Special Thanks

The Academy of Management gratefully acknowledges major support for the development of the 2007 Philadelphia, Pennsylvania Annual Meeting from:

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Academy of Management
Philadelphia, PA
2007

Doing Well By Doing Good

Philadelphia, PA
August 3–8
2007
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.

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.

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.

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.

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.
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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    James P. Walsh    Jimmy Le
2007 Program Chair 2007 PDW Chair  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 struggling 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
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 distinguished 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 Sodexho 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 Ikuijiro 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.


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.
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

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Ishtiaq Pasha Mahmood
Claire Simmers
Rowena Ortiz-Walters
Bahaudin Mujtaba
Monica Franco
Richard DeJordy
Paul Harvey
Barbara Ritter

Others
A. B. Freeman School of Business, Tulane U.
Stephen M. Ross School of Business, U. of Michigan
Jamie Byrnes, Tulane U.
Meet the Meeting Planners

The Philadelphia 2007 Organizing Committee

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Heather Crowe .....................Financial Manager
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Susan Zaid .........................Communications Specialist
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SIM ........................................... Linda Trevino, Penn State U.
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MOC .... Richard Blackburn, U. of North Carolina, Chapel Hill
OM................................. Elliot Bendoly, Emory U.
OCIS ........................................... Paul J. Hart, Florida Atlantic U.
ONE ........................................... Irene Henriques, York U.
PNP .... Neil Boyd, Lycoming College
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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.philadelphiusa.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.


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
Greetings from the Governor of Pennsylvania

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
Governor
August 3-8, 2007
House of Representatives

Whereas, the Academy of Management is an international organization headquartered in the United States with 16,280 active members among academics and executives, and it is the leading professional association for scholarship and disseminating knowledge about management and organizations; and

Whereas the academy of Management is holding its 2007 Annual Meeting in Philadelphia, Pennsylvania on August 3-8 and expecting 7,000 attendees; and

Whereas the theme of the conference is "Doing Well by Doing Good," demonstrating how firms can be financially successful while at the same time trying to accomplish some positive social goals and make life better for their employees and their communities,

Be it hereby resolved, that the House of Representatives of the Commonwealth of Pennsylvania extends greetings to the conference and welcomes all to our great state. Please enjoy your stay and return to us!

[Signature]
Carole Rubley, Member
137th Legislative District

Senate of Pennsylvania

Harrisburg, PA

Congratulations

Whereas, the Academy of Management is an international organization headquartered in the United States with 16,280 active members among academics and executives; and is recognized as the leading professional association for scholarship and disseminating knowledge about management and organizational administration; and

Whereas, the Academy of Management is holding its 2007 Annual Meeting in Philadelphia, Pennsylvania from August 3 - 8, and expecting 7,000 attendees; and

Whereas, the theme of the conference is "Doing Well, By Doing Good" demonstrating how firms can be financially successful while at the same time trying to accomplish positive social goals and make life better for their employees and the communities where they operate.

NOW, THEREFORE, the Senate of the Commonwealth of Pennsylvania extends greetings to the conference and welcomes all to our great state. Congratulations on your deliberations and good intentions. Please enjoy your stay and return to visit us again.

AND FURTHER DIRECTS that a copy of this document be transmitted by Senators Andrew E. Dillon to Thomas Lee, President of the Board of Governors, the Academy of Management, 15045 Macoupin, New York.

[Signature]
Andrew E. Dillon
Senator - 19th District
April 27, 2007
Date Signed
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The Academy of Management Extends Appreciation to All of the 2007 Annual Meeting Sponsors

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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.


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 Homerian motto, ‘Aien Aristeuein’—‘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 medieval 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.

Gold Sponsors

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.

The A.B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 1,300 students and includes 60 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2007-2008 of 1350. The A.B. Freeman School of Business is also consistently ranked among the top Business Schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

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.
Nothing 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

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:

- **Platinum** $10,000 - $15,000 US
- **Gold** $7,500 - $9,999 US
- **Silver** $5,000 - $7,499 US
- **Bronze** $3,000 - $4,999 US
- **Pewter** $1,500 - $2,999 US

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
A.B. Freeman School of Business
(Supporting AOM Vice President and Program Chair Angelo DeNisi)

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.

The A.B. Freeman School of Business occupies two buildings on the Uptown Campus (Goldring/Woldenberg Hall I and II) and was founded in 1914. The School presently enrolls 1,300 students and includes 60 full-time faculty and 35 adjunct faculty.

