Contingency Theory | **Taieb Hafsi**, HEC Montreal; **Luc Bernier**, ENAP Quebec; **Mehdi Farashahi**, Concordia U.

🗨️📄 Implementing Large-Scale Organization Development and Change in the States | **Neil M. Boyd**, Lycoming College

🗨️🗨️📄 Combinative Effects of Innovation Types of Performance: A Longitudinal Study of Public Services | **Richard Mark Walker**, U. of Hong Kong; **Fariborz Damanpour**, Rutgers U.; **Claudia Nancy Avellaneda**, Texas A&M U.

🗨️→ 🗨️📄 Institutional Reforms and Strategic Responses in the Public Sector. | **Daniela Cristofoli**, Bocconi U.; **Greta Nasi**, Bocconi U.; **Alex Turrini**, Bocconi U.; **Giovanni Valotti**, Bocconi U.

1583 🗨️📄: (Paper Session) - (PNP) Partnership and other forms of Privatizing Public Services

8:30am - 10:20am Loews Philadelphia: Howe

Chair: **Kun Huang**, New Mexico State U

Discussant: **Sanjay K. Pandey**, U. of Kansas

A Post Keynesian Regulatory Model of Privatization | **Wissam Al-Hussaini**, Concordia U.; **Rick Molz**, Concordia U.

→ Owner or Holder: A Critical Study of Property Rights in Public Services | **Claudine Desrieux**, U. of Paris I Sorbonne

🗨️→ 📄 Prison Governance Structures: Public vs. Private | **Sandro Cabral**, Federal U. of Bahia; **Paulo Furquim Azevedo**, FGV-SP

🗨️🗨️📄 Public-Private Partnerships: Contract Choice and Performance of Water Distribution in Spain | **Hugo Zarco Jasso**, IESE Business School

1584 📄: (Paper Session) - (RM) Philosophy of Science

8:30am - 10:20am Philadelphia Marriott: Franklin 8

Chair: **Christiane Spitzmueller**, U. of Houston

Discussant: **Raza A Mir**, William Paterson U.

🗨️🗨️ Reconstruction and Extension of Kuhn's Views on Social Science: Implications to Management Science | **Janne Petteri Kurtakko**, U. of Lapland

🗨️📄 Social Constructionist Approaches to Research | **Ann L Cunliffe**, U. of Hull

📄 Triangulating Philosophies of Science to Understand Complex Management Problems | **John P. Bechara**, U. of Minnesota, Twin Cities; **Andrew H. Van de Ven**, U. of Minnesota

📄 Paradigm Interplay in Cross-cultural Management with the Kulturstandard Method | **Laurence Romani**, Stockholm School of Economics; **Henriett Primecz**, Corvinus U. of Budapest; **Katalin Topçu**, Corvinus U. of Budapest

1585 🗨️📄: (Paper Session) - (SIM) Predicting Corporate Social Performance

8:30am - 10:20am Loews Philadelphia: Washington C

Facilitator: **Jeanne M Logsdon**, U. of New Mexico

🗨️🗨️ Seeking Social Change Through Shareholder Activism: When Do Corporations Respond Positively? | **Jeanne M Logsdon**, U. of New Mexico; **Kathleen Rehbein**, Marquette U.; **Harry J Van Buren**, U. of New Mexico

🗨️📄 Legitimacy, Visibility and the Antecedents of Corporate Social Performance | **Mark P Sharfman**, U. of Oklahoma; **Shih-chi Chiu**, U. of Missouri - Columbia

🗨️🗨️ Doing Well by Doing Good? Mobilizing Corporate Resources to Disasters | **Matt Statler**, New York U.; **Peter Buergi**, PTB Consulting; **William Raisch**, New York U.

Taking the Time to be Good: The Role of Time in Predicting Corporate Social Performance | **Natalie Slawinski**, U. of Western Ontario; **Jijun Gao**, U. of Western Ontario; **Tom Ewart**, U. of Western Ontario

1586 📄: (Paper Session) - (TIM) University-Industry Knowledge Transfer

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom L

Chair: **Irene Martin-Rubio**, U. Politècnica de Madrid

Discussant: **Douglas J. Miller**, U. of Illinois at Urbana-Champaign

📄 Forms and Impacts of Academic Consulting: A Theoretical Framework | **Markus Perkmann**, Loughborough U.; **Kathryn Walsh**, Loughborough U.

U.S. Faculty Patenting: Inside and Outside the University | **Jerry Thursby**, Emory U.; **Anne W. Fuller**, Georgia Institute of Technology; **Marie Thursby**, Georgia Institute of Technology

📄 How Collaborative Are Public- Versus Private-Science Organizations? | **Andrew Nelson**, Stanford U

→ 📄 The Role of University Patents: U.S.-Japan Comparison of University-Industry Knowledge Transfer | **Mariko Sakakibara**, U. of California, Los Angeles

📄 A Taxonomy of Open Innovation Strategies for the Analysis of University-Industry Communities | **Corrado Lostorto**, Naples U.

1587 : (Paper Session) - (TIM) Firm Characteristics and Innovation

8:30am - 10:20am Philadelphia Marriott: Room 303

Chair: **Hind Benbya**, GSCM, Montpellier Business School

Discussant: **Michael David Bedell**, California State U, Bakersfield

📄 Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 🗨️ Best Paper Proceedings

➤ Firm Age and Innovation | **Natarajan Balasubramanian**, Florida International U.; **Jeongsik Jay Lee**, Georgia Institute of Technology

The Effects of Spatial Firm Mobility on Firm Performance | **Joris Knob**, Tilburg U.

➔ IT Competency and Financial Performance: Moderated by Managerial Knowledge and Low Cost Strategy | **Jarrold M. Haar**, U. of Waikato; **Jenny Gibb**, U. of Waikato

Virtuousness and Product Innovation Performance | **Todd W. Moss**, Texas Tech U.

📖 Firm Size and Innovation: The Role of Managerial Self- and Competitor-referenced Innovation Motives | **March L. To**, Hong Kong Polytechnic U.; **Eric W.T. Ngai**, Hong Kong Polytechnic U.; **Onne Janssen**, Groningen U.; **Xu Huang**, Hong Kong Polytechnic U.

1588 ➔ 🗣️📖 JS: (TIM, PNP, BPS) **Models of Network-Centric Innovation: Issues for Research & Practice**

8:30am - 10:20am Philadelphia Marriott: Grand Ballroom K

Chairs: **Satish Nambisan**, Rensselaer Polytechnic Institute; **Mohanbir Sawhney**, Northwestern U.

Presenters: **John Funk**, Evergreen IP; **Arti Rai**, Duke U.; **David Weaver**, Sun Microsystems

Wednesday 8:50AM

1589 🗣️📖 JS: (OMT, SIM) **Optimal Satisficing: Ways to Get Better at Doing Good**

8:50am - 10:20am Philadelphia Marriott: Room 404

Necessary Evils: Doing Good While Doing Harm | **Joshua D Margolis**, Harvard U.; **Andrew Molinsky**, Brandeis U.

Sustainable Implementation of Environmental Initiatives | **Sara B. Soderstrom**, Northwestern U.; **Klaus Weber**, Northwestern U.

Exploration and/or Exploitation: Trade-off (either/or) or Pradox (both/and) | **Martha S. Feldman**, U. of California, Irvine; **Michael R Weeks**, U. of Tampa

Institutional Leadership Revisited | **Matthew Kraatz**, U. of Illinois; **Emily S. Block**, U. of Illinois, Urbana-Champaign
Participants: **Klaus Weber**, Northwestern U.; **Sara B. Soderstrom**, Northwestern U.; **Joshua D Margolis**, Harvard U.; **Andrew Molinsky**, Brandeis U.; **Martha S. Feldman**, U. of California, Irvine; **Michael R Weeks**, U. of Tampa; **Matthew Kraatz**, U. of Illinois; **Emily S. Block**, U. of Illinois, Urbana-Champaign; **Stuart Hart**, Cornell U.

1590 🗣️📖 JS: (SIM, OB, OMT) **Leadership After the Scandal: Doing Good or Bad After Doing Bad**

8:50am - 10:20am Loews Philadelphia: Regency Ballroom A

Chair: **Jean M. Bartunek**, Boston College

Discussant: **James E. Post**, Boston U.

Organizational Responses to Discovery of Unethical Acts and Outcomes | **Vikas Anand**, U. of Arkansas; **Mahendra Joshi**, U. of Arkansas; **Aaron S. Windeler**, U. of Arkansas

Social Drama and Economic Pressure: Pharmaceutical Companies' Responses to the AIDS Crisis in Africa | **Jordi Trullen**, ESADE; **William B. Stevenson**, Boston College

In the Wake of Scandal and Decline: The Effects of Management Response | **Richard Donald Cotton**, Boston

📖 Teaching-oriented | 🗣️ Practice-oriented | ➔ International-oriented | 🗣️ Theme-oriented | 📖 Research-oriented | 🖥️ Visual Presentation | 📄 Best Paper Proceedings

Redressive Action: Efforts to Put Organizations Back Together Again | **Ronald R. Sims**, College of William and Mary

Wednesday 9:00AM

1591 🗣️➔ 📖: (Paper Session) - (MC) **Understanding the Unseen: Critical Success Factors in Diagnosis and Intervention**

9:00am - 10:20am Loews Philadelphia: Regency Ballroom C1

Chair: **Sandra M. Martinez**, US Army War College

Discussants: **Sandra Jones**, Royal Melbourne Institute of Technology; **Gregory S. Richards**, U. of Ottawa

➔ 📖 Use of Qualimetrics Research Methods in Management Consulting Interventions | **Henri Savall**, ISEOR, U. of Lyon 3; **Veronique Zardet**, ISEOR, U. of Lyon 3; **Nouria Harbi**, ISEOR, U. of Lyon

📖🗣️ Mapping the Client's Political Terrain: A Model of Analysis for Consultants | **Alberto Zanzi**, Suffolk U.; **Susan M. Adams**, Bentley College

📖🗣️ Change Management: A Health Care Consultancy Case | **Flavio Romero Macau**, EAESP-FGV

1592 📖: (Paper Session) - (OMT) **Governance Structures and Interorganizational Networks**

9:00am - 10:20am Philadelphia Marriott: Room 401

Chair: **David H. Zhu**, U. of Michigan

➔ 📖 The Institutional and Social Embeddedness of Governance Arrangements | **Mark Ebers**, U. zu Koeln; **Indre Maurer**, U. zu Koeln

📖 Managerial Turnover and Tie Dissolution: Moderating Effects of Relationship Dependence and Tenure | **Andreas Schwab**, Louisiana State U.; **Yves Damoiseau**, Louisiana State U.; **James Harvey Moore**, Louisiana State U.; **Thongchai Srivardhana**, Louisiana State U.

📖 CEO Network Positions and Replacement Patterns as Antecedents of Corporate Strategic Change | **Nikolaos Kavadis**, HEC Paris

➔ 📖 Network Perspectives of Governance and FDI: The Effects of Board Interlocks on Entry into China | **Brian Connelly**, Texas A&M U.; **Jonathan Lewis Johnson**, U. of Arkansas; **Laszlo Tihanyi**, Texas A&M U.; **Alan E. Ellstrand**, U. of Arkansas

1593 🗣️📖: (Paper Session) - (SIM) **Organizations and Communities**

9:00am - 10:20am Loews Philadelphia: Washington A

Facilitator: **Ann K. Buchholtz**, U. of Georgia

➔ 🗣️📖 Working Together, Bowling Alone: The Organizational Roots of Civic Decline | **Michael E Johnson-Cramer**, Bucknell U.

➔ ➔ 🗣️📖 From Stakeholder Concern to Social Issue: A Social Network Analysis of Coca-Cola in Kerala, India | **Sridevi Shivarajan**, Temple U.; **Lynne Andersson**, Temple U.; **Michael E Johnson-Cramer**, Bucknell U.

➔ 📖 How Activist Groups Influence Corporate Social Change Activities: The Global Sports Apparel Industry | **Frank den Hond**, Vrije U.; **Frank G.A. De Bakker**, Vrije U.; **Patricia de Haan**, Vrije U.

🗨️ Organizations as Place Builders | **David Fredric Thomas**, Monfort College of Business, U. of Northern Colorado; **Jenifer E. Cross**, Colorado State U.

1594 📄: (Paper Session) - (SIM) **Coworkers, Cimates, and Unethical Behavior**

9:00am - 10:20am Loews Philadelphia: Washington B

Facilitator: **Anke Arnaud**, Embry-Riddle Aeronautical U.

Reactions to the Extra-Work Deviance of Coworkers: Implications for Individuals in the Workplace | **Kate Rowbotham**, U. of Toronto

🗨️ Ethical Spillovers in the Vehicle Emissions Testing Market | **J. Lamar Pierce**, Carnegie Mellon U.; **Jason Snyder**, Northwestern U.

Hypocrisy through Competing/Divergent Norms: Unethical Behavior in Ethical Organizations | **Steven Brown**, Auburn U.

📄 Discursive Moral Openness: A Theory of the Climate for Moral Sensemaking | **Jason Stansbury**, Vanderbilt U.

1595 📄: (Paper Session) - (TIM) **Collaboration, Networks, and Innovation**

9:00am - 10:20am Philadelphia Marriott: Room 304

Chair: **Aron S. Spencer**, New Jersey Institute of Technology

Discussant: **Jan Hohberger**, ESADE- Ramon Llull U.

📄 Commercialisation of Technology Innovations: An Empirical Study on the Influence of Clusters | **Marina Fiedler**, U. of Munich; **Isabell Melanie Welpe**, Ludwig-Maximilians U., Munich

🗨️ Research Collaboration Networks and Innovation Output | **Irem Demirkan**, U. of Texas at Dallas; **David Deeds**, U. of Texas at Dallas

📄 Studying innovation: Tracing the global network of innovation scholars | **Jan Fagerberg**, U. of Oslo, Norway; **Bart Verspagen**, U. of Oslo, Norway

🗨️ How Intrafirm and Interfirm Expertise Affect Sourcing of Technologically Interdependent Components | **Anne Parmigiani**, U. of Oregon; **William G Mitchell**, Duke U.

1596 📄: (Paper Session) - (TIM) **Management of Technology and Innovation**

9:00am - 10:20am Philadelphia Marriott: Room 305

Chair: **Janice Lynn Thomas**, Athabasca U.

Discussant: **Saikat Chaudhuri**, U. of Pennsylvania

📄 Institutional Rationales on Speed and Level of Web Technology adoption | **José Manuel Hurtado González**, Pablo de Olavide U.; **Sebastian Bruque**, U. of Jaen; **Jose Luis Galan**, U. of Seville

🗨️ Utilizing Use: The Potential Impact of Customer Use Patterns on Technology and Industry Evolution | **Steve Kahl**, Massachusetts Institute of Technology

➔ 📄 From Product Architecture to Innovation Templates: A Changing Logic for Open Innovation | **Markus C. Becker**, U. of Southern Denmark; **Francesco Zirpoli**, U. of Salerno

🗨️ ➔ 📄 Connecting the Dots: Uncovering the Process of Scouting for External Technologies | **Felipe Monteiro**, London Business School

1597 : (Paper Session) - (BPS) **Strategy-Making Processes and Planning**

10:40am - 12:00pm Philadelphia Marriott: Franklin 1

Chair: **Joan Mileski**, Texas A&M U., Galveston

Discussant: **Graham K Kenny**, Strategic Factors

📄 Strategic Consensus, Strategic Alignment, and Organizational Performance | **Javier González-Benito**, Salamanca U.; **Isabel Suarez-Gonzalez**, Salamanca U.; **Herman Aguinis**, U. of Colorado, Denver

A Review of the Strategic Decision Implementation Research: Current Status and the Way Forward | **Maria-Niki Lyriotaki**, Athens U. of Economics and Business; **Vasilis Papadakis**, Athens U. of Economics and Business

🗨️ Sources Of Selection In Strategy Making | **Juan Ignacio Canales**, U. of St. Andrews; **Joaquim Vila**, IESE

🗨️ The Information Content of Strategic Plan Presentations of Italian Listed Companies | **Pietro Mazzola**, IULM U.; **Luca Gnan**, Torvergata; **Claudia Gabbioneta**, IULM U.; **Irene Lisi**, Bocconi U.

1598 : (Paper Session) - (BPS) **Knowledge Creation and Knowledge Management**

10:40am - 12:00pm Philadelphia Marriott: Franklin 10

Chair: **Sarah J Marsh**, Northern Illinois U.

Discussant: **Ann McFadyen**, North Carolina State U.

🗨️ External Knowledge Access Versus Knowledge Protection: A Necessary Trade-Off in Open Innovation? | **Felipe Monteiro**, London Business School; **Julian Birkinshaw**, London Business School; **Michael J. Mol**, London Business School & U. of Reading

Resource Heterogeneity and Managerial Experience: Temporary and Sustained Competitive Advantage | **Peter McNamara**, UCD Dublin; **Simon Peck**, Case Western Reserve U.

➔ Effectiveness and Efficiency of Knowledge Transfer: An Empirical Examination | **Liliana Pérez-Nordtvedt**, U. of Texas at Arlington; **Ben L Kedia**, U. of Memphis; **Deepak K Datta**, U. of Texas, Arlington; **Abdul Rasheed**, U. of Texas, Arlington

Not All Experience Is Created Equal: Evidence from Indian Software Services | **Bradley R Staats**, Harvard U.; **Robert S. Huckman**, Harvard U.; **David M. Upton**, Harvard U.

1599 : (Paper Session) - (BPS) **Corporate Governance and Executive Succession**

10:40am - 12:00pm Philadelphia Marriott: Franklin 2

Chair: **Patricia S. Borchert**, U. of Minnesota, Duluth

Discussant: **Wei Shen**, U. of Florida

🗨️ Symbolic and Substantial Effects of Chinese Corporate Governance Reforms | **Lerong He**, Niagara U.; **Martin J. Conyon**, Wharton School

CEO Dismissal in Turnaround Situation: Role of Social Arbiters in a Framing Contest for a CEO Change | **Guoli Chen**, Pennsylvania State U.

📄 Rough Overturns: Firm Performance, CEO Charisma and CEO Turnover | **Angelo Fanelli**, HEC Paris; **Monika Hamori**, Instituto de Empresa

📄 CEO Succession Planning Revisited | **Scott D. Graffin**, U. of Georgia

Wednesday 10:40AM

📄 Teaching-oriented | 🗨️ Practice-oriented | ➔ International-oriented | 🗨️ Theme-oriented | 📄 Research-oriented | 👁 Visual Presentation | 🗨️ Best Paper Proceedings

1600 : (Paper Session) - (BPS) Diversification Strategy: Core Competence Leveraged Across Businesses

10:40am - 12:00pm Philadelphia Marriott: Franklin 9

Chair: **Jason Z Yin**, Seton Hall U.Discussant: **Shawn M. Riley**, U. of Illinois, Urbana-Champaign→ Geographic and Product Diversification of Japanese MNCs - Complementary or Substitute Strategies? | **Jonathan Brookfield**, Tufts U.📄 Corporate Synergy Effects in Diversified Firms: Tangible vs. Intangible Relatedness | **Artur Baldauf**, U. of Bern; **Christian Bischof**, U. of BernThe Role of Absorptive Capacity in Diversification Performance | **Jarrett Emory Kotrozo**, Rensselaer Polytechnic Institute📄 What Drives the Profitability of Japanese Multi-Divisional Firms? A Variance Components Analysis | **Yoshitaka Fukui**, Aoyama Gakuin U.; **Tatsuo Ushijima**, Aoyama Gakuin U.**1601 : (Paper Session) - (BPS) Dynamic Capability Development**

10:40am - 12:00pm Philadelphia Marriott: Room 406

Chair: **Moses Acquah**, U. of North Carolina, GreensboroDiscussant: **Gregory G Dess**, U. of Texas, Dallas→ Capability Generation in Hyper-Competitive Environments: Leveraging Strong and Weak Ties. | **Shahzad Mumtaz Ansari**, Erasmus U.; **Pepijn van Neerijnen**, Erasmus U. Rotterdam📄 → 📄 How do Capabilities Emerge and Why do Some Firms Develop Them While Others do Not? | **Christopher B. Bingham**, U. of Maryland; **Jason Davis**, Massachusetts Institute of Technology→ 📄 Business Model R&D for New Market Entry | **Ted London**, U. of Michigan📄 Second-Order Competences, Profitability, and Market Value | **Erwin Danneels**, Worcester Polytechnic Institute**1602 : (Paper Session) - (BPS) Vertical Integration and Strategic Outsourcing**

10:40am - 12:00pm Philadelphia Marriott: Room 407

Chair: **Susan H Godar**, William Paterson U.Discussant: **Anne Parmigiani**, U. of OregonPerformance Implications of Dual Sourcing: Managing the Efficiency and Adaptability Trade-Off | **Carmen Weigelt**, Rice U.; **Mitrabaran Sarkar**, U. of Central FloridaThe Anticipated Performance Effects of Substitution-Based Outsourcing Agreements | **K. Matthew Gilley**, St. Mary's U.; **Robert J. Duesing**, Oklahoma State U.; **Bradley W. Benson**, Louisiana Tech U.; **Wallace N Davidson**, Southern Illinois U.📄 Slack Resources and Competitive Position: Evidence from Hollywood | **Gabriel Natividad**, U. of California, Los Angeles
Strategic Benefits of a Value-Neutral Backward Integration in Cases of Uncertainty | **John Stanley Marsh**, Rensselaer Polytechnic Institute**1603 📄 JS: (BPS, TIM) Markets for technology: why we see them, why we don't see more of them, and why we should care**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom K

Chair: **Ashish Arora**, Carnegie Mellon U.Discussant: **Giovanni Valentini**, Bocconi U.The Impact of Uncertain Intellectual Property Rights on the Market for Ideas | **Joshua Gans**, Melbourne Business School; **David Hsu**, Wharton School; **Scott Stern**, Northwestern U.Creating Value from Innovation: Entry by Innovative Start-ups | **Andrea Fosfuri**, U. of Carlos III de Madrid; **Alfonso Gambardella**, Bocconi U.Is the Division of Labor limited by the Extent of the Market? Evidence from the Chemical Industry | **Ashish Arora**, Carnegie Mellon U.; **William Vogt**, Carnegie Mellon U.; **Jiwoong Yoon**, Carnegie Mellon U.Are External Technology Sourcing Strategies Substitutes or Complements? | **Bruno Cassiman**, IESE Business School; **Reinhilde Veugelers**, K.U.Leuven**1604 📄 📄: (Paper Session) - (CAR) Understanding and Assisting Career Learning**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111A

Chair: **Daniel S. Halgin**, Boston CollegeDiscussant: **Tania Casado**, U. of Sao Paulo📄 📄 Are Career Centers Worthwhile? A Program Evaluation of a Public Agency Career Center | **Celeste M. Brotheridge**, U. of Quebec, Montreal; **Jacqueline Laura Power**, Brandon U.

Nominee for The Careers Division Applied Paper Award

📄 📄 Career-Long Work Experience: It's the Quality and Not Just the Quantity That Counts | **Malayka Klimchak**, Winthrop U.; **Daniel L. Morrell**, U. of South Carolina; **Douglas Mahony**, U. of South Carolina📄 The Determinants of Career-Relevant Knowledge Learning Aspiration | **Liang-Chieh Weng**, Providence U.**1605 📄: (Paper Session) - (CMS) Rhetoric and Organizational Success: Imagery, Creativity, and Innovation**

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom I

Chair: **Jan Schapper**, Monash U.📄 Rhetoric and Organizational Success: A Case Study of Bolton Wanderers Football Club | **Sarah Elaine Gilmore**, U. of Portsmouth; **Clive H J Gilson**, U. of Waikato; **James R Barker**, U. of Waikato📄 Digital Images and the Creation of Socio-Organizational Identities in a Product Development Process | **Catelijnne Coopmans**, Imperial College London📄 Configuring the User - The Case of Grid Computing | **Claus D Jacobs**, U. of St. Gallen; **Chris Steyaert**, U. of St. Gallen
From Cultural Industries to Creative Industries | **Pedro Fernando Bendassolli**, Escola Superior de Propaganda e Marketing; **Thomaz Wood Jr.**, Escola de Administracao de Empresas de Sao Paulo**1606 📄: (Paper Session) - (ENT) Entrepreneurship and Economic Development**

10:40am - 12:00pm Philadelphia Marriott: Franklin 11

Chair: **James R. Maxwell**, Indiana State U.Discussant: **Atul Nerkar**, U. of North Carolina, Chapel Hill📄 📄 Does the Internet Spur Regional Economic Development? | **Douglas Cumming**, Rensselaer Polytechnic Institute; **Sofia Johan**, Tilburg U.

- 🗨️ Micro-Credit Programs, Social Capital, and Micro-Business Performance | **Jasmine Tata**, Loyola U. Chicago; **Sameer Prasad**, U. of Wisconsin, Whitewater
- 🗨️ → 🗨️ How does bankruptcy law affect entrepreneurship development around the world? | **Seung-Hyun Lee**, U. of Texas, Dallas; **Yasuhiro Yamakawa**, U. of Texas, Dallas
- 🗨️ Economic Integration and Cross-Border Corporate Entrepreneurial Activity: Evidence from the EU | **Hadi S. Alhorr**, Drake U.; **Curt Moore**, Texas Christian U.; **G. Tyge Payne**, Texas Tech U.; **Greg Bell**, U. of Texas at Arlington

1607 🗨️: (Paper Session) - (ENT) **New Developments in Institutional Entrepreneurship**

10:40am - 12:00pm Philadelphia Marriott: Room 410

Chair: **Jaume Villanueva**, U. of Minnesota

Discussant: **Dara Szyliowicz**, U. of the Pacific

- 🗨️ Institutional and Cultural Drivers of Entrepreneurial Activity: A Multi Nation Study | **Manjula S Salimath**, U. of North Texas; **John B Cullen**, Washington State U.
- 🗨️ Institutions and Entrepreneurship Development in Russia: A Comparative Perspective | **Ruta Aidis**, U. of London; **Saul Estrin**, London Business School; **Tomasz Mickiewicz**, U. College London
- 🗨️ → 🗨️ Institutional entrepreneurship and the transformation of the global air navigation regime | **Michael Carney**, Concordia U.

🗨️ Heroes and legends: How entrepreneurs simultaneously construct new markets and new ventures | **Samuel Holloway**, U. of Oregon; **Helder Sebastiao**, U. of San Diego

1608 🗨️: (Paper Session) - (GDO) **Women's Leadership in Top Management**

10:40am - 12:00pm Pennsylvania Convention Center: Room 104A

Chair: **Eileen Kaplan**, Montclair State U.

Discussant: **Kathleen Campbell**, United States Military Academy
 Promoting Transformational Leaders: Gender and Time Spent 'Doing' Individualized Consideration | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Catherine Loughlin**, Sobey School of Business, St. Mary's U.

🗨️ Gender Diversity in US Top Management: Impact on Risk-taking and Acquirer Performance | **Sudi Sudarsanam**, Cranfield School of Management; **Jian Huang**, Cranfield School of Management

🗨️ → 🗨️ Unleashing Women's Leadership Potential: Types and Transformations | **Gelaye Debebe**, George Washington U.

1609 🗨️ JS: (HCM, HR) **Strategic HRM in Health Care: Challenges and Opportunities**

10:40am - 12:00pm Loews Philadelphia: Commonwealth B

Organizers: **Naresh Khatri**, U. of Missouri, Columbia; **Helen Shipton**, Aston U.

Participants: **Cheryl Rathert**, U. of Missouri, Columbia; **Kent Rondeau**, U. of Alberta; **Karin Sanders**, U. Twente, The Netherlands; **Judy Scully**, Aston U.

1610: (Paper Session) - (HR) **HR and Chinese and Indian Employees**

10:40am - 12:00pm Pennsylvania Convention Center: Room 112A

Chair: **Daniel Gregory Bachrach**, U. of Alabama

Discussant: **Santanu Sarkar**, Tata Institute of Social Sciences

🗨️ Teaching-oriented | 🗨️ Practice-oriented | → International-oriented | 🗨️ Theme-oriented | 🗨️ Research-oriented | 🗨️ Visual Presentation | 🗨️ Best Paper Proceedings

→ 🗨️ Outcomes of Intention to Quit of Indian IT Professionals | **Sandeep K. Krishnan**, Indian Institute of Management, Ahmedabad; **Manjari Singh**, Indian Institute of Management Ahmedabad

🗨️ → 🗨️ Strategic Deployment of Scientists in a Public-Funded R&D Laboratory System: The Case of CSIR, India |

Santanu Roy, Vinod Gupta School of Management, Indian Institute of Technology Kharagpur; **Sunita S. Upadhyaya**, Schneider Electric North American Operating Division; **Pratap K.J. Mohapatra**, Indian Institute of Technology

🗨️ Chinese Paternalistic Leadership and Non-Chinese Subordinates' Psychological Health | **Hao-Yi Chen**, National Chengchi U., Taiwan; **Shang-Ren Henry Kao**, Sun-Yat Sen U.

→ 🗨️ How to Deal with International Industrial Relations? Case Studies of Chinese MNEs | **Jie Shen**, U. of South Australia

1611 🗨️ → 🗨️ JS: (HR, BPS) **Processes of Strategic Renewal in Knowledge Intensive Organizations**

10:40am - 12:00pm Pennsylvania Convention Center: Room 105B

Organizer: **Nick Kinnie**, U. of Bath

Chair: **Scott A. Snell**, Cornell U.

Poverty Alleviation through Organizational Learning | **Shad S. Morris**, MIT Sloan School of Management; **Scott A. Snell**, Cornell U.

Strategic Renewal of Knowledge Assets in Professional Service Firms | **Juani Swart**, U. of Bath; **Nick Kinnie**, U. of Bath

Strategic Renewal in Inter-Governmental Organizations | **Marc Thompson**, U. of Oxford

Human Resource Management and Dynamic Capabilities | **Zella King**, U. of Reading

1612 → 🗨️: (Paper Session) - (IM) **MNC Structure and Performance**

10:40am - 12:00pm Philadelphia Marriott: Franklin 3

Chair: **Linghui Tang**, College of New Jersey

Discussant: **Augustine A. Lado**, Clarkson U.

→ Global Integration Strategies of Taiwanese SMES: An Empirical Examination | **Julius H Johnson Jr.**, U. of Missouri, St. Louis; **Dinesh A. Mirchandani**, U. of Missouri, St. Louis; **Bindu Arya**, U. of Missouri - St. Louis

→ 🗨️ Revolutionary Processes of Multinational Adaptation: Why Organizational Restructuring Still Matters | **Stéphane J.G. Girod**, Said Business School

→ Regional Headquarters - Value Creating Alternatives for MNEs in China | **Randi Lunnan**, Norwegian School of Management; **Youzhen Zhao**, Fudan U.

→ 🗨️ Effects of Ownership Structures on Subsidiary Performance: The Moderating Role of Host Environments | **Chiung-Hui Tseng**, National Cheng Kung U.

1613 → 🗨️: (Paper Session) - (IM) **International HRM**

10:40am - 12:00pm Philadelphia Marriott: Franklin 4

Chair: **Paul Hempel**, City U. of Hong Kong

Discussant: **Susan C Schneider**, HEC U. of Geneva

🗨️ The Determinants of Staff Localization by Japanese Electronics Multinationals | **Jaeyong Song**, Seoul National U.; **Wilbur Chung**, U. of Maryland, College Park; **Chaerin Yun**, Seoul National U.

- A Comparative Analysis of Training Method Convergence vs. Divergence in East Asia | **Charles M. Vance**, Loyola Marymount U.; **Irene Hau-siu Chow**, Chinese U. of Hong Kong; **Yongsun Paik**, Loyola Marymount U.
- How Does National Culture Predict Preference for Employing Males or Local Nationals? | **Maria Fernanda Garcia**, U. of Texas at El Paso; **Richard A. Posthuma**, U. of Texas El Paso; **Mark V Roehling**, Michigan State U.
- International Approach to Organizational Investment in Training: Country Cluster-Analysis | **Hilla Peretz**, U. of Haifa; **Zehava Rosenblatt**, U. of Haifa

1614 → : (Paper Session) - (IM) **Strategic Idiosyncrasies in Emerging Markets**

10:40am - 12:00pm Philadelphia Marriott: Room 413

Chair: **Stephanie Hurt**, Meredith College

Discussant: **Andrew Spicer**, U. of South Carolina

- Does Group Affiliation Matter? Evidence from the Dividend Policy Decision of Indian Firms | **Ronny Manos**, College of Management, Israel; **Victor Murinde**, Birmingham Business School; **Chris Green**, Loughborough U

Promotion and Creation of Venture Capital in China: The Role of Foreign Investors | **Qianqian Du**, U. of British Columbia; **Ilan Vertinsky**, UBC

- Middle East Managerial Values: Evidence from Five Countries | **Liesl Riddle**, George Washington U.; **David A. Ralston**, U. of Oklahoma; **Kamel Mellahi**, U. of Sheffield; **Arif Nazir Butt**, Lahore U. of Management Sciences; **Tevfik Dalgic**, UTD
- Investing in Foreign Knowledge: When do Chinese firms make the commitment? | **Kathleen Yi Jia Low**, City U. of Hong Kong; **James A. Robins**, Singapore Management U.

1615 → : (Paper Session) - (IM) **IJV: Motivation, Evolution and Performance**

10:40am - 12:00pm Philadelphia Marriott: Room 414

Chair: **Malika Richards**, Pennsylvania State U.

Discussant: **Charles Dhanaraj**, Indiana U., Bloomington

- An exploratory analysis of multiple formation motives by international joint venture partners | **Elko Klijn**, RSM Erasmus U.; **Peter J. Buckley**, U. of Leeds; **Keith W. Glaister**, U. of Sheffield
- Ex Post Local Partner Buyout and Foreign Partner Mortality in International Joint Ventures | **Akie Iriyama**, U. of Pittsburgh
- Shared Ownership Control in Multiple Waves of Structural Change | **Chris Changwha Chung**, Florida International U.
- Keeping International Joint Ventures Profitable and Competitive: A Dynamic Capability Perspective | **Wu Zhan**, U. of Sydney; **Yadong Luo**, U. of Miami

1616 → : (Paper Session) - (IM) **Expatriate Effectiveness**

10:40am - 12:00pm Philadelphia Marriott: Room 415

Chair: **Maya Kroumova**, New York Institute of Technology

Discussant: **Betty Jane Punnett**, U. of West Indies

- Family social networks and their impact on expatriate job outcomes | **Laura Guerrero**, Ivey School of Business; **Mitchell Rothstein**, Ivey School of Business

- Measuring Expatriate Return on Investment: Empirical Evidence from Global Firms | **Yvonne McNulty**, Monash U.; **Helen DeCieri**, Monash U.; **Kate Hutchings**, Monash U.
- Being a stranger in a strange land: Person-organization value congruence and expatriates' success | **Kerstin Annette Aumann**, Columbia
- Psychological contract, HRM efficiency, and expatriate's intention to early return | **Hsi-An Shih**, National Cheng Kung U.; **Chu-Chun Hsu**, National Cheng Kung U.; **Pei-Fen Lin**, National Cheng Kung U.

1617 : (Paper Session) - (IP) **Competitive Dynamics of Firms II**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A1

Facilitator: **David C Croson**, Southern Methodist U.

- OB: Canaries in the Coalmine: On the Measurement and Correlates of Organizational Threat Recognition | **Seth A. Kaplan**, George Mason U.; **Alicia A. Stachowski**, George Mason U.; **Lindsay Hawkins**, U. of Houston; **Vivek Khare**, George Mason U.; **James Kurtessis**, George Mason U.

IM: The Competitiveness of Indigenous Chinese Firms: Progress and Problems | **Rachel Z Hang**, Department of Management, The Chinese U. of Hong Kong; **David Ahlstrom**, Chinese U. of Hong Kong; **Linda Chang Wang**, Chinese U. of Hong Kong

- BPS: Impact of Financial Development on Firm Growth and Firm Size Distribution | **James Costantini**, INSEAD

- MC: A Feeling for Fashion: Exploring Market Sensing in Management Consultancies | **Stefan Heusinkveld**, Radboud U. Nijmegen; **Jos Benders**, Radboud U. Nijmegen

1618 : (Paper Session) - (IP) **Attributes of Entrepreneurs III**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A2

Facilitator: **Kelly Moyers**, U. of Central Oklahoma

- ENT: Entrepreneurial Aspiration and the Pre-Nascent Entrepreneur | **Marc T. Junkunc**, U. of Miami; **Linda J. Sax**, U. of California, Los Angeles

ENT: A Revised Model of Self-Efficacy and Opportunity in Entrepreneurial Intentions | **Charles K. Waterson**, U. of Nebraska, Lincoln; **Steve M. Norman**, U. of Nebraska

- ENT: Does It Really Take Money To Make Money? The Effect of Wealth and Race on Start-Up Outcomes | **Jeffrey A. Robinson**, New York U.

- ENT: Entrepreneurial Leadership: Defining and Validating a New Construct | **Ayman Tarabishy**, George Washington U.; **Marshall Sashkin**, George Washington U.

- ENT: Angel Investor Motivation: An Exploratory Study | **Richard Sudek**, Chapman U.; **Michael Harnar**, Claremont Graduate U.; **Dreolin Fleischer**, Claremont Graduate U.; **Mitra Asgarian**, Claremont Graduate U.; **Selah Lanka**, Claremont Graduate U.

1619 : (Paper Session) - (IP) **Executive Compensation**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A3

Facilitator: **Larry Stimpert**, Colorado College

- BPS: Relevance of Past Performance Measures in Chief Executive Compensation | **Rajiv Banker**, Temple U.; **Rong Huang**, Baruch College

BPS: The Antecedents of Pay without Performance | **Amy M. Chew**, Texas A&M U.; **Asghar Zardkoohi**, Texas A&M U.

🗉 **MC:** Top Management Incentives in Chinese State Bank | **Wei Yang**, Otto-von-Guericke U. of Magdeburg/Towers Perrin; **Edward J. Lusk**, SUNY Plattsburgh; **Birgitta Wolff**, Otto-von-Guericke U. Magdeburg

🗉 **PNP:** Healthcare Executive Equity Sensitivity and Employment Sector in the Pacific Northwest | **Matthew Liao-Troth**, Western Washington U.; **Bruce Wonder**, Western Washington U.

1620 : (Paper Session) - (IP) Founders' Influence I

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A4
Facilitator: **Carin Holmquist**, Stockholm School of Economics

🗉 **ENT:** Why For Entrepreneurs, Too, Social Competence Really Matters: Effects on New Venture Performance | **Robert Baron**, Rensselaer Polytechnic Institute; **Jintong Tang**, Saint Louis U.

ENT: Parenting Effects and Founder Influence: The Consequences of Parent Prominence in New Ventures | **Warren Boeker**, U. of Washington Seattle

🗉 **ENT:** Entrepreneurial Control Factors in Smaller Professional Service Firms | **John C Goodale**, U. of Oregon; **Donald F Kuratko**, Indiana U.; **Jeffrey S Hornsby**, Ball State U.

ENT: Hubris and the Subsequent Ventures of Successful Entrepreneurs | **Andrew T. Hinrichs**, Texas A&M U.