Tulane University is consistently ranked among the top Universities in the U.S. with an average SAT score for entering freshman in 2007-2008 of 1350. The A.B. Freeman School of Business is also consistently ranked among the top Business Schools globally for its MBA program, its EMBA program, and its joint international MBA programs. In addition, the Organizational Behavior faculty and the Finance faculty have been ranked among the top ten programs in their areas by various publications.

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)

*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.

**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

Dr. Ayman Tarabishy, Director of Exhibitor Relations,
The George Washington University
email: aom@gwu.edu    Tel: (202)468-3133

Sergio D’Onofrio, Associate Director of Exhibitor Relations,
The George Washington University
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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

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

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:

**BPS**
*Value Creation and Appropriation in Alliance Portfolios*
Dovev Lavie, Technion-Israel Institute of Technology

**CAR**
The Development of Calling: A Longitudinal Study of Musicians
Shoshana Dobrow, Fordham U.

**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.

**ENT**
Do As I Say and Not As I Do: Social Advice Networks, Venture Capitalists, & Escalation of Commitment
Carolyn Birmingham, U. of Idaho

**GDO**
Beyond Actual Work Hours: Exploring the Relationship between Time Norms and WF Conflict
Linda M. Dunn-Jensen, New York U.

**HCM**
Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most?
Ingrid M. Nembhard, Yale U.

**HR**
The Ethical Consequences of Rationalizations and Participative Decision Making
Adam Barsky, U. of Melbourne

**IM**
Shared Ownership Control in Multiple Waves of Structural Change
Chris Changwha Chung, Florida International U.

**MC**
The Evolution of Knowledge Management in Practice
Taman Powell, Warwick Business School

**MH**
The Temporal Nature of the Evolution of Capabilities in the U.S. Brewing Industry 1950-2000
Lynn W. Bakstran, Boston U.

**MOC**
Cultivating Taste: Constructing the Importance of Product Aesthetics in Technological Industries
 Micki Eisenman, Baruch College

**OB**
Understanding the Ethical Cost of Organizational Goal-Setting: A Review and Theory Development
Adam Barsky, U. of Melbourne

**OCIS**
Collaborative Technology Support for Integrating and Applying Knowledge in Virtual Contexts
Dave Yates, U. of Southern California

**ODC**
Over-educated, Under-utilized Manager: Why Doesn’t Human Capital Development Bring Desired Outcomes?
Khalid Othman Alyahya, Arizona State U.

**OMT**
Arbiter of Science: Institutionalization and Status Effects in FDA Drug Review 1990-2004
Jerry W. Kim, Columbia U.

**ONE**
Business Sustainability Embeddedness as a Strategic Imperative: A Multilevel Process Framework
Mike Valente, U. of Victoria

**PNP**
Institutional Isomorphism among Indiana Nonprofits: Measuring Homogenization and Formalization
Richard Michael Clerkin, North Carolina State U.

**RM**
Moderated Structural Equation Models: A Simulation Study of Parcels and Latent Variable Scores
Thomas D. Fletcher, U. of Missouri, St. Louis

**TIM**
Variation through Replication: The Extent and Sources of Variance when Replicating Routines
Robert Jensen, Brigham Young U.
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 Locali
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 Pauwwe, 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 Strömgren, 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
Venkatarman 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
Bao Feng 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)
Peta 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.
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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.

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- Emeriti (i.e. retired professors): 2%

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Future Annual Meetings of the Academy of Management

2008 Annual Meeting, Anaheim, California
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1936-1940 Charles L. (Charlie) Jamison ......University of Michigan
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Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

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*Self-Identified. Data may be incomplete. The Academy takes no position on national borders.*
### Friday Morning, August 3, 2007

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<td>Rutgers EcoComplex 2</td>
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<td>ONE: Sustainability Seminars</td>
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### Friday Afternoon, August 3, 2007

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<tr>
<td>1:00</td>
<td>MED/TTC/PTC: A Pledge for Teaching</td>
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<td>MED: Peer Evaluation of Team Member</td>
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<td>MED: Practicing what we preach</td>
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<td>OMT/BPS/CMS: Agency, Structure, Institution</td>
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<td>BPS &amp; Co-Sponsors: Trust Research</td>
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<td>BPS &amp; Co-Sponsors: Clarifying Comparisons</td>
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<td>OMT: Planning Software</td>
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<td>ENT: PSED II Data Analysis Workshop</td>
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**Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.**
## Conference Program Guide – Friday, August 3, 2007