🗉 **OMT:** How faculty founders shape their firms' alliance portfolios | **Kelley Packalen**, Queen's U.

1621 : (Paper Session) - (IP) Research on Leadership

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B1
Facilitator: **Kim T. Hinrichs**, Minnesota State U., Mankato

🗉 **PNP:** Leading from the Other Place: Beauty, Discipline and Deliberation in Community Leadership | **Jonathan Gosling**, U. of Exeter; **Lisa Wright**, Church of England

➔ **OMT:** The Event's The Thing: Brief Encounters with the Leaderful Moment | **Donna Ladkin**, U. of Exeter; **Wood Martin**, U. of York

🗉 **PNP:** Establishing a Framework of Transformational Grassroots Military Leadership | **Ravindra Singh Bangari**, EduMetry Inc., Fellow (Indian Institute of Management Bangalore)

🗉 **OB:** What Do Local Union Leaders Do? Understanding Leadership in a Local Labor Union Context | **Julie Sadler**, U. of Delaware

1622 : (Paper Session) - (IP) Resources, Knowledge, and Firm Performance I

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B2
Facilitator: **Mark H Hansen**, Brigham Young U.

🗉 **PNP:** An Intellectual Capital Perspective of Non-profit Strategy Development | **Eric Kong**, Charles Sturt U.

🗉 **BPS:** Managing Firm Resources - The Impact of Resource Practices on Performance | **Leona Achtenhagen**, Jönköping U.; **Lucia Naldi**, Jönköping U.

HR: Revisionist Approach to Strategic Human Resource Management: A People-Focused Perspective | **Christopher**

Harris, U. of Texas at Arlington; **Gary C. McMahan**, U. of Texas, Arlington

➔ **OMT:** Securing the License To Act: The Dynamic Capability of BP | **Terry McNulty**, U. of Liverpool; **Robin Holt**, Leeds U. Business School

1623 : (Paper Session) - (IP) Resources, Slack, and Innovation

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B3
Facilitator: **Margaret Dalziel**, U. of Ottawa

🗉 **TIM:** Technology Diversity, Organizational Slack, and Innovation Performance | **Chung-Jen Chen**, National Taiwan University; **Yi-Fen Huang**, National Cheng Kung U.; **Jing-Wen Huang**, National Cheng Kung U.

🗉 **BPS:** Decline as the Mother of Rigidity or Innovation? Examining Mone, McKinley, and Barker's Framework | **Scott Latham**, Bentley College; **Michael Braun**, U. of Montana

🗉 **TIM:** Is Synergy Always Good? Claryfing the Intellectual Capital and Product Quality in Two Contexts | **Sue-Chin Yang**, National Cheng Kung U.; **Hsin-Hong Kang**, National Cheng Kung U.

🗉 **TIM:** The Role of Organizational Slack and Knowledge for Innovation in NPD Projects | **Pär Åhlström**, Chalmers U. of Technology

🗉 **HCM:** Senior Services: Exploring the Range of Nursing Home Services Provided to Community-Based Seniors | **Juliet A. Davis**, U. of Alabama, Tuscaloosa; **Louis Marino**, U. of Alabama

1624 : (Paper Session) - (IP) Research on Institutions

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty B - Table B4
Facilitator: **Amit Nigam**, U. Toronto

🗉 **OMT:** Institutionalization and the changing role of institutional entrepreneurship | **Bastiaan A Koene**, Rotterdam School of Management; **Shahzad Mumtaz Ansari**, Erasmus U.

🗉 **OMT:** Contests as enforcement: How institutional practice is maintained with certification contests | **David Eduardo Cavazos**, James Madison U.

🗉 **OMT:** The Organization as a Social Actor | **Brayden G King**, Brigham Young U.; **Teppo Felin**, Brigham Young U.

🗉 **OMT:** Where do institutions come from? |

➔ **IM:** Local vs Emerging Economy Institutions: High Technology SMEs in Three Emerging Economies | **Garry D Bruton**, Texas Christian U.; **Chung-Ming Lau**, Chinese U. of Hong Kong; **Krzysztof Ob³ój**, Warsaw U.

1625 : (Paper Session) - (IP) Innovation and Organizational Design

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C1
Facilitator: **Mark P Kriger**, Norwegian School of Management

🗉 **TIM:** The Impacts of Technological Diversification and Complementary Assets on Divisionalization | **Hsien-Che Lai**, Tunghai U.; **Yi-Chia Chiu**, National Chung Hsing U.; **Yi-Ching Liaw**, National Chung Hsing U.; **Tai-Yu Lee**, National Chung Hsing U.

➔ **IM:** Preparing Global Business Leaders: An Economy-Based Framework for Intercultural Training | **Dharm P. S. Bhawuk**, U. of Hawaii, Manoa; **Vijayan P. Munusamy**, Center for Creative Leadership; **Keith Sakuda**, U. of Hawaii

🗉 Teaching-oriented | 🗉 Practice-oriented | ➔ International-oriented | 🗉 Theme-oriented | 🗉 Research-oriented | 🗉 Visual Presentation | 🗉 Best Paper Proceedings

TIM: A dialectical model of organizational loose coupling:modularity, integration, and innovation | **Stefano Brusoni**, Bocconi U.; **Andrea Prencipe**, U. G. d'Annunzio

1626: (Paper Session) - (IP) **Leadership Research**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C2

Facilitator: **Randall G. Sleeth**, Virginia Commonwealth U.

OB: Restrictive Vs. Promotive Control, LMX, and Organizational Commitment: A Preliminary Investigation | **Steven M. Elias**, Auburn U. Montgomery; **Scott MacDonald**, Auburn U. Montgomery

OB: Why Doesn't Authoritarian Leadership Necessarily Decrease Subordinates' Performance in China? | **Simon C. H. Chan**, Hong Kong Polytechnic U.; **Xu Huang**, Hong Kong Polytechnic U.; **Edward Snape**, Hong Kong Polytechnic U.

HR: Predicting Perceived Relative Leadership Stature: Validating a General Leadership Competency Model | **Emily Hoole**, Center for Creative Leadership; **Judith Steed**, Center for Creative Leadership; **William A. Gentry**, Center for Creative Leadership

MOC: The Curvilinear Effects of Empowerment through Choice on Leadership Perceptions. | **Roy Yong Joo Chua**, Columbia U.; **Sheena S. Iyengar**, Columbia U.

OB: Early Predictors of Leadership Potential and Performance at the United States Military Academy | **Paul H. Jacques**, Western Carolina U.; **Francis J. Yammarino**, Binghamton U.; **Bruce Avolio**, U. of Nebraska; **John Garger**, Metronome Computer Services

1627: (Paper Session) - (IP) **Reputation and Legitimacy**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C3

Facilitator: **Donde Ashmos Plowman**, U. of Tennessee

→ **IM**: How developing country firms self-represent to establish their global credibility | **Helena Barnard**, U. of Pretoria

OMT: Organizational Structure as Signal | **Mukta Kulkarni**, Indian Institute of Management Bangalore; **Donde Ashmos Plowman**, U. of Tennessee

MOC: Reputation: Could It be Bad? | **Lei Zhang**, U. of Maryland, College Park

ENT: Are We Legitimate Yet? An Exploratory Examination of Financing Options in Young Firms | **Matthew W. Rutherford**, Virginia Commonwealth U.; **Susan Coombes**, Syracuse U.; **Neil Tocher**, Auburn U.

OMT: How Formal Oversight Impacts Informal Oversight: A Reinvigoration of Labeling Theory | **Benjamin M. Cole**, U. of Michigan

1628: (Paper Session) - (IP) **Research on Industries and Firm Clusters**

10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C4

Facilitator: **Kurt Motamedi**, Pepperdine U.

BPS: Geographic Clusters and Strategic Management: a Relational View | **Holger Schiele**, Leibniz U. of Hanover

→ **OMT**: A Multilevel Model of Regional Cluster Emergence – An Interpretative Case Study on Functional Foods | **Tiina Ritvala**, Helsinki School of Economics; **Birgit Kleymann**, Catholic U. of Lille

OMT: Do Industry Boundaries Matter? | **Christopher Wheat**, Massachusetts Institute of Technology

BPS: Japan's Industrial Groupings: Fair Weather Friends? | **Jean McGuire**, Louisiana State U.; **Sandra Dow**, ESG-UQAM
BPS: Directory interlocking, Resource Concentration, and Unit Charter Expansion for Business Group Growth | **Yu-Chieh Chao**, National Taiwan U.

1629: (Paper Session) - (MED) **Using Teams in the Classroom**

10:40am - 12:00pm Pennsylvania Convention Center: Room 109A

Chair: **Shima Barakat**, Manchester U.

Discussant: **Emanuele Vendramini**, Catholic U. and SDA Bocconi School of Management

Markets Rule: Team Culture and Strategic Decision-Making in a Virtual Learning Environment | **William J. Ritchie**, Florida Gulf Coast U.; **Stephen A Drew**, Florida Gulf Coast U.; **Charles Matthews**, Florida Gulf Coast U.

Team project design procedures that matter to students and for professors | **Lynn Bowes-Sperry**, Western New England College; **Deborah Kidder**, U. of Hartford; **Anthony F. Chelte**, Midwestern State U.

Team-work training: self-management team ksa and interpersonal team ksa | **Victor Martin Perez**, U. de Valladolid; **Natalia Martin Cruz**, U. de Valladolid; **Pilar Pérez Santana**, U. de Valladolid; **Juan Hernangomez Barahona**, U. de Valladolid; **Celia Martín Sierra**, U. de Valladolid

Bringing it all Together: A Model for Managing Successful Student Project Teams | **Gerald Hunt**, Ryerson U.; **Neil Rothenberg**, Ryerson U.; **Fei Song**, Ryerson U.

1630: (MED) **Blood & Guts: New Findings for Ethics Pedagogy**

10:40am - 12:00pm Pennsylvania Convention Center: Room 109B

Organizer: **Andrea Hornett**, Pennsylvania State U.

Participants: **Susan Fredricks**, Pennsylvania State U.; **Carol Cirka**, Ursinus College; **Carla M. Messikomer**, Acadia Institute

1631: (MED, MC) **Executive Coaching Theory and Practice: Doing Well by Developing Good Leaders**

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C1

Chair: **Mary Wayne Bush**, Pepperdine U.

Participants: **John L. Bennett**, Queens U. of Charlotte; **Jean L. Hurd**, Janus Consulting, Inc.

1632: (Paper Session) - (MOC) **Social Cognition at the Individual, Group, and Field Levels**

10:40am - 12:00pm Pennsylvania Convention Center: Room 107B

Chair: **Keith L. Kutner**, South Texas College

Discussant: **Robert Phillip Wright**, Hong Kong Polytechnic U.

Public Reflection: Another Kind of Group Dynamics? | **Inge Damen**, Tilburg U.

Validating Ideological Inducements in the Psychological Contract | **John B. Bingham**, Brigham Young U.

Workplace Familism: Its Nature, Measurement, and Cross-Cultural Comparison | **Simon Lloyd D. Restubog**, U. of Queensland; **Prashant Bordia**, U. of South Australia; **Christian Kiewitz**, U. of Dayton; **Robert L. Tang**, De La Salle U.

Strategy is about the Future...or is it? | **Line Bonneau**, HEC Montreal

1633: (Paper Session) - (MOC) **Team Cognition: Shared Mental Models**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110A

Chair: **John Stephan**, Marist College

Discussant: **Marieke C. Schilpzand**, Georgia Institute of Technology

Expeditions without Maps: Coordination without Shared

Representations | **Phanish Puranam**, London Business School; **Murali Swamy**, Imperial College London

→ Development of Two Types of Shared Mental Models and the Role of Team Performance Feedback | **Xinwen Bai**, Chinese Academy of Sciences; **Erping Wang**, Chinese Academy of Sciences

The Impact of External and Internal Activities on Transactive Memory in Project Teams | **Vesa Matti Peltokorpi**, Komazawa U.

Descriptive Analysis of Sensemaking in Information Technology Project Teams | **Davar Rezanja**, Grant MacEwan College; **Tony Lingham**, ESADE

1634 (Paper Session) - (MOC) **Approaches to Decision Making**

10:40am - 12:00pm Pennsylvania Convention Center: Room 113A

Chair: **Scott G. Johnson**, Oklahoma State U.

Discussant: **Paul Harvey**, U. of New Hampshire

A Matter of Feeling? The Role of Intuition and Affect in Strategic Decision-Making | **Gerard P. Hodgkinson**, U. of Leeds; **Eugene Sadler-Smith**, U. of Surrey; **Marta Sinclair**, Griffith U.

Situation Awareness, Decision Making Style and Performance in Tasks of Varying Complexity | **Bjørn Tallak Bakken**, Norwegian Defence Academy; **Thorvald Haerem**, Norwegian School of Management; **Ingvild Anvina Blytt Holmen**, Bjerke & Luther AS; **Hanne Holvik**, Accenture

The Effects of Decision Aid Support on Mental Model Accuracy and Performance on Complex Tasks | **Michael Shayne Gary**, Australian Graduate School of Management; **Robert E. Wood**, U. of New South Wales

R&D Productivity, Size and Decision-Styles | **Jose Lejarraga**, U. Carlos III de Madrid; **Ester Martinez-Ros**, U. of Carlos III Madrid

1635 JS: (MOC, OMT, ODC) **Good Mourning: Positive Organizing in Response to Experiences of Death in Organizational Life**

10:40am - 12:00pm Pennsylvania Convention Center: Room 111B

Organizers: **Ian Walsh**, Boston College; **Marc Hoffman Lavine**, Boston College

Discussant: **Kim Cameron**, U. of Michigan

On Getting One's House in Order: Certain Death As a Motivator of Extraordinary Performance | **Marc Hoffman Lavine**, Boston College

Forgiveness and Organizational Death | **David S. Bright**, Wright State U.

Organizational Healing: Enablers in Crisis and Trauma | **Edward H. Powley**, Naval Postgraduate School

Creating Organizational Afterlife through Mourning Processes | **Ian Walsh**, Boston College

1636 (Paper Session) - (OB) **Work-Family Conflict: Problems and Opportunities**

10:40am - 12:00pm Philadelphia Marriott: Room 309

Teaching-oriented | Practice-oriented | International-oriented | Theme-oriented | Research-oriented | Visual Presentation | Best Paper Proceedings

Chair: **Alison S. O'Brien**, George Mason U.

Discussant: **Susan S. Case**, Case Western Reserve U.

The Role of Justice and Support in Work-Family Conflict and the Psychological Contract | **Pei-Chuan Wu**, National U. of Singapore; **Si-Ying Tan**, National U. of Singapore

Coping With Work-Family Conflict: Integrating Individual and Organization Perspectives | **Anit Somech**, U. of Haifa; **Anat Drach-Zahavy**, U. of Haifa

It's the Nature of Work: Examining Behavior-Based Sources of Work-Family Conflict Across Occupations | **Erich C. Dierdorff**, DePaul U.; **J. Kemp Ellington**, Surface, Ward, & Associates

Cooperative Goals and Constructive Controversy to Integrate Work and Family | **Jiafang Lu**, Lingnan U.; **Kan Shi**, Chinese Academy of Sciences

1637 (Paper Session) - (OB) **Team Performance**

10:40am - 12:00pm Philadelphia Marriott: Room 310

Chair: **Aimee A. Kane**, New York U.

Discussant: **Sharyn D. Gardner**, California State U. Sacramento

Predictors of New Product Development Team Performance: A Meta-Analytic Review | **Nagaraj Sivasubramaniam**, Duquesne U.; **S. Jay Liebowitz**, Duquesne U.; **Conway Lackman**, Duquesne U.

Team Performance: Interaction of Social Network Structure and Environment | **Manu Parashar**, Indian Institute of Management, Bangalore; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

Intermezzos for Thinking Alone: How Suspending Debate Can Enhance Group Problem Solving Performance | **Harry G. Barkema**, Tilburg U.; **Arne De Vet**, Tilburg U.

Inducing Group Success: A Multi-Dimensional Perspective | **Alexander Bolinger**, U. of Utah; **Gerardo Okhuysen**, U. of Utah; **Bryan Bonner**, U. of Utah

1638 (OB) **Emerging Issues in the Study of Transactional Leadership Behavior**

10:40am - 12:00pm Pennsylvania Convention Center: Room 103B

Chairs: **Nathan Philip Podsakoff**, U. of Florida; **Philip M. Podsakoff**, Indiana U.

Discussant: **Henry P. Sims**, U. of Maryland

An Examination of the Validity | **Timothy Hinkin**, Cornell U.; **Chester A. Schriesheim**, U. of Miami

Additional Evidence of the Validity | **Nathan Philip Podsakoff**, U. of Florida; **William H. Bommer**, Cleveland State U.; **Philip M. Podsakoff**, Indiana U.; **Scott B. MacKenzie**, Indiana U.

A Re-consideration of the Augmentation Effect | **Ronald F. Piccolo**, U. of Central Florida; **Joyce Bono**, U. of Minnesota; **Timothy A. Judge**, U. of Florida

Leader Rewards and Punishments: Eliciting OCB Through Trust | **William H. Bommer**, Cleveland State U.; **Robert S. Rubin**, DePaul U.

1639 (Paper Session) - (OB) **Trust: New Perspectives and Extensions**

10:40am - 12:00pm Pennsylvania Convention Center: Room 110B

Chair: **Joel M. Evans**, U. of Arizona

Discussant: **Hwee-Hoon Tan**, Singapore Management U.

- ☒ Trusting the Wrong People: Generalized Trust and Lie Detection in an Employment Interview Context | **Nancy Lynn Carter**, U. of Toronto; **Mark Weber**, U. of Toronto
- ☒ An Integrative Model of How Organizational Trust Benefits Job Performance | **Ning Li**, Zhejiang U.; **Jin Yan**, Zhejiang U.
- Ability-Based Trust Development in Project Teams: The Role of Diversity, Personality, and Justice | **Travis Maynard**, Colorado State U.; **Tammy L. Rapp**, U. of Connecticut, Storrs
- ☒ Relative Performance as a Determinant of Affective and Cognitive Trust Judgments | **Jennifer Dunn**, Michigan State U.; **Nicole E. Ruedy**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

1640 JS: (OB, HR) Political Influences on Human Resource Management Practices

10:40am - 12:00pm Pennsylvania Convention Center: Room 103C

Chairs: **Jerald Greenberg**, National U. of Singapore; **Gary P. Latham**, U. of Toronto

Discussant: **Jerald Greenberg**, National U. of Singapore

Perceptions of Organizational Politics in Performance-Based Pay Systems | **Aino Salimaki**, Helsinki U. of Technology; **Sini Jämsén**, Helsinki U. of Technology

Coping With Strains and Breaches: Consequences of Organizational Politics | **Christopher C. Rosen**, U. of Arkansas, Fayetteville; **Paul E. Levy**, U. of Akron; **Russell E. Johnson**, U. of South Florida

Moderating Effect of Political Environments on the Core Self-Evaluation-Ingratiation Relationship | **K. Michele Kacmar**, U. of Alabama; **Brian J. Collins**, U. of Alabama; **Ken Harris**, Indiana U., Southeast

Prescriptions for Minimizing Organizational Politics in Performance Appraisals | **Gary P. Latham**, U. of Toronto; **Silvia Dello Russo**, U. of Rome La Sapienza

1641 ☒ JS: (OB, HR, CMS) From Queues to Calls: Behaviors, Job Performance, and Attitudes of Front-Line Service Workers

10:40am - 12:00pm Pennsylvania Convention Center: Room 103A

Organizers: **Danielle van Jaarsveld**, U. of British Columbia; **David Douglas Walker**, U. of British Columbia

Chair: **Maeve Houlihan**, U. College Dublin

Discussant: **Stephen Deery**, U. of London

The Role of Personality on Interpersonal Skills, Loyalty and Performance of Call Center Workers | **Lisa M. Moynihan**, U. of London; **Steffanie L. Wilk**, Ohio State U.

When Agents Get Even: How Mistreatment by Customers Relates to Organizational Retaliatory Behavior | **Danielle van Jaarsveld**, U. of British Columbia; **David Douglas Walker**, U. of British Columbia

Emotional Labor, Well-Being and Performance among Front-Line Call Center Workers | **Markus Groth**, Australian Graduate School of Management; **Steve Frenkel**, Australian Graduate School of Management

1642 ☒: (Paper Session) - (OCIS) Project Management and Privacy Issues

10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom J

Chair: **Sharen Ann Bakke**, Cleveland State U.

Discussant: **Tamara Dinev**, Florida Atlantic U.

☒ Redundant Communication: Redundancy as a Strategic Practice in Project Management Work | **Paul Leonardi**, Stanford U.; **Tsedal Beyene**, Stanford U.; **Elizabeth M. Gerber**, Stanford U.

☒ Towards a Social Information Processing Model of Clan Control in IS Project Management | **T Rachel Chung**, U. of Pittsburgh

☑ Willingness to Report Bad News on Troubled IT Projects: Impact of Personal and Situational Factors | **ChongWoo Park**, Georgia State U.; **Mark Keil**, Georgia State U.; **Jong Woo Kim**, Georgia State U.

Privacy Considerations in Adoption of Location-Based Services: A Psychological Control Perspective | **Heng Xu**, Pennsylvania State U.

1643 ☒: (Paper Session) - (OCIS) Online Discourse -- Behavior, Rhetoric, and Blogs

10:40am - 12:00pm Philadelphia Marriott: Room 307

Chair: **Carsten S. Osterlund**, Syracuse U.

Discussant: **Rebecca Heino**, Georgetown U.

☒ Motivations for Use of Information and Communication Technologies | **Tom Stafford**, U. of Memphis

☑ ☒ Organizational Information Asymmetry, Media Sociability, and Structural Design | **David Touve**, Vanderbilt U.

Beyond Orality and Literacy: Letters and Online Interactions | **Anne-Laure Fayard**, Polytechnic U.; **Anca Metiu**, ESSEC, France

☒ Tech Blogging: A Discourse-Based Exploration of the Emergence of a Virtual Community and Its Elite | **Elizabeth Davidson**, U. of Hawai'i, Manoa; **Emmanuelle Vaast**, Long Island U.; **Tsu-Chuan Lin**, U. of Hawai'i, Manoa

1644: (Paper Session) - (ODC) Justice and Organizational Change

10:40am - 12:00pm Loews Philadelphia: Commonwealth C

Chair: **Frances A Viggiani**, Alfred U.

Discussant: **Mary D. Sass**, Western Washington U.

☒ Resistance to Change: As an Organizational Justice Issue | **Deshani B. Ganegoda**, Monash U.; **Nell Kimberley**, Monash U.

☒ Change Recipients' Beliefs and Justice: The Moderating Role of Leader-Member Exchange | **Steven Brown**, Auburn U.

Winner of ODC Division Best Doctoral Student Paper

☒ Knowing Might From Right: Strategic and Institutional Considerations for Isomorphic Change | **Ebony N. Bridwell-Mitchell**, New York U.

☑ ☒ Justice as strategy: The role of procedural justice in an organizational realignment | **Joy Humphries Karriker**, East Carolina U.; **Nathan S. Hartman**, John Carroll U.

1645: (Paper Session) - (ODC) Culture, socialization, and enactment

10:40am - 12:00pm Loews Philadelphia: Commonwealth D

Chair: **Mary Lou Kotecki**, Benedictine U./Deere & Company

Discussant: **Erik Monsen**, Max Planck Institute of Economics

☒ Transforming Corporate Culture and Performance | **Dexter Dunphy**, U. of Technology, Sydney; **Quentin Jones**, Australian Director, Human Synergistics Intl.

Breakdowns in Models of Organization Change and Development | **Andrew H. Van de Ven**, U. of Minnesota; **Kangyong Sun**, U. of Minnesota

The Enactment of Strategic Change | **Maria B Gondo**, U. of Memphis; **John Matthew Amis**, U. of Memphis; **Amy Hennington**, U. of Memphis; **Brian Janz**, U. of Memphis

📖 Mental Models and Socialisation: How Do They Impact Upon Change Potential? | **Deborah Blackman**, U. of Canberra; **Paul Corcoran**, U Sunshine Coast

1646 📖: (Paper Session) - (ODC) capabilities and competencies

10:40am - 12:00pm Loews Philadelphia: Congress C

Chair: **Jeanette Davy**, Wright State U.

Discussant: **Gary Wagenheim**, Simon Fraser U.

🔗 Managing Multiple Change Processes: Challenges and Intervention Techniques | **Christine Benedicte Meyer**, Norwegian School of Economics and Business Administration; **Inger G. Stensaker**, Norwegian School of Economics and Business Administration

📖 From Change Management to the Management of Organizational Change Capacity: A Conceptual Approach | **Patricia Klamer**, HEC U. of Geneva; **Richard Soparnot**, ESCEM Tours (France); **Gilbert Probst**, U. of Geneva

🗣️ An innovative view at organizational competencies: In search of its “collective character” properties | **Grace Vieira Becker**, Pontificia U. Catolica do Rio Grande do Sul; **Roberto Lima Ruas**, U. Federal do Rio Grande do Sul; **Zandra Balbinot**, Centro U. Positivo - UNICENP; **Joel Souza Dutra**, FEA-USP

📖 Dynamic capabilities: what they need to be dynamic? | **Tatiana Andreeva**, Graduate School of Management, St. Petersburg State University; **Victoria Chaika**, St. Petersburg State U.

1647 📖: (Paper Session) - (OM) The Factory View of Operations

10:40am - 12:00pm Philadelphia Marriott: Franklin 13

Chair: **Lawrence Fredendall**, Clemson U.

Discussant: **Michelle M. Griffin**, Benedictine U./OCE

📖 The Impact Of Exponential Smoothing Forecasting on The Bullwhip Effect | **Erkan Bayraktar**, Bahcesehir U.; **Kazim Sari**, Beykent U.

🗣️ Impact of inventory policy consistency on the three-stage supply chain performance | **Liang-Chieh Cheng**, U. of Houston

📖 Customer satisfaction improvement with a hybrid dispatching rule in semiconductor back-end factories | **Fan-yun Pai**, National Taiwan U.; **Tsu-Ming Yeh**, Diwan U. Taiwan; **Ruey-Shan Guo**, National Taiwan U.; **David M Chiang**, National Taiwan U.

🔗 A Revised and Extended Theory of the Focused Factory | **Mikko Ketokivi**, Helsinki U. of Technology; **Fabrizio Salvador**, Instituto de Empresa Business School

1648 📖: (Paper Session) - (OMT) Formal Structure, Organizational Designs, and Their Consequences

10:40am - 12:00pm Philadelphia Marriott: Franklin 5

Chair: **Joan Ernst Van Aken**, Eindhoven U. of Technology

🗣️ → Balanced Organizational Forms: Towards a Strategic Contingency Model | **Sebastian Raisch**, U. of St. Gallen; **Alexander Zimmermann**, U. of St. Gallen

📖 Organizational tradeoffs and the dynamics of search and coordination | **Stephan Billinger**, U. of Southern Denmark; **Nils Stieglitz**, U. of Southern Denmark

Organizational restructuring: formal boundaries, conflicting identities and tie formation | **Susan Lynch**, INSEAD

🔗 📖 Longing to Belong: Expanding the Market-Hierarchy-Clan Taxonomy to Include New Organizational Types | **Theodore L. Hill**, Temple U.

1649 📖: (Paper Session) - (OMT) Demography in Organizations and Teams: Antecedents and Consequences

10:40am - 12:00pm Philadelphia Marriott: Franklin 6

Chair: **Jennifer Woolley**, U. of California, Irvine

→ 📖 Industry, Organizational and Corporate Elites Antecedents of Top Management Team Heterogeneity | **Sabina Tacheva**, Copenhagen Business School

The impact of demographic and relational embeddedness on turnover of professional employees | **Sandy Bogaert**, U. of Antwerp; **Christophe Boone**, U. of Antwerp; **Arjen Van Witteloostuijn**, U. of Antwerp

🗣️ 📖 The Influence of Workforce Demographic Change on Organizational Competitiveness | **Christoph Klaus Streb**, Jacobs University Bremen; **Sven Constantin Voelpel**, Jacobs U. Bremen* formerly International U. Bremen; **Marius Leibold**, Stellenbosch U.

🔗 🗣️ 📖 Impacts of intrateam diversity on team performance variance: two ways to take chances | **Fabrice L. Cavarretta**, INSEAD

1650 → 📖: (Paper Session) - (OMT) Structure and Institutions in Transition Economies

10:40am - 12:00pm Philadelphia Marriott: Franklin 7

Chair: **Hong-Jen Charles Chiu**, National Taiwan U.

→ Formal and Informal Networks; Characteristics and Adaptation Capabilities in a Transition Economy | **Xufei Ma**, National U. of Singapore; **Xiaotao Yao**, Xi'an Jiaotong U.; **Youmin Xi**, Xi'an Jiaotong U

🗣️ 📖 The Diffusion of Firm Divestment from Burma, 1996-2002 | **Sarah A Soule**, Cornell U.; **Laszlo Tihanyi**, Texas A&M U.; **Anand Swaminathan**, U. of California, Davis

→ 📖 Breakout From Bollywood: Globalization, Institutions, And Organizational Change In Indian Film Industry | **Mark Lorenzen**, Copenhagen Business School

→ 📖 Interdependence between the state structure and industry structure: The case of the Russian oil | **Olga Suhomlinova**, U. of Leicester, UK

1651 🗣️ 📖: (Paper Session) - (OMT) Building, Using, and Losing Organizational Reputations

10:40am - 12:00pm Philadelphia Marriott: Room 401

Chair: **Forrest Briscoe**, Pennsylvania State U.

Reputation Building By New Ventures | **Antoaneta Petkova**, San Francisco State U; **Violina Rindova**, U. of Texas, Austin; **Anil K Gupta**, U. of Maryland, College Park

📖 Organizational reputation as a moderator of observer reaction to organizational controversial action | **Donald A. Lange**, Arizona State U.

The Dynamics of Collective Reputation Management: Lessons from the Woods and the Water | **Patricia A. MacDonald**, U. of Western Ontario; **Charlene E. Zietsma**, U. of Western Ontario; **Monika Winn**, U. of Victoria

➔ Lost Without Deserving: On the Scope and Dynamics of Reputation Loss in Response to Press Reports | **Stefan Jonsson**, Stockholm School of Economics and Uppsala U.; **Henrich R. Greve**, BI Norwegian School of Management; **Takako Fujiwara-Greve**, Keio U. and BI Norwegian School of Management

1652 📖: (Paper Session) - (OMT) Critical Perspectives in Organization Theory

10:40am - 12:00pm Philadelphia Marriott: Room 402

Chair: **Kelly Thomson**, York U.

📖 Institutions, organizations and moral failure | **Masoud Shadnam**, Simon Fraser U.; **Thomas B Lawrence**, Simon Fraser U.

🗨️ Beyond Social Dilemmas and Game Theory Towards a New Theory of Cooperation | **Hector O. Rocha**, IAE - Management and Business School of Austral U.

🌐➔ Globalization Critics vs Postmodernized Free Trade Theory: Implications for MNEs | **Andreas Georg Scherer**, U. of Zurich; **William McKinley**, Southern Illinois U., Carbondale
Hegemony and Its Discontents: A Critical Analysis of Organizational Knowledge Transfer | **Raza A Mir**, William Paterson U.; **Bobby Banerjee**, U. of Western Sydney; **Ali Mir**, William Paterson U.

1653 📖: (Paper Session) - (OMT) Trends in and Approaches to Organization and Management Theory

10:40am - 12:00pm Philadelphia Marriott: Room 403

Chair: **Ralph Stablein**, Massey U.

Trends in Management Research: A Comparative Review Using Latent Semantics | **Grant Miles**, U. of North Texas; **Nicholas Evangelopoulos**, U. of North Texas; **Lisa M. Russell**, U. of North Texas

📖 Mapping management and organization studies: an author co-citation analysis, 1980-2005 | **Francisco J. Acedo**, U. of Seville; **Jose Luis Galan**, U. of Seville; **Carmen Barroso**, U. de Sevilla, Spain; **Cristobal Casanueva**, U. de Sevilla, Spain

📖 Theory Construction as Undisciplined Abduction: Big and little bangs | **Hans Hansen**, Texas Tech U.

1654 🗨️📖: (Paper Session) - (OMT) Doing Good by Doing Well? Exploring Determinants of Corporate Social Responsibility

10:40am - 12:00pm Philadelphia Marriott: Room 404

Chair: **Michael L. Barnett**, U. of South Florida

🗨️📖 Does it Pay to Be Good? What a Meta-analysis of CSP and CFP Can (and Cannot) Tell Us | **Joshua D Margolis**, Harvard U.; **Hillary Anger Elfenbein**, U. of California, Berkeley; **James P. Walsh**, U. of Michigan, Ann Arbor

📖 Ethical Business and Interorganizational Favor Exchange | **Adam Nguyen**, Siena College

🗨️📖 The Adoption of CSR: Competitive strategy as a determinant of firm behavior | **David Chandler**, U. of Texas at Austin; **Nuno Filipe**, U. of Texas at Austin; **Andrew D Henderson**, U. of Texas, Austin

➔ 📖 Firm Institutional Entrepreneurship as an Impetus for Private Sector Sustainable Development | **Mike Valente**, U. of Victoria

1655 ➔ 🗨️📖: (Paper Session) - (ONE) Understanding Sustainability

10:40am - 12:00pm Loews Philadelphia: Regency Ballroom C2

Chair: **Mark Starik**, George Washington U.

➔ Conceptualizing a Business Model that Promotes 'Doing Well by Doing Good' | **Wendy Stubbs**, Monash U.

📖 Psychological barriers in the road to sustainability: Evidence from public sector procurement | **Lutz Preuss**, Royal Holloway College, U. of London; **Helen Walker**, U. of Bath

🗨️📖 Business Sustainability: Rhetoric or reality? | **Jijun Gao**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario
Subcultures and Sustainability Practices: The Impact on Understanding Corporate Sustainability | **Martina K. Linnenluecke**, U. of Queensland; **Sally Russell**, U. of Queensland; **Andrew Griffiths**, U. of Queensland

1656 🗨️📖: (Paper Session) - (PNP) Voice, Social Justice and Welfare in the Workplace

10:40am - 12:00pm Loews Philadelphia: Commonwealth A2

Chair: **Angel Saz-Carranza**, New York U.

Discussant: **Sarah Stookey**, Central Connecticut State U.

➔➔ 📖 Individual Employee Voice and Performance Management in Public Services | **David W Marsden**, London School of Economics

🗨️📖 Multiple Beliefs of Social Justice: An Empirical Analysis in the Health Care Context | **Kaifeng Yang**, Florida State U.; **Neil De Haan**, Rutgers University, SPAA

🗨️📖 General Feelings Toward Unions And Employers As Predictors Of Union Voting Intent | **Art D. Martinez**, Florida State U.; **Jack Fiorito**, Florida State U.

🗨️🗨️📖 Doing Well While Doing Good: Findings from the Federal Government Child Care Subsidy Program | **Kimberly Wells**, U.S. Office of Personnel Management

1657 🗨️📖: (Paper Session) - (PNP) Harnessing Technology-Led Innovation for Public Purposes

10:40am - 12:00pm Loews Philadelphia: Howe

Chair: **Sang Ok Choi**, California State U. Dominguez Hills

Discussant: **Gordon Kingsley**, Georgia Institute of Technology

🗨️📖 Cognitive Biases in Technology Preferences: The Case of Electronic Voting Machines | **Donald P. Moynihan**, U. of Wisconsin, Madison; **Carol L Silva**, Texas A&M U.

🗨️📖 Evaluating Technological Innovation at Lockheed Martin Defense Contractor: Public Sector Field Study | **Michael K Badawy**, Virginia Tech U.; **Robert J. Casey**, Lockheed Martin

➔➔ 🗨️🗨️📖 Business-Driven Lab-Industry Collaboration | **Olli A.T. Vuola**, Georgia Tech

➔ 📖 Impacts, Legitimacy and Influence of Cluster Policies on Cluster Dynamic and Development | **Christophe Favoreu**, Groupe ESC Toulouse Business School

1658 📄: (Paper Session) - (RM) **Research Design, Measurement, & Context**

10:40am - 12:00pm Philadelphia Marriott: Franklin 8

Chair: **Mark Shanley**, U. of Illinois, Chicago

Discussant: **Alexander Stajkovic**, U. of Wisconsin, Madison

📄 Diverse Meanings and Measurements of Diversity: An Extension of Harrison & Klein's Typology | **Jeremy Dawson**, Aston U.

📄 A Composite Reliability Index for Test-Retest Data | **Cherng G Ding**, National Chiao Tung U.; **Ten-Der Jane**, National Chiao Tung U.

Measurement Insights into the Criterion Problem in Organizational Research | **Kevin Carlson**, Virginia Tech

📄 Predicting the Settings of Top Management Research: Economic Importance vs. Ease of Access | **Michael Boyer O'Leary**, Boston College; **Bradley A. Almond**, Boston College

1659 📄: (Paper Session) - (SIM) **Networks and Partnerships**

10:40am - 12:00pm Loews Philadelphia: Washington A

Facilitator: **Michael Andreas Pirson**, Harvard U

🗑️➔📄 Partnerships Between Businesses and NGOs In the Context of Corporate Social Responsibility | **Tamar Keshishian**, American U. of Beirut; **Dima Jamali**, American U. of Beirut

📄 A Social Networks Approach to Board Composition and Firm Performance. | **Michelle Duguid**, Cornell U.; **Quinetta Roberson**, Cornell U.; **Orlando C. Richard**, U. of Texas, Dallas

🗑️ Doing Better By Doing Good - The Experience Of A Community Network In Brazil | **Claudia Cristina Bitencourt**, UNISINOS; **Adriano Brito**, UNISINOS; **Patricia Cabral**, UNISINOS; **Luis Humberto Villwock**, UNISINOS; **Alfredo Culleton**, UNISINOS; **Ieda Rohden**, UNISINOS

🗑️📄 The Impact of Activist Motivation on Network Formation and Corporate Nonmarket Strategy | **Donald H Schepers**, Baruch College

1660 🗑️📄: (Paper Session) - (SIM) **Corporate Social Responsibility, Stakeholder Relations, and Firm Performance**

10:40am - 12:00pm Loews Philadelphia: Washington B

Facilitator: **Melissa S. Baucus**, U. of Louisville

🗑️➔🗑️📄 What Relationship Between Corporate Social Performance and the Cost of Capital? | **Antonio Tencati**, Bocconi U.; **Paolo Ottone Migliavacca**, Bocconi U.; **Antonello Di Giulio**, Bocconi U.

🗑️ Being Good and Doing Well: A Stakeholder Culture Approach to Competitive Advantage | **Thomas M. Jones**, U. of Washington; **Will Felps**, U. of Washington

🗑️📄 Does the Market Respond to an Institutional Endorsement of Social Responsibility? | **Jonathan P Doh**, Villanova U.; **Shelly W Howton**, Villanova U.; **Shawn D Howton**, Villanova U.

🗑️📄 Does Stakeholder Engagement Promote Innovation Orientation? | **Silvia Ayuso**, IESE, U. of Navarra; **Miguel Angel Rodriguez**, IESE, U. of Navarra; **Roberto Garcia-Castro**, IESE, U. of Navarra; **Miguel A. Ariño**, IESE Business School. U of Navarra

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1661 📄: (Paper Session) - (SIM) **Corporate and Personal Values**

10:40am - 12:00pm Loews Philadelphia: Washington C

Facilitator: **Danielle E. Warren**, Rutgers U.