**Friday Evening, August 3, 2007**

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<td>MC/ODC: Multiple Views on</td>
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<td>8:00</td>
<td>OS: IMD Dinner on the Town</td>
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<td>AAA: Registration</td>
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<td>ICW: Idaho State U. Reception</td>
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<tr>
<td>5:30</td>
<td>ICW: Estimating HLM</td>
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**Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.**
### Saturday Morning, August 4, 2007

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<td>124 MSR/SIM: Helping Companies Do Good</td>
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<td>103 PTC: Organizational Health and Performance</td>
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MT: Room 303
- **82** CMS: CMSDC

MT: Room 304
- **138** ENT/BPS/OMT: Ethnic Networks & Innovation

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: Meet the Editors
- **135** TIM: Meet the Editors
- **159** 160** TIM: Strategies for ...

MT: Room 401 & 402
- **98** TIM: TIM Division Doctoral Stude ...

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

MT: Room 411 & 412
- **131** OMT/ODC/MOC: OMT/ODC/MOC Doctoral Consort

MT: Room 413
- **83** ENT: Nontraditional Academics

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

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<tr>
<td>12:00</td>
<td><strong>LW: Commonwealth A</strong> 169 HOM: SOX and 197 MH: Investment 220 MH: Take a Ride on 237 ONE &amp; Co-Sponsors: Agentic Institutional Work</td>
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<tr>
<td>12:30</td>
<td><strong>LW: Commonwealth A</strong> 182 MSR: Katrina, Faith 213 PNP/MENTC: Mentoring of Non-USA Faculty 240 HOM: Assessment and Learning</td>
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<tr>
<td>1:00</td>
<td><strong>LW: Commonwealth B</strong> 199 MSR: St. John of 217 HOM: International Healthcare 243 PTC &amp; Co-Sponsors: The</td>
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<td>1:30</td>
<td><strong>LW: Commonwealth B</strong> 175 ONE/SIM/ITTC: Social &amp; 212 ONE: ONE Emerging Scholars</td>
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<td>2:00</td>
<td><strong>LW: Commonwealth B</strong> 187 MOC/MEC: Good 218 MO/M: Lessons Learned 246 MOC/MEC: Creating</td>
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*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
### Saturday Afternoon, August 4, 2007 (continued)

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<tr>
<th>Time</th>
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<tr>
<td>12:00</td>
<td>MT: Independence I &amp; II OM: Operations 173 OM: OM Doctoral Consortium</td>
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<td>MT: Independence III + BPS: BPS Dissertation Consortium</td>
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<td>MT: Liberty Ballroom C 206 BPS: BPS Doctoral Consortium</td>
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<td>2:00</td>
<td>MT: Room 301 203 OMBPS/HR: Teaching Project 231 TIMBPS: Patent Data</td>
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<td>2:30</td>
<td>MT: Room 302 204 RMHR: Modeling Congruence 233 IM &amp; Co-Sponsors: Conducting Research in China</td>
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<td>3:00</td>
<td>MT: Room 303 167 ENTSIM/PNP: Social Entrepreneurship</td>
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<td>3:30</td>
<td>MT: Room 304 189 CMS/GDO: CMSDC</td>
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<td>MT: Room 305 164 AAA: AMJ Editors' Meeting</td>
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<td>4:30</td>
<td>MT: Room 306 177 RM: Video Data</td>
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<td>MT: Room 307 178 TTC/MED/SIM: Teaching Ethics</td>
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<td>MT: Room 309 179 IM &amp; Co-Sponsors: Research in Microfinance</td>
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<td>MT: Room 310 + TIM: Strategies for Research 214 TIM: Box Lunch</td>
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<td>MT: Room 401 &amp; 402 186 TIM: ACCSB and</td>
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<td>5:00</td>
<td>MT: Room 403 + OCIS: Junior Faculty Consortium</td>
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<td>5:30</td>
<td>MT: Room 404 193 IAM: Research into practice (IAM)</td>
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<td>MT: Room 406 + AAA: BOG Meeting</td>
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<td>7:00</td>
<td>MT: Room 407 + OCIS: Doctoral Consortium</td>
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<td>MT: Room 408 &amp; 409 + OMT: OMT Junior Faculty Consortium</td>
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<td>MT: Room 410 227 IAM: Iberoamerican Research</td>
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<td>MT: Room 411 &amp; 412 + OMT/ODCMOC: OMT/ODCMOC Doctoral Consort</td>
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<td>MT: Room 413 + Alliance Portfolios</td>
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<td>9:30</td>
<td>MT: Room 414 &amp; 415 180 BPS &amp; Co-Sponsors: Austrian Economics</td>
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<td>SH: Franklin Room + AAA: Placement Services</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Saturday Evening, August 4, 2007