🗑️📄 Predicting "Doing Good" Using Patterned Moral Behavior | **George Watson**, Southern Illinois U. Edwardsville; **Joseph F Michlitsch**, Southern Illinois U., Edwardsville; **Thomas J Douglas**, Southern Illinois U., Edwardsville

🗑️📄 Can't Get No satisfaction: Effects of Materialism on Work-Related Personal Well-Being | **John R. Deckop**, Temple U.; **Carole L. Jurkiewicz**, Louisiana State U.; **Robert A Giacalone**, Temple U.

➔🗑️📄 Doing Well by Doing Good: Does Economic Development Make a Difference? | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; **Adebowale Akande**, International Institute of Research; **Michael W. Allen**, U. of Sydney; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mahfooz Alam Ansari**, U. of Lethbridge; **Fernando Arias-Galicia**, U. Autónoma del Estado de Morelos; **Mark G. Borg**, U. of Malta; **Luigina Canova**, U. of Padua; **Brigitte Charles Pauvers**, U. of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Linzi Du**, Nankai U.; **Ilya Garber**, Saratov State Socio-Economic U.; **Consuelo Adelaida Garcia**, EGADE-ITESM; **Rosario Correia Higgs**, Polytechnic Institute of Lisbon-Portugal; **Abdul Hamid Safwat Ibrahim**, Iman U; **Chin-Kang Jen**, National Sun Yat-Sen U.; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Kilsun Kim**, Sogang U.; **Vivien KG Lim**, National U. of Singapore; **Roberto Luna-Arocas**, U. of Valencia; **Eva Malovics**, U. of Szeged; **Anna Maria Manganelli**, U. of Padua; **Alice S. Moreira**, Federal U. of Para; **Anthony Ugochukwu Obiajulu Nnedum**, Nnamdi Azikiwe U.; **Johnsto E. Osagie**, Florida A & M U.; **A Ahad M Osman-Gani**, Nanyang Business School; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon-Portugal; **Ruja Pholsward**, U. of the Thai Chamber of Commerce; **Horia Pitariu**, Babes-Bolyai U; **Marko Polic**, U. of Ljubljana; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Petar Skobic**, Middle Tennessee State U.; **Allen F. Stembridge**, Southwestern Adventist U.; **Theresa Li-Na Tang**, Affin Group; **Thompson SH Teo**, National U. of Singapore; **Marco Tombolani**, U. of Padua; **Martina Trontelj**, U. of Ljubljana; **Caroline Urbain**, U. of Nantes; **Peter Vlerick**, Ghent U.

📄 The Influence of Ethics Instruction, Religiosity, and Intelligence on Cheating Behavior | **James M Bloodgood**, Kansas State U.; **William H. Turnley**, Kansas State U.; **Peter Mudrack**, Kansas State U.

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1662 📄: (Paper Session) - (TIM) **Organizational Adaptation and Environmental Change**

10:40am - 12:00pm Philadelphia Marriott: Room 303

Chair: **Ednilson Santos Bernardes**, Georgia Southern U.

Discussant: **Floortje P. Blindenbach-Driessen**, Erasmus U. Maryland U.

🗑️📄 Resource Emergence and Evolution and the Organizational Resilience of R&D Ventures | **Renee Rottner**, U. of California, Irvine

Configuring Capabilities for Integrated Solutions: Evidence from the IT Sector | **Federica Ceci**, U. G. d'Annunzio

🗑️📄 Variation through Replication: The Extent and Sources of Variance when Replicating Routines | **Robert Jensen**, BYU

🗑️📄 Variation through Replication: The Extent and Sources of Variance when Replicating Routines | **Robert Jensen**, BYU

📖 Upstream Problem-solving under Uncertainty and Ambiguity: Evidence from Airport Expansion Projects | **Nuno A Gil**, Manchester Business School; **Sara Beckman**, California U.; **Iris Tommelein**, U. of California, Berkeley

1663 📖: (Paper Session) - (TIM) **Drivers of R&D and Innovation**

10:40am - 12:00pm Philadelphia Marriott: Room 304

Chair: **Julian C. Sulej**, U. of Dundee

Discussant: **Albert David**, Ecole Normale Supérieure

→ 📖 Multiple-Source R&D Strategy and Firm Performance: An Empirical Study for Taiwan's ICT Firms | **Kuo-Feng Huang**, National Chengchi U., Taiwan

The Impact of Top Management Characteristics on Innovation: An Empirical Study of German Companies | **Albrecht Enders**, U. of Erlangen, Nuremberg; **Torsten Wulf**, HHL - Leipzig Graduate School of Management; **Harald Hungenberg**, U. of Erlangen, Nuremberg; **Tina Kleehaupt**, U. of Erlangen, Nuremberg

A Holistic Model of the Drivers of Innovation and R&D Investment | **Jason Michael Pattit**, Syracuse U.; **Todd Alessandri**, Syracuse U.

→ 📖 CEO Ownership and R&D Investment: Considering Contingency and Configurational Views | **Cheng-Yu Lee**, National Cheng Kung U.

1664 📖: (Paper Session) - (TIM) **Theoretical Perspectives on Innovation**

10:40am - 12:00pm Philadelphia Marriott: Room 305

Chair: **Bart Van Looy**, K.U.Leuven

Discussant: **Andrew Watson**, Northeastern U.

🔗 → 📖 In the Club: Human and Social Capital of Leaders in Free and Open Source Software Communities | **Linus Dahlander**, Imperial College London

The Effects of Innovation on Vertical Structure: A Conceptual Computational Model | **Claudio Wolter**, Carnegie Mellon U.; **Francisco Veloso**, Carnegie Mellon U.

📖 📖 A Collective Action Model of Strategic Responses to the Mandatory Adoption of Open Document Format | **George Kuk**, U. of Nottingham; **Angel Tan**, Nottingham U. Business School

→ A Multi-level Analysis of Knowledge Sharing: A Study of Social Networks in Chinese Organizations | **Jar-Der Luo**, Tsinghua U.; **Meng Yu Cheng**, Yuan-Ze U.



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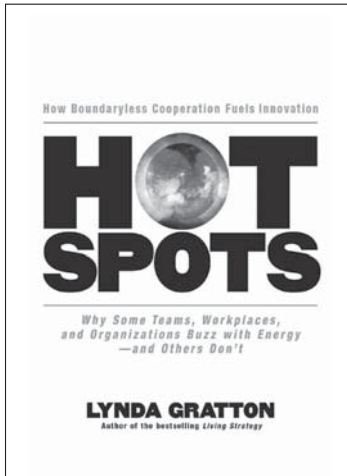


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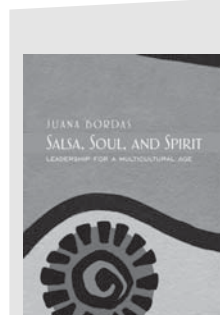
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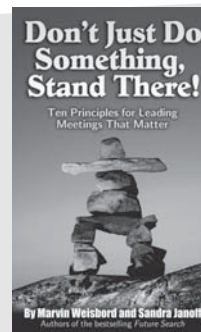
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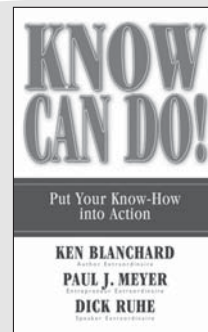
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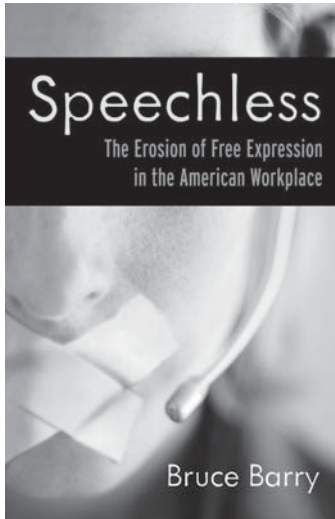


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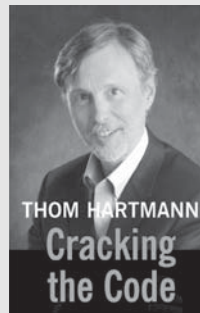
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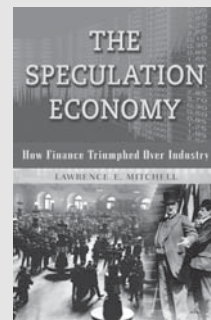
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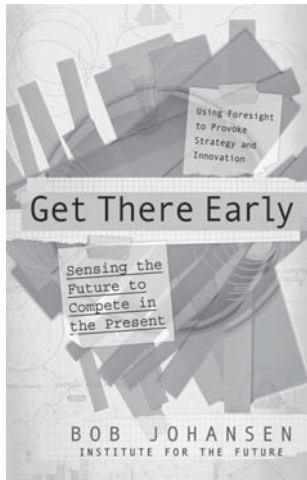
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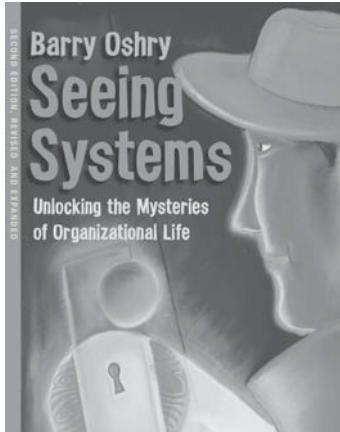
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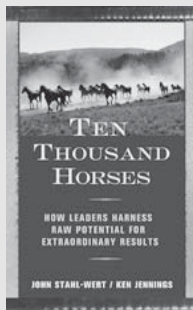
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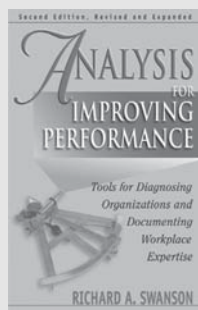
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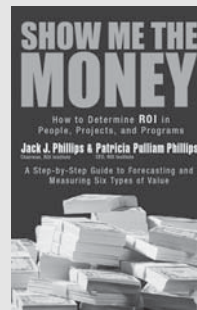
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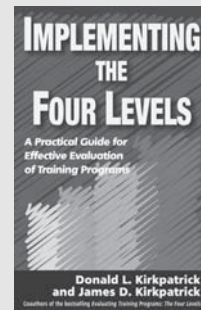
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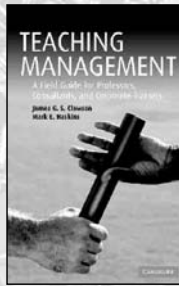
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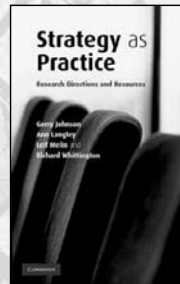
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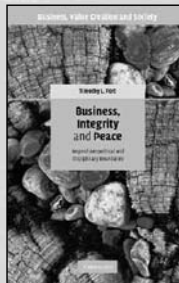
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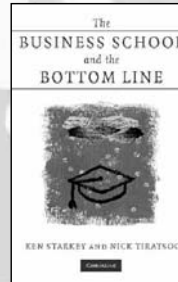
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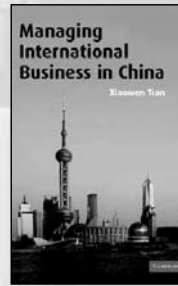
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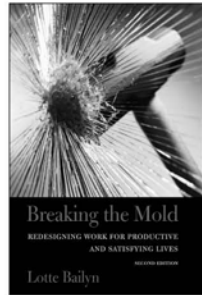
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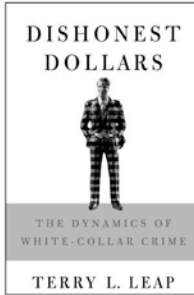
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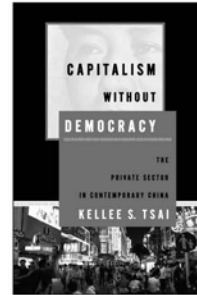
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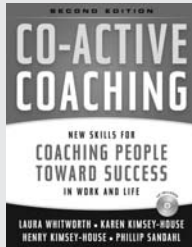
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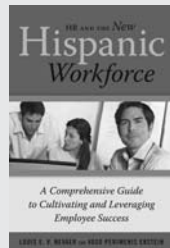
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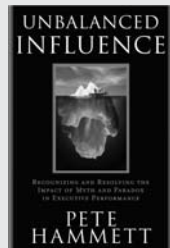


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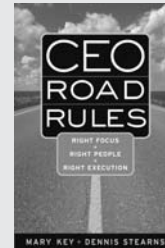
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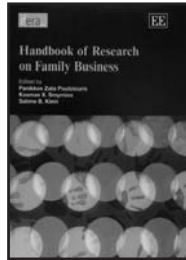
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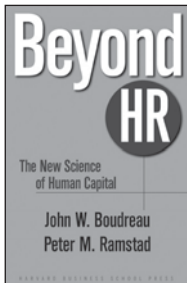
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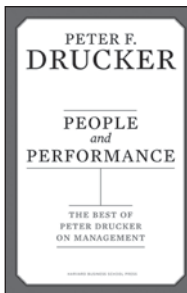
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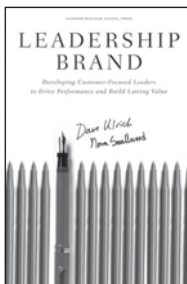
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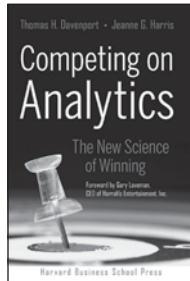
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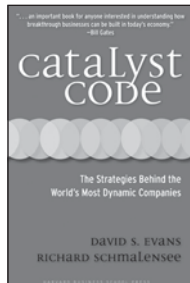
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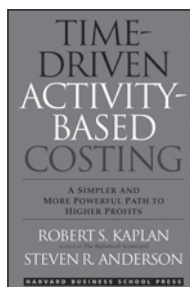
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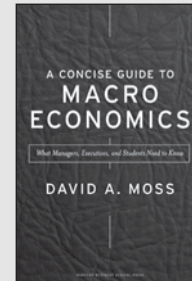
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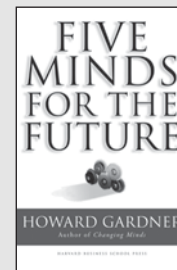
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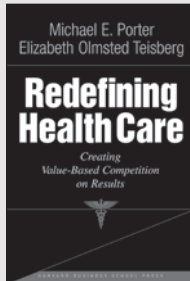
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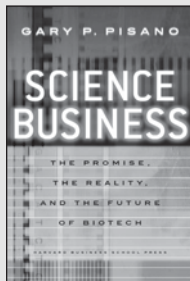
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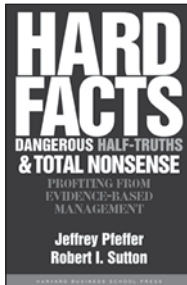
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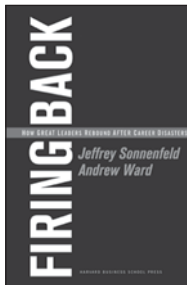
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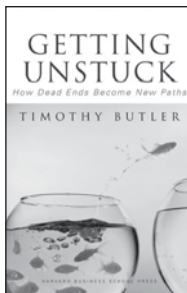
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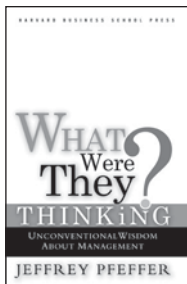
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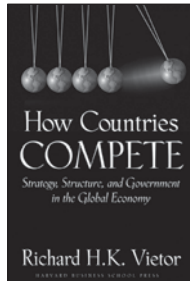
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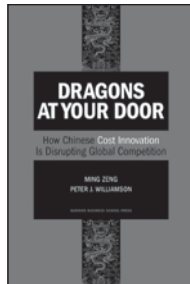
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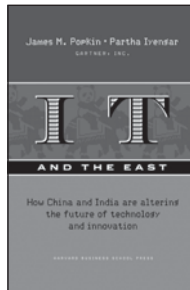
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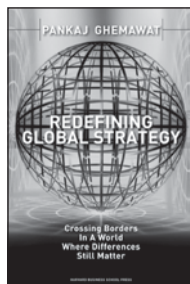
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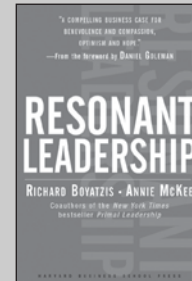
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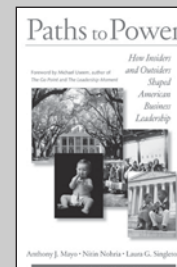
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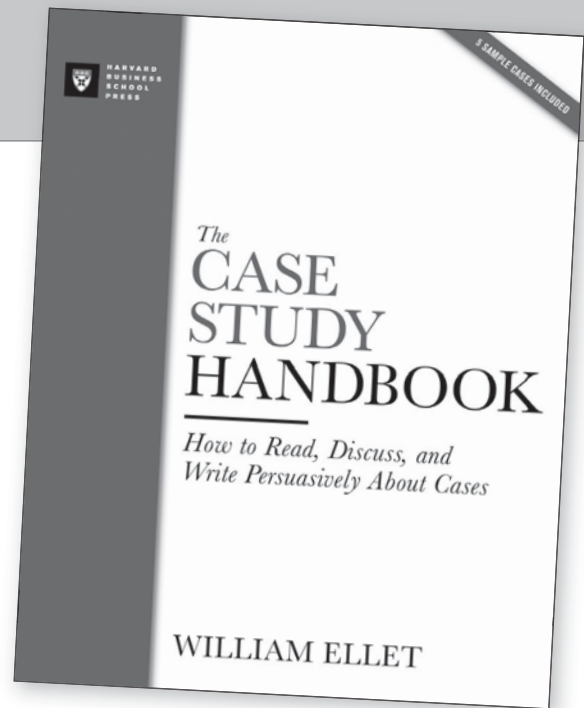
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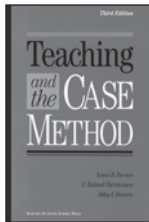
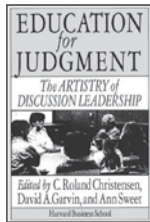
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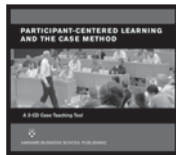


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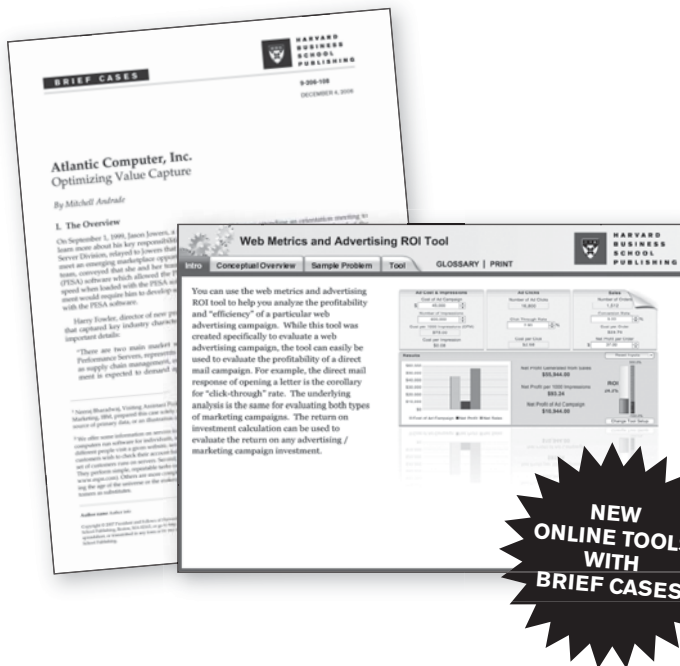
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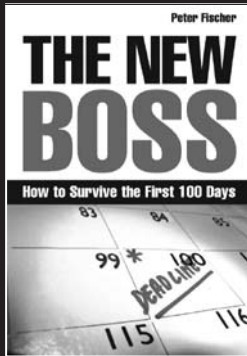
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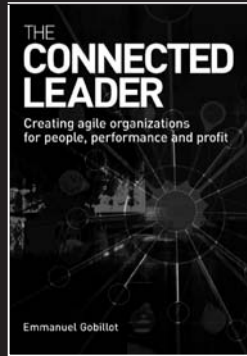
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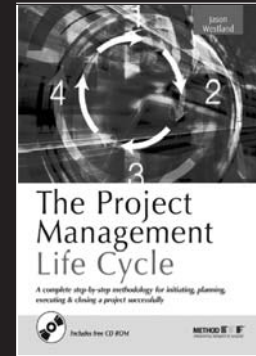
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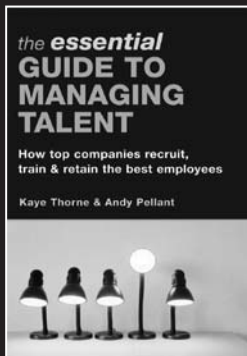
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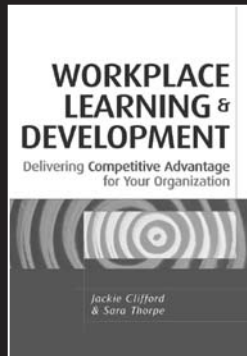
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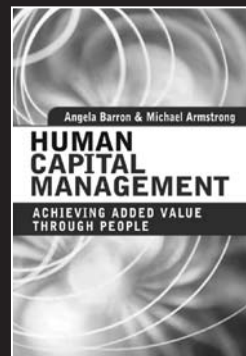
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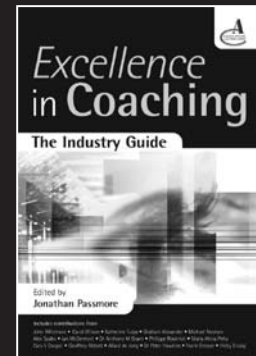
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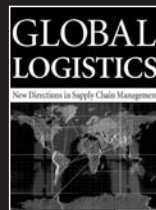
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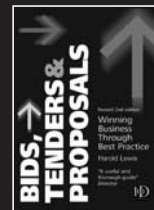
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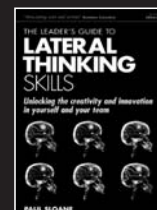
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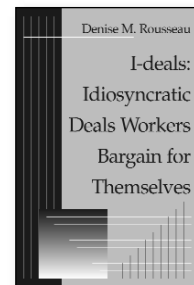
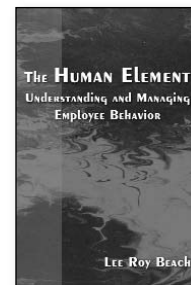
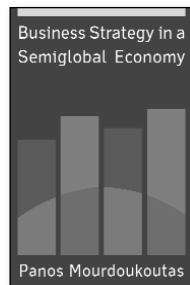
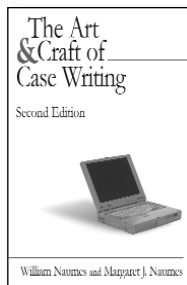
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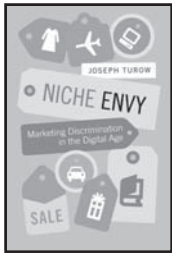
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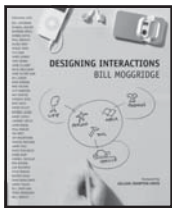
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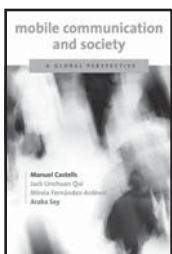
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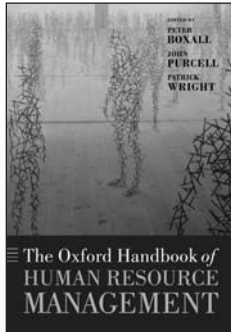
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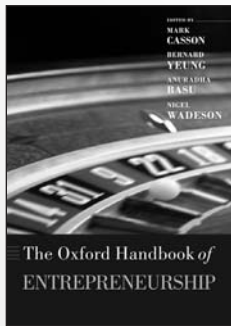
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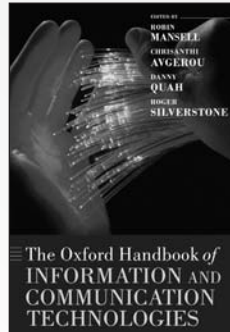
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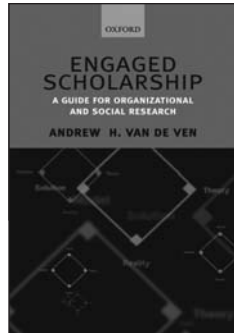


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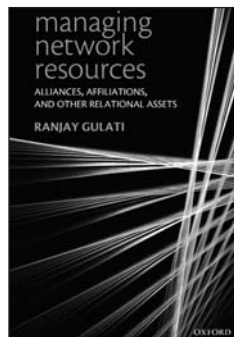
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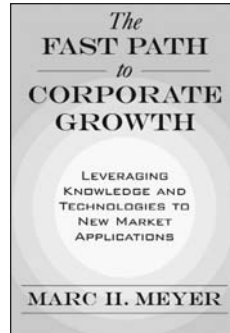
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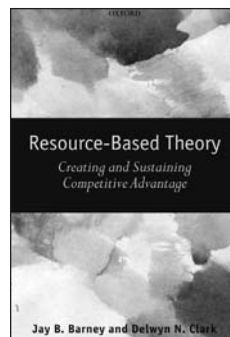
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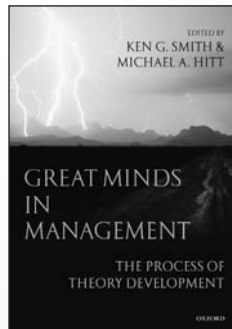
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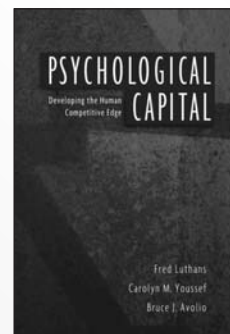
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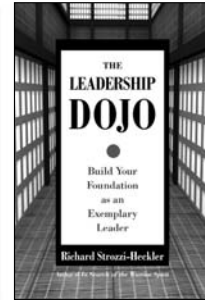
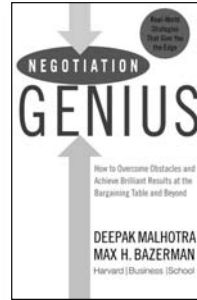
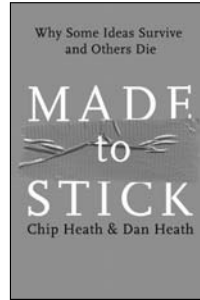
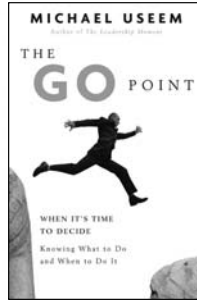
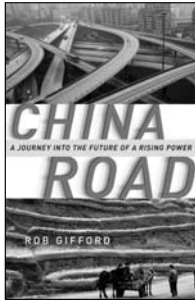
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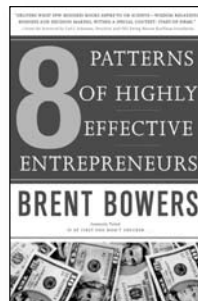
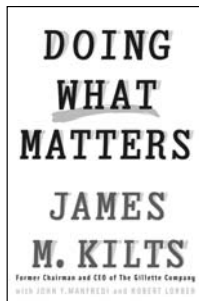
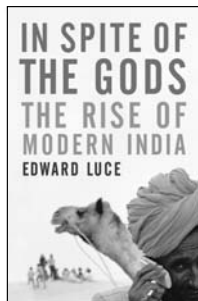
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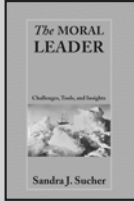
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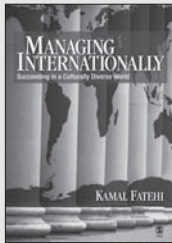


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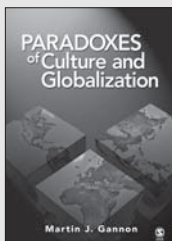
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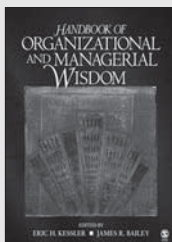
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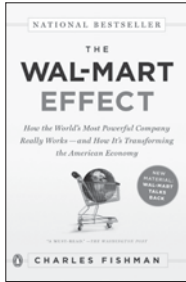
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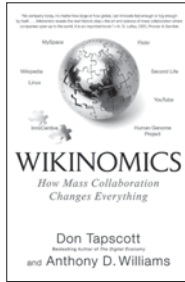
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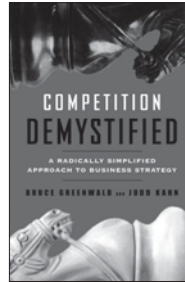
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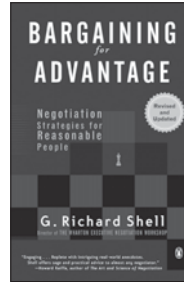
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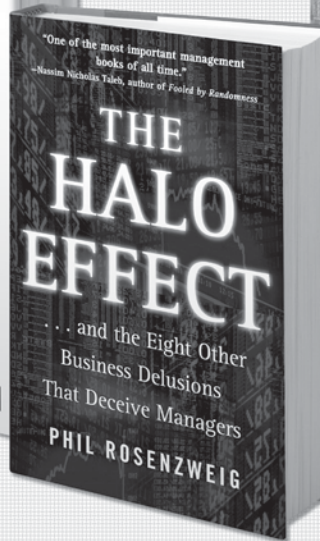
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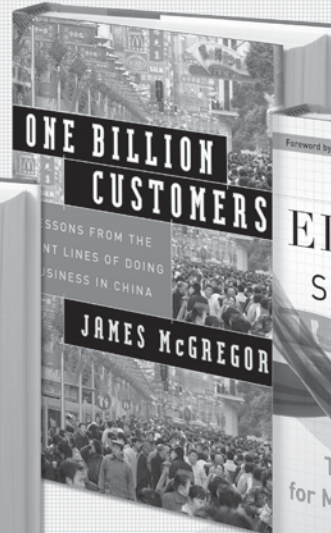
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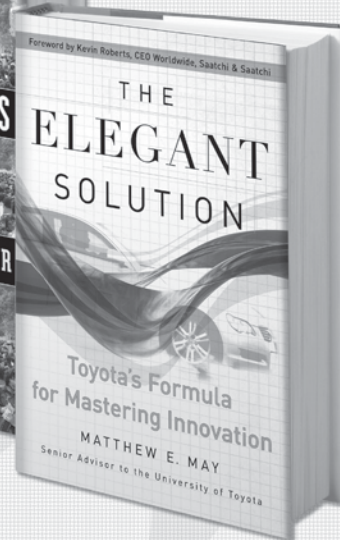
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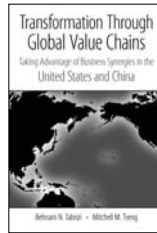
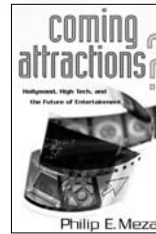
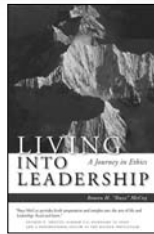
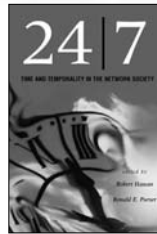
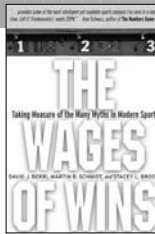
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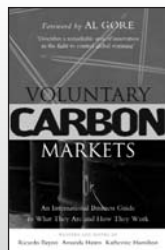
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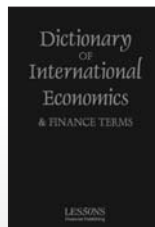
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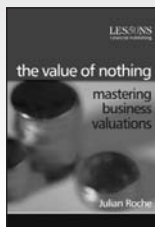
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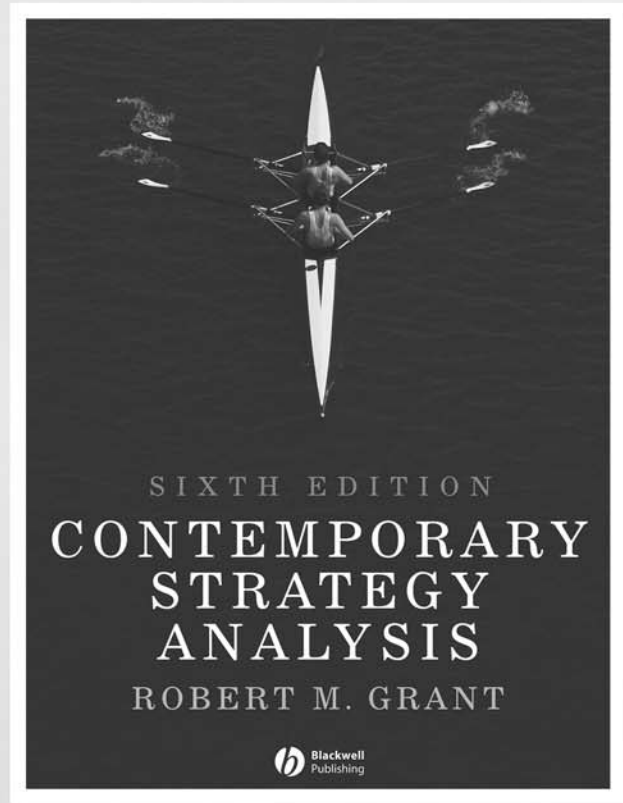
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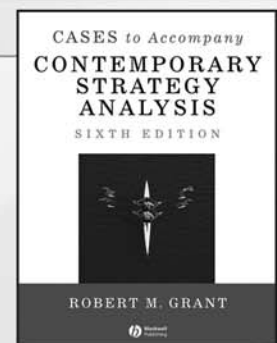
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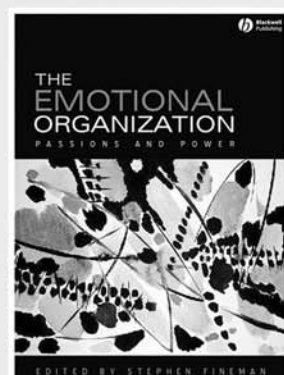
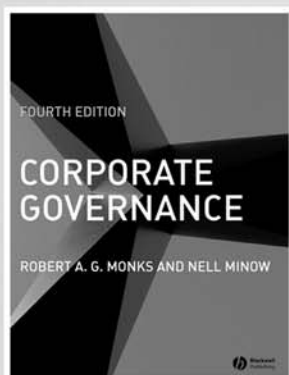
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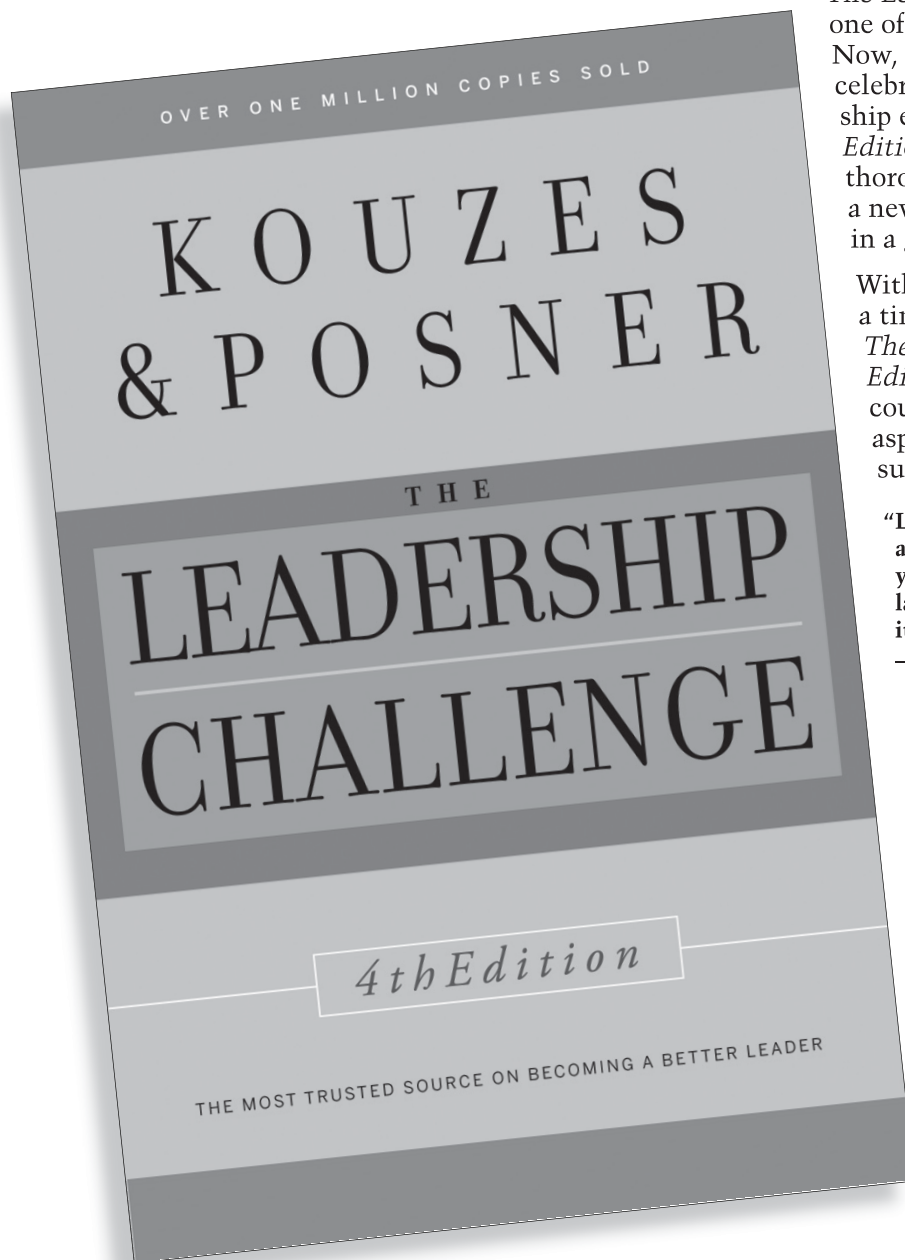
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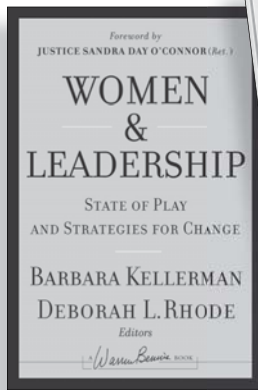


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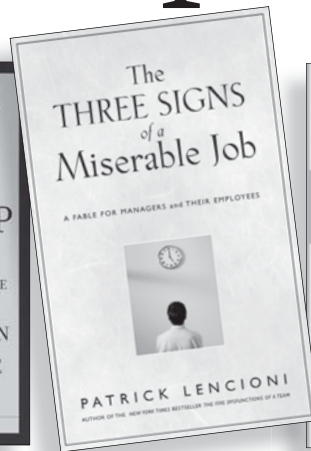


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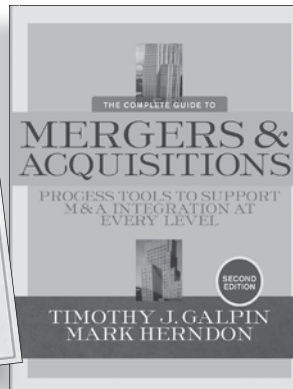
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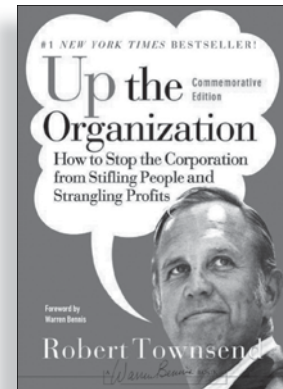
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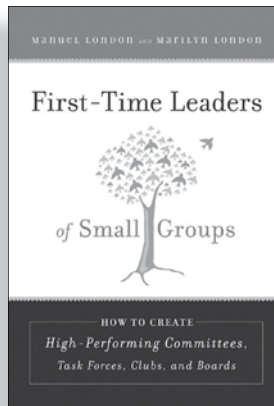
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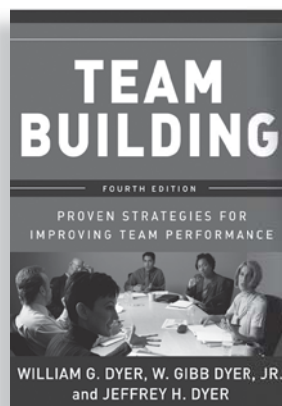
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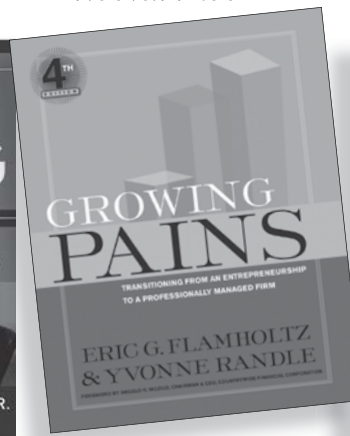
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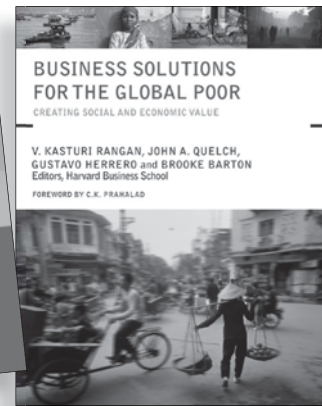
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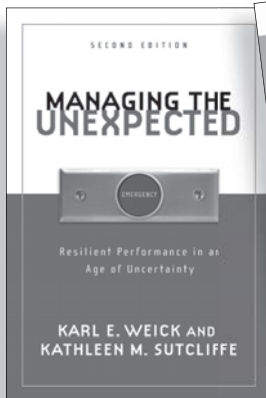
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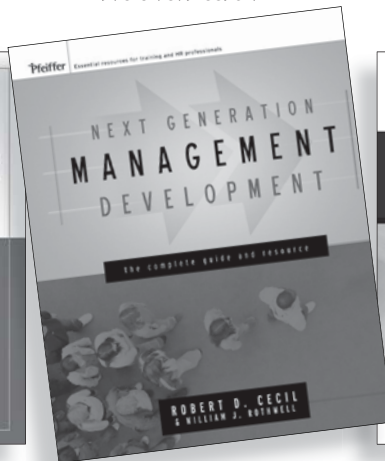
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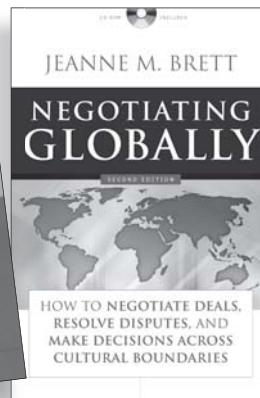
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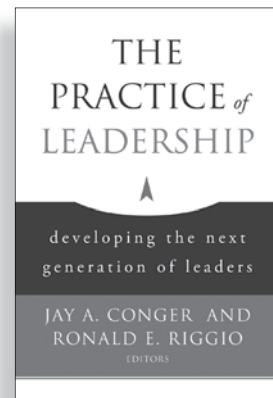
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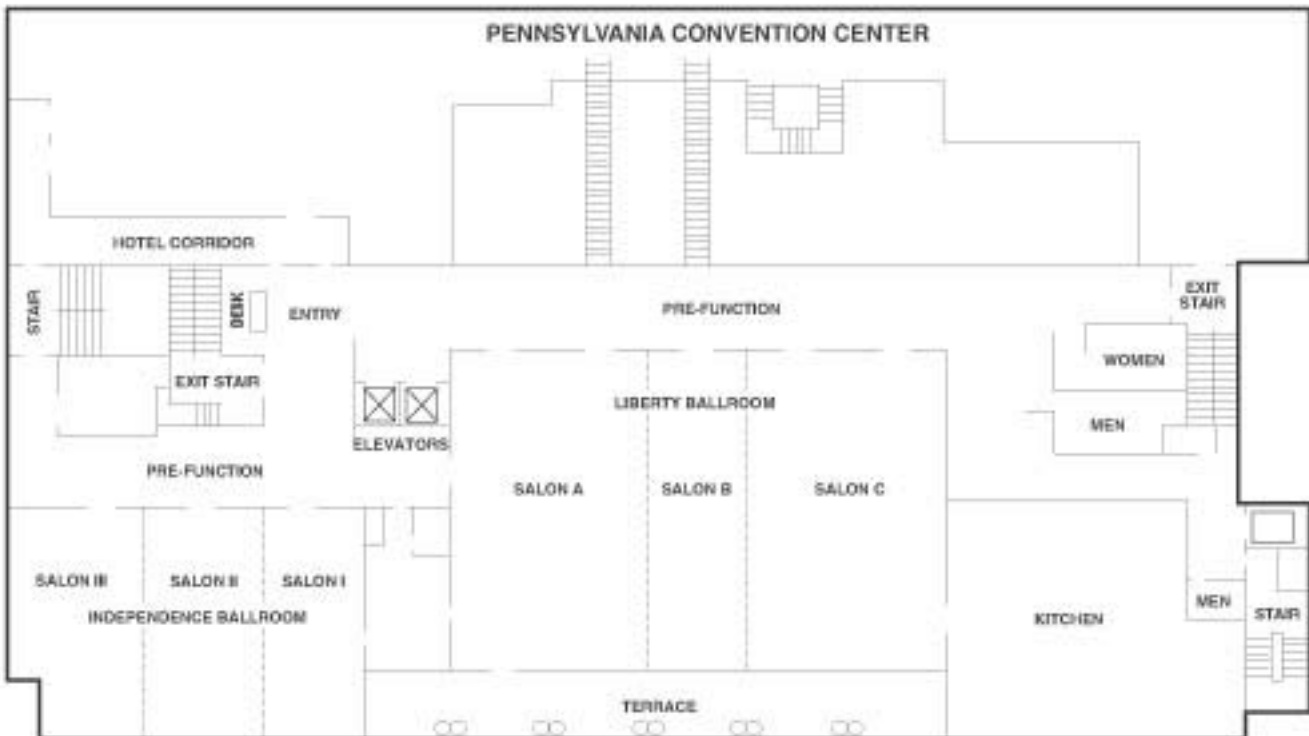
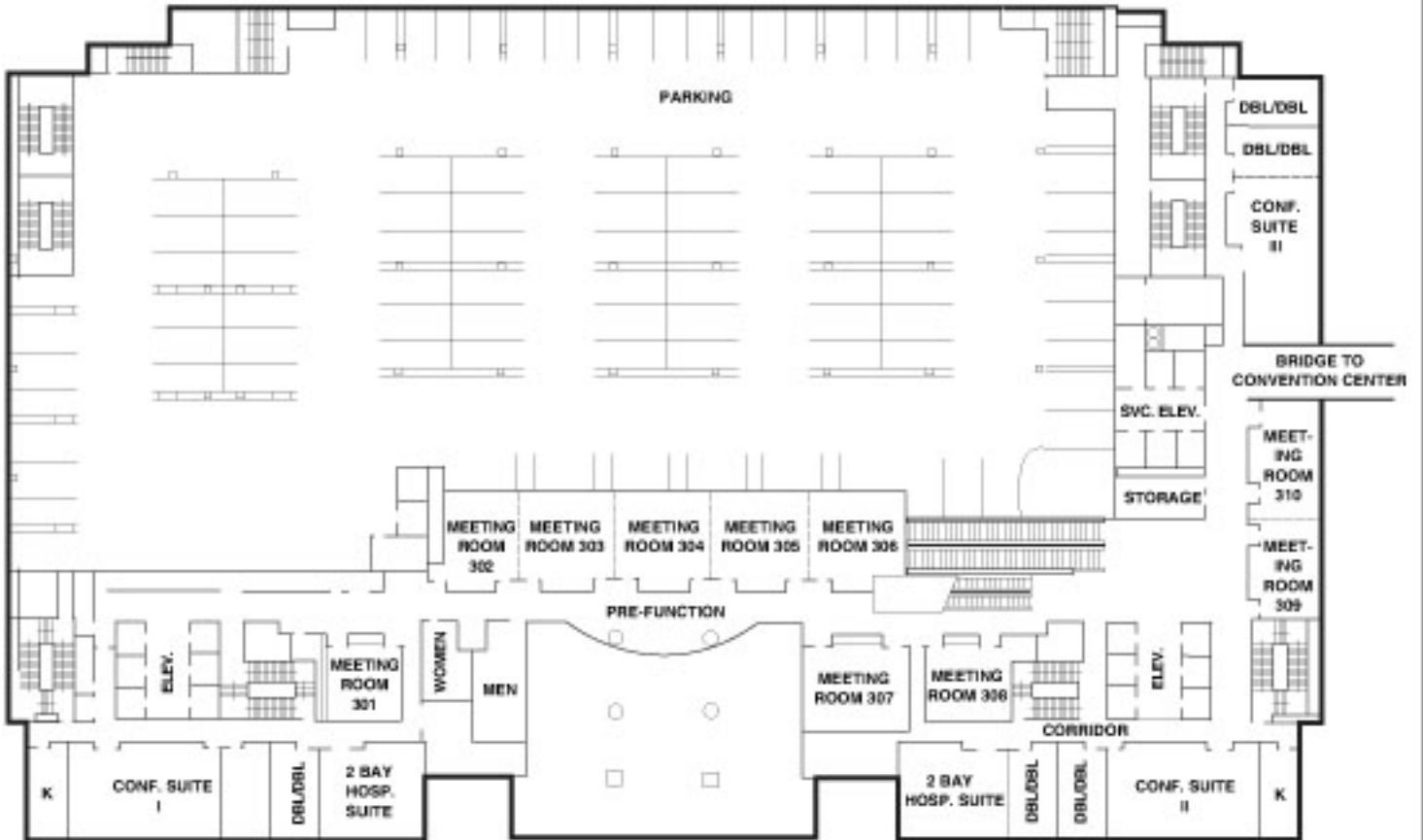
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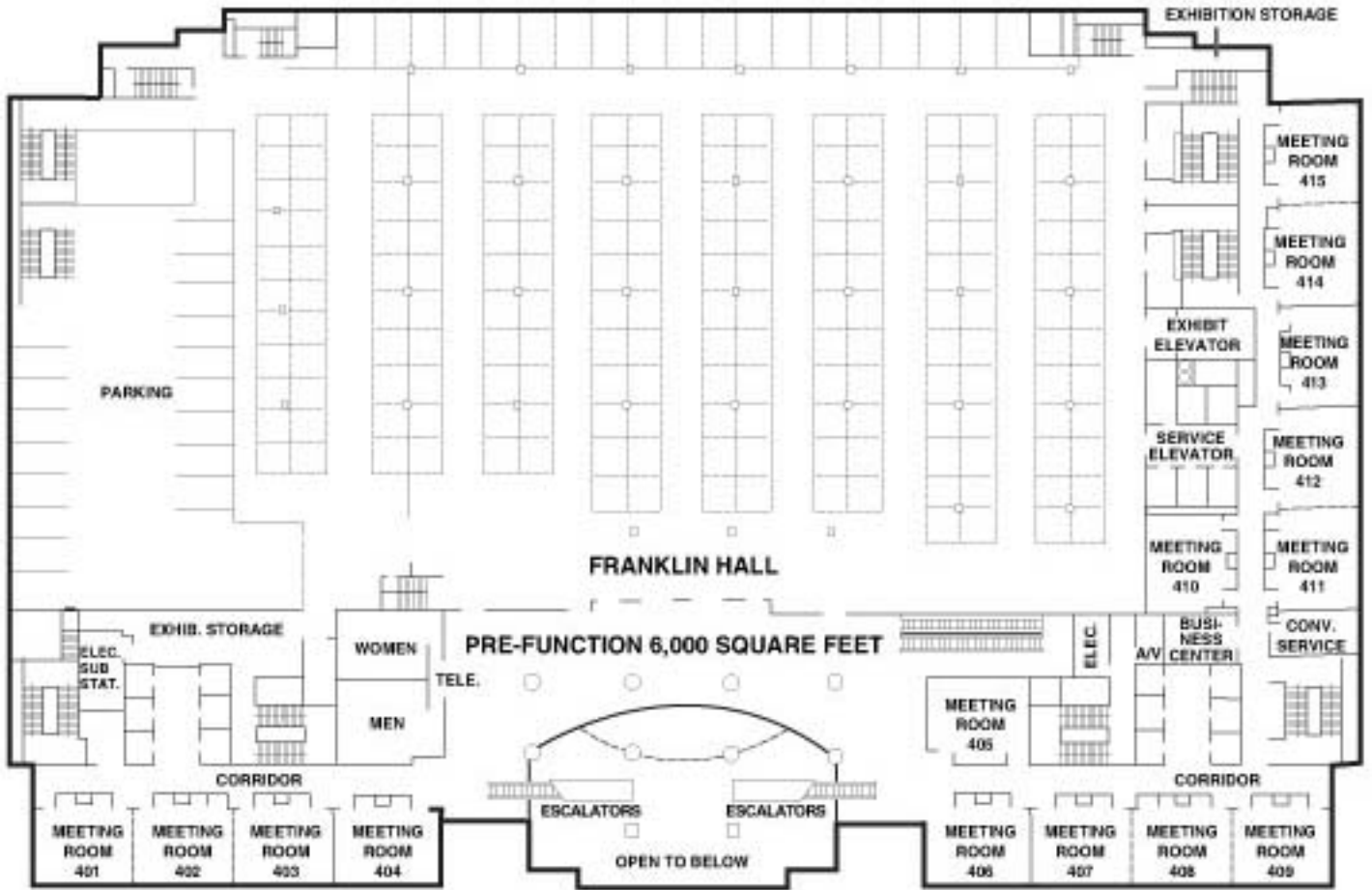
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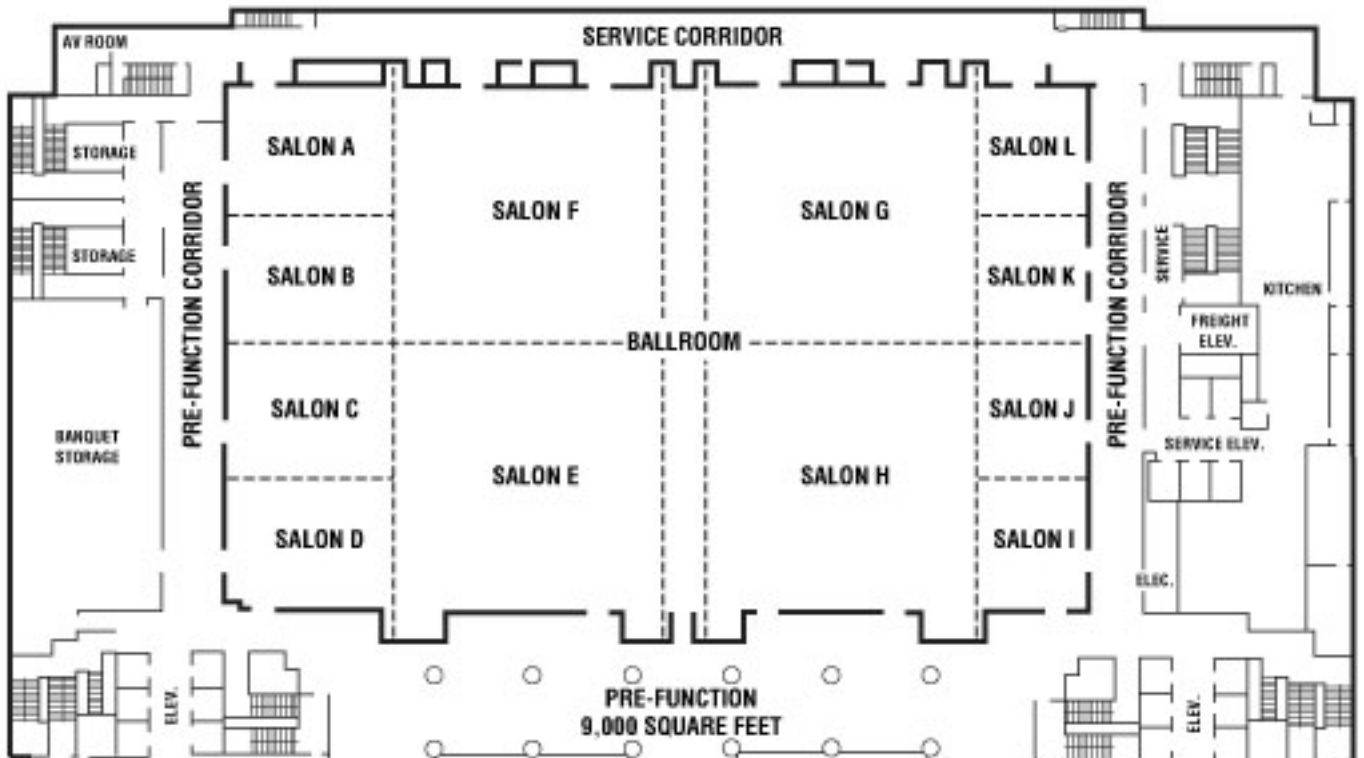
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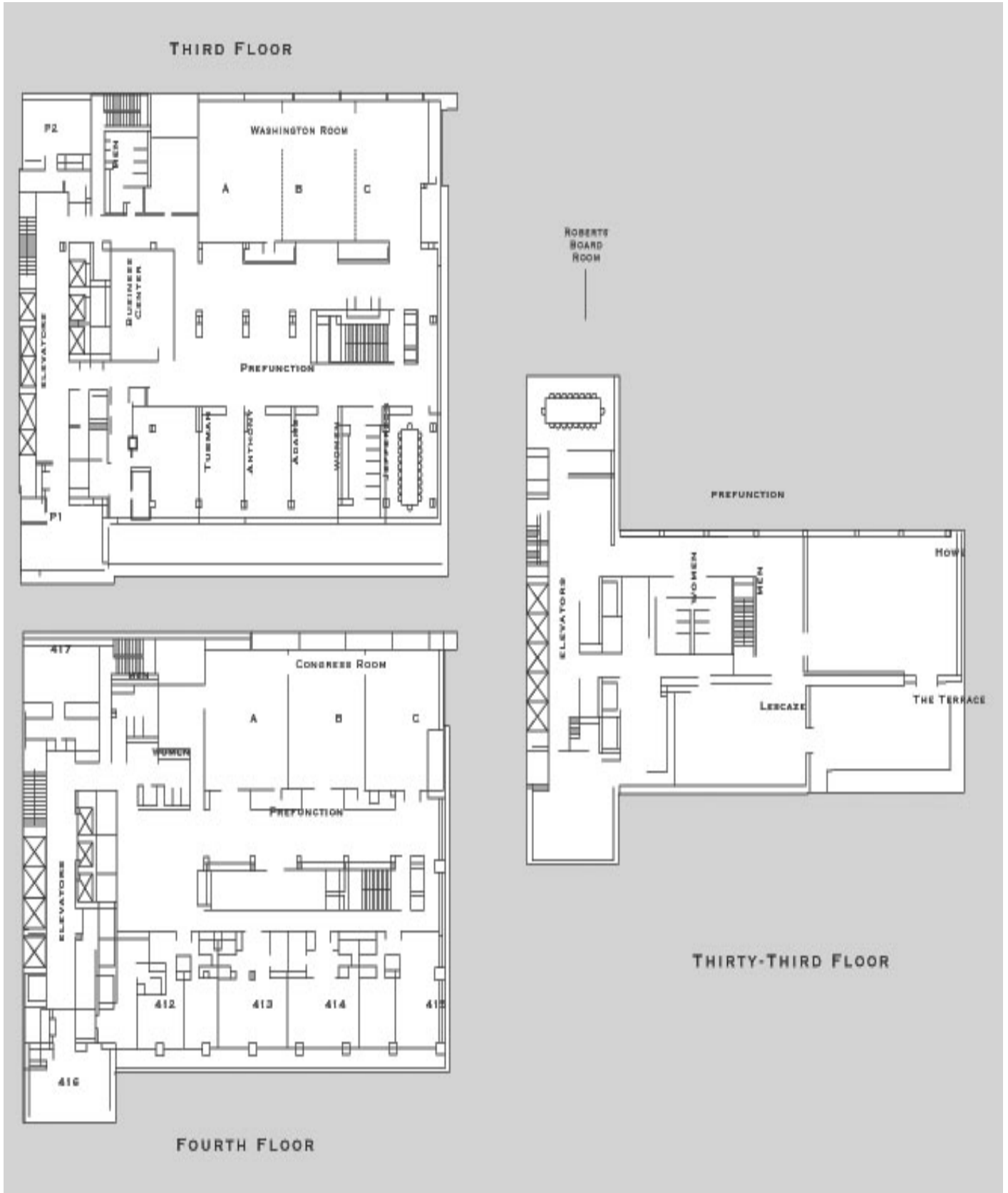
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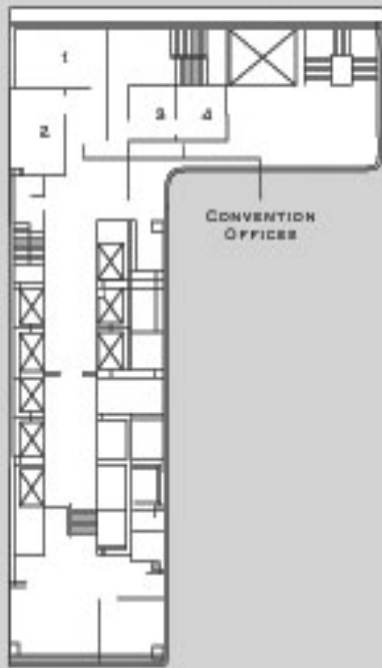
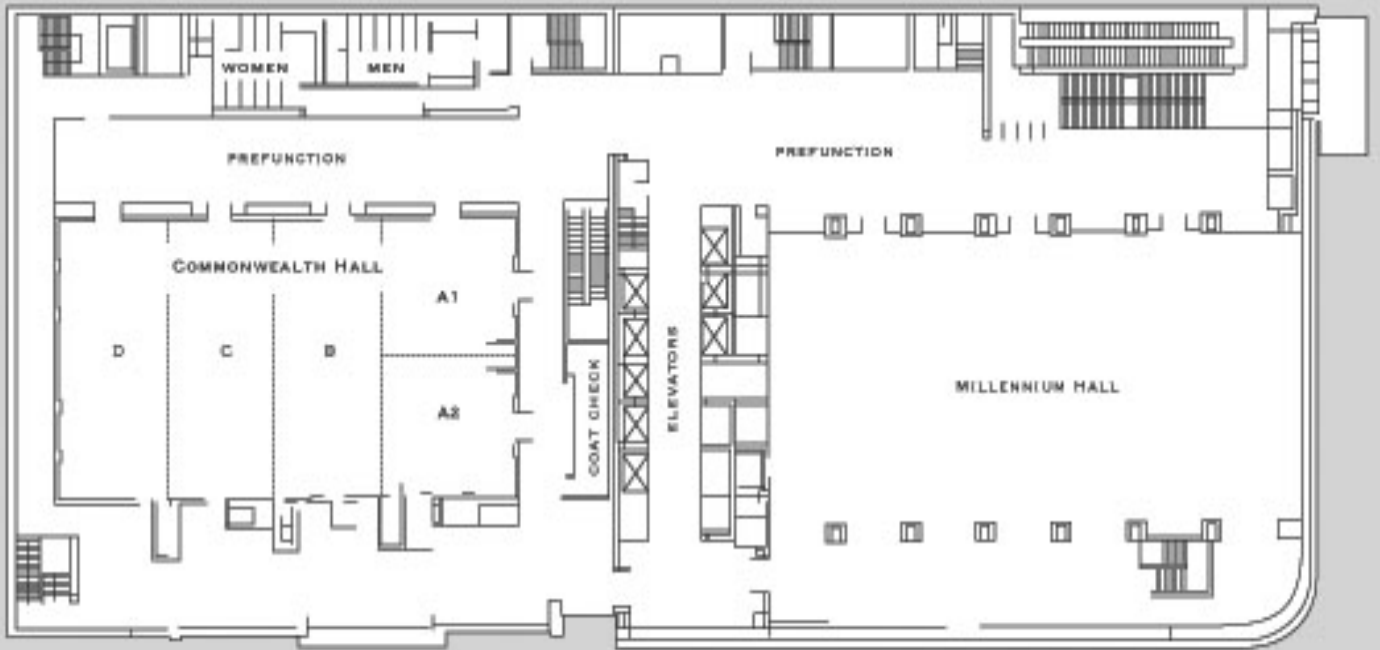
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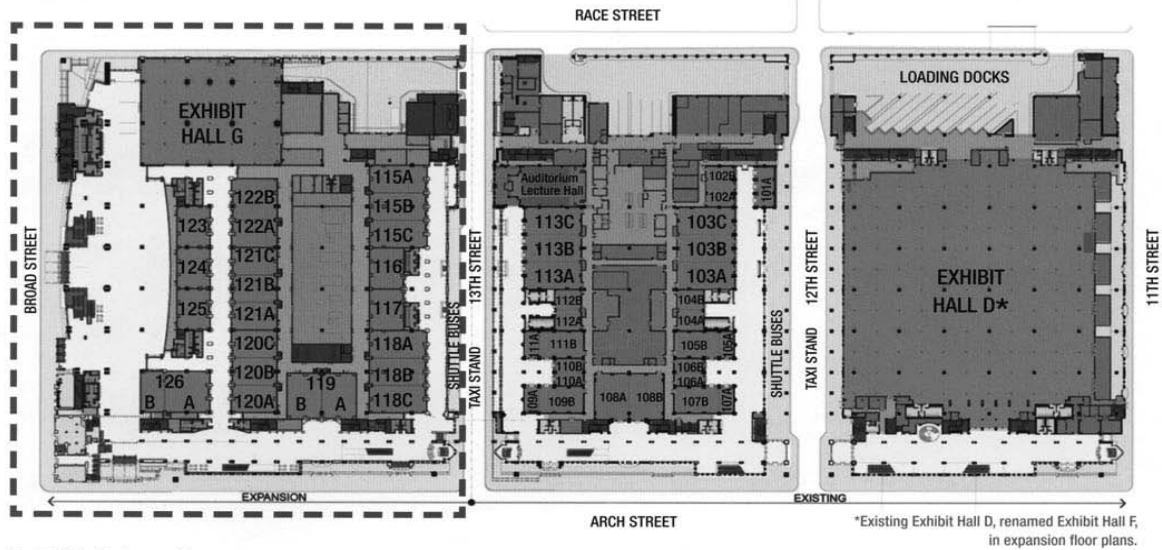


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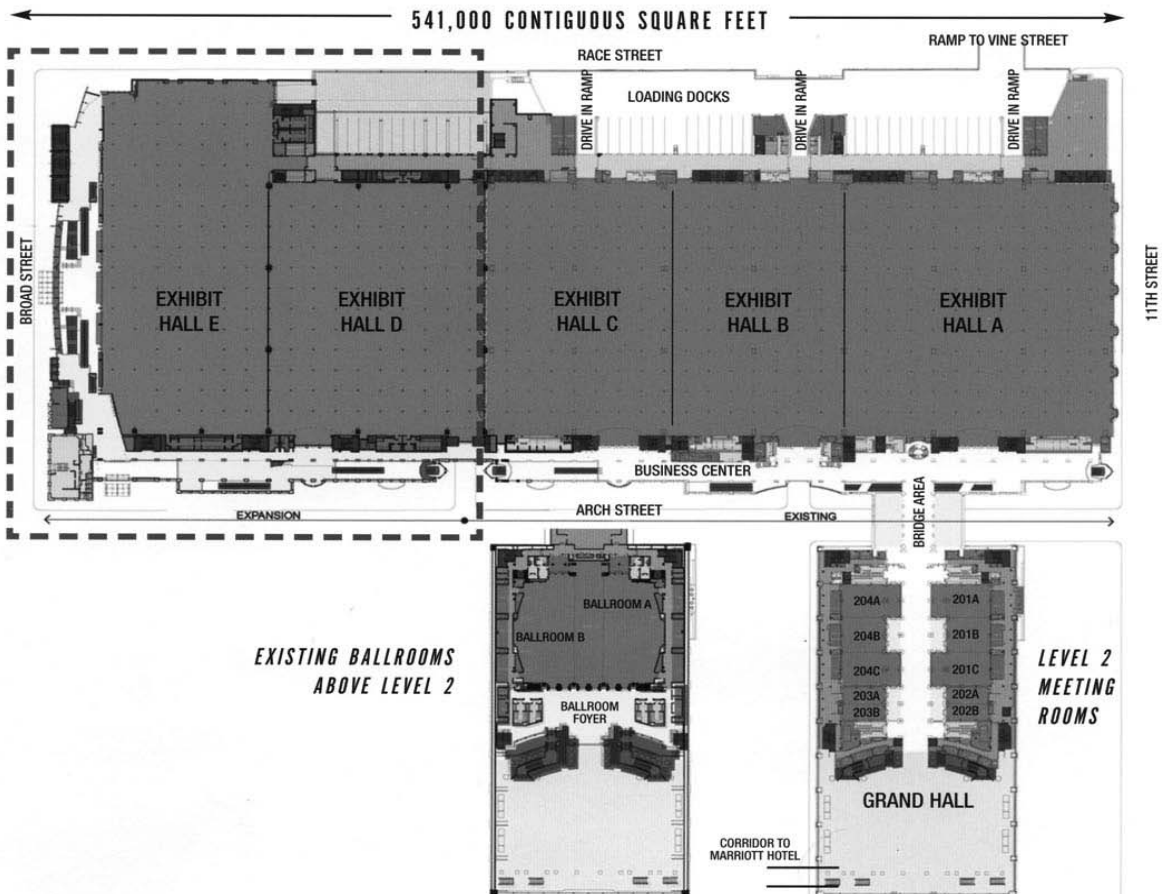
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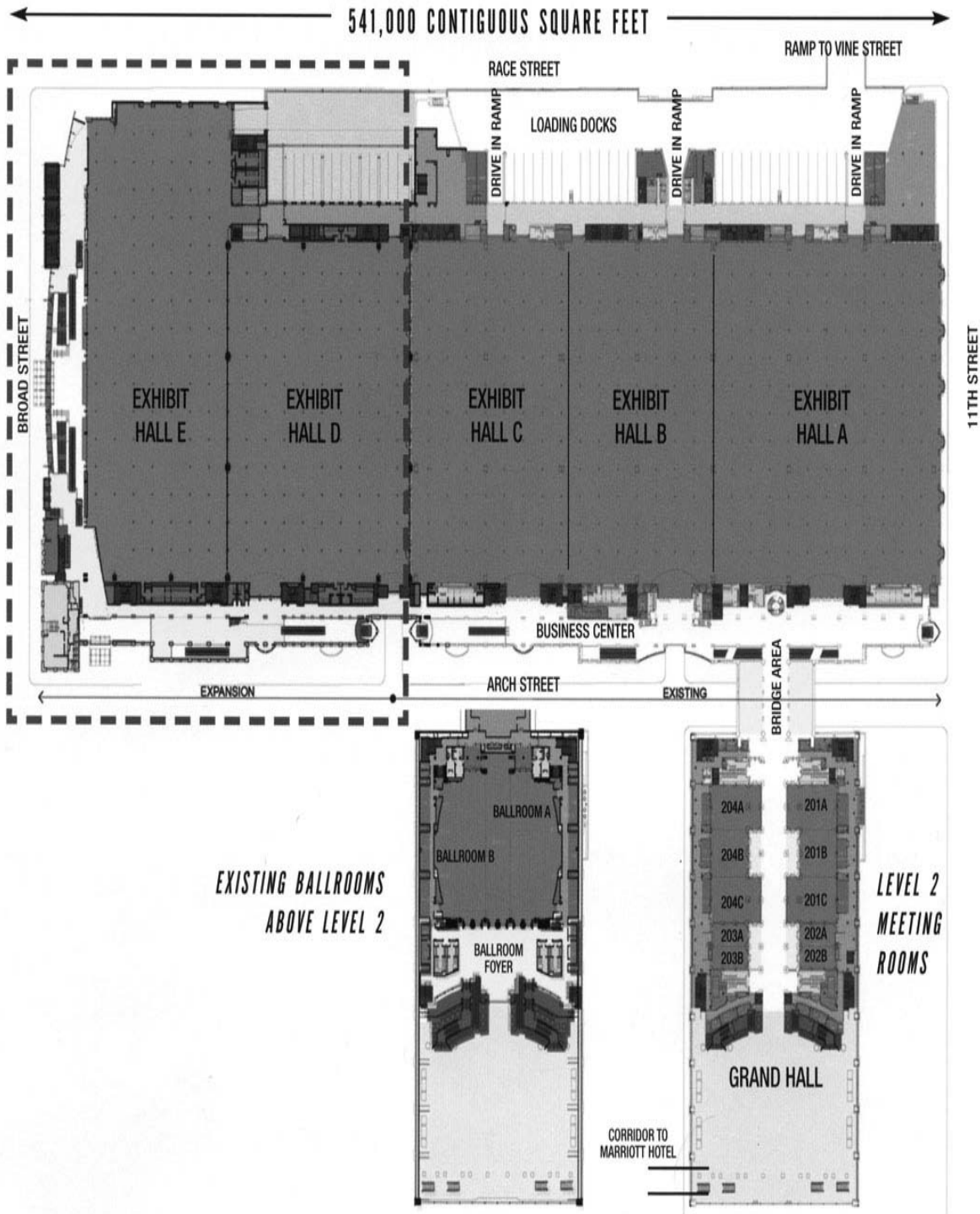
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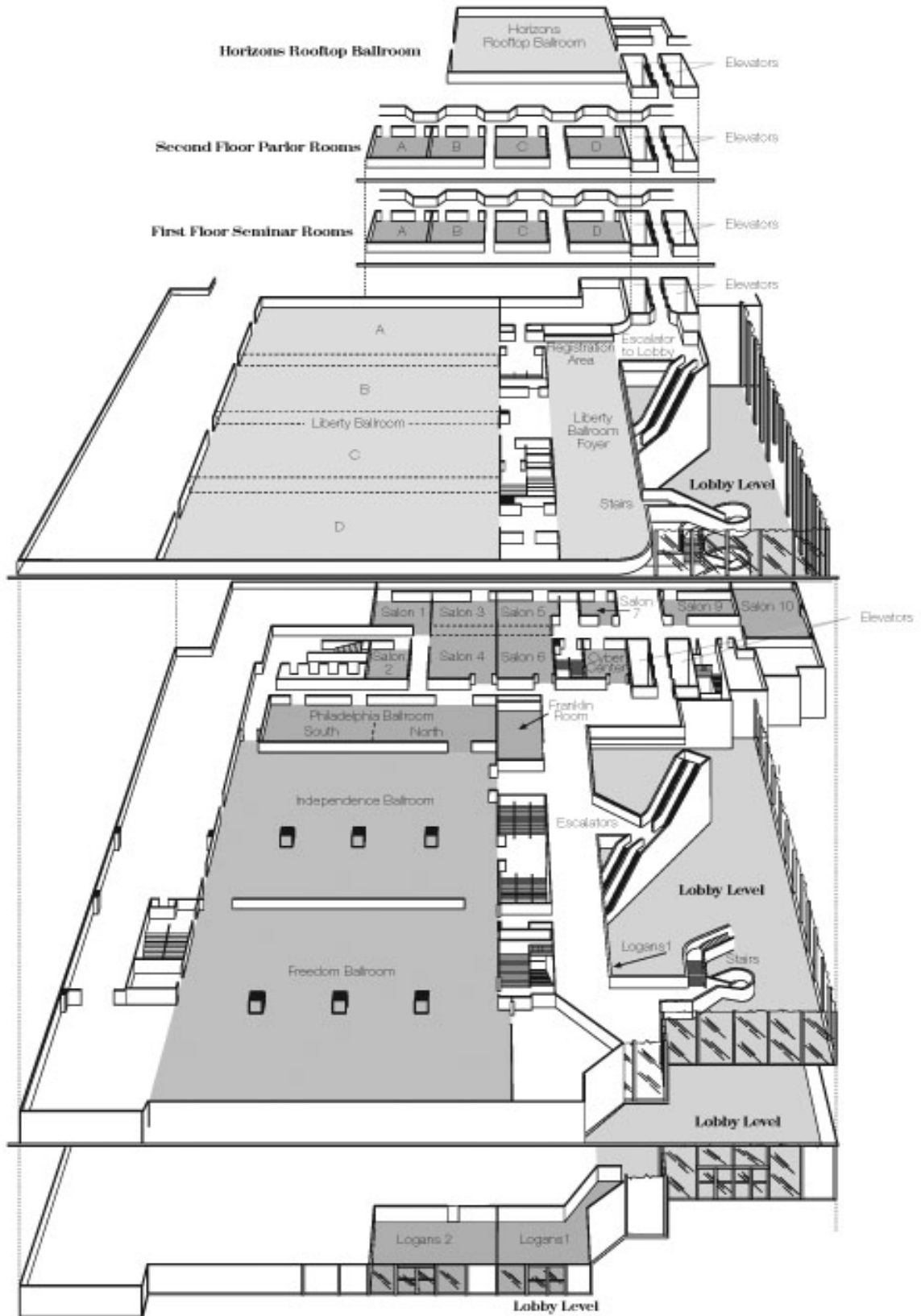
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| AAC | Affiliate Activities & Committees |
| AAM | Asia Academy of Management |
| AAS | All Academy Symposia |
| CAU | Caucuses |
| IAM | Iberoamerican Academy of Management |
| ICW | In-Conjunction With Activities |
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| | |
|---|--------------------------------------|
|  | Theme-oriented paper or session |
|  | Visual Presentation |
|  | Teaching-oriented paper or session |
|  | Management Practice-oriented session |
|  | International-oriented session |
|  | Research-oriented session |
|  | Selected for Best Paper Proceedings |



Tulane's Freeman School of Business

Photo by Paula Burch-Celentano

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