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<tr>
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<td>LW: Commonwealth A1 • ONE &amp; Co-Sponsors: Agentic</td>
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<td>5:30</td>
<td>LW: Commonwealth D • ONE/SIM/CMS: Sustainability</td>
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<td>6:00</td>
<td>LW: Congress A <strong>254</strong> HCMOM: Publishing</td>
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<td>6:30</td>
<td>LW: Congress B <strong>257</strong> MC: Academic RM for <strong>268</strong> MC: <strong>278</strong> MC: Consultant as ARer</td>
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<td>7:00</td>
<td>LW: Howe • OCCI/AM/PTC: Dissertation</td>
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<td>7:30</td>
<td>LW: Lescaze <strong>276</strong> CDC: CDC Doctoral Student Reception</td>
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<td>8:00</td>
<td>LW: Millennium Hall <strong>259</strong> HCM: HCM PDW Reception</td>
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<td>8:30</td>
<td>LW: Regency Ballroom A • PTC &amp; Co-Sponsors: Bringing Practice Back</td>
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<td>LW: Regency Ballroom B <strong>272</strong> PNP &amp; Co-Sponsors: SPARC 10th Anniversary</td>
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<td>LW: Washington B • PNP: PNP Division PhD</td>
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<td>OS: CAR Off-Site Event <strong>266</strong> CAR: Careers Division’s Network</td>
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<td>OS: Fox School at Temple U. <strong>279</strong> MED: Rock and Roll</td>
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<td>OS: ONE Off-Site Reception - TBA <strong>271</strong> ONE: ONE Welcome Reception</td>
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<td>OS: West Philadelphia <strong>273</strong> SIM: SBE/SIM Speaker &amp; Reception</td>
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<td>CO: 12th Street Foyer <strong>277</strong> ICW: IACMR/Blackwell</td>
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<td>CO: Exhibit Hall C - Reg. • AAA: Registration</td>
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<td>CO: Room 103A <strong>256</strong> ICW: IACMR Business Meeting</td>
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<td>CO: Room 104A • MED: Learning from F1 Motor</td>
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<td>CO: Room 105B • OMT/BPS/ENT: Complex Sys</td>
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<td>CO: Room 107A • MED &amp; Co-Sponsors: 21st</td>
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<td>CO: Room 107B • HR: HR Division</td>
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<td>CO: Room 108B • HR: HR Jr</td>
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<td>CO: Room 113 Foyer <strong>262</strong> OBHR: OBHR PhD &amp; Jr <strong>275</strong> HR0CB: HR0CB Welcome</td>
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<td>CO: Room 113A • OB: OB PhD</td>
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<td>MT: Franklin 1 • IM &amp;</td>
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<td>MT: Franklin 3 • RMC/MHRR: Latent Growth</td>
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<td>MT: Franklin 5 • AAC: TTC</td>
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<td>MT: Franklin 6 • OMT/BPS/MOC: Simulation in OT</td>
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<td>MT: Franklin 8 <strong>261</strong> IM: IMD PDW Reception</td>
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<td>MT: Grand Ballroom A • OMT/BPS/ENT: SOAPBOX</td>
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<td>MT: Grand Ballroom C <strong>264</strong> OMT: Meet OMT reception</td>
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<td>MT: Room 304 • RM: Qualitative Comparative</td>
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<td>MT: Room 404 <strong>260</strong> ICW: Nova Southeastern DBA Meetings</td>
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<td>MT: Room 410 <strong>255</strong> IAM: IAM Business Meeting</td>
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<td>SH: Independence Ballroom <strong>258</strong> AAA: Placement for Applicants</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Morning, August 5, 2007

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<tbody>
<tr>
<td>Room</td>
<td>LW: Commonwealth A</td>
<td>295</td>
<td>HCM: Welcome</td>
<td>335</td>
<td>MH: Getting Published</td>
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<td>MH: Managing Your Dissertation</td>
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<td>ONE: Research Approaches in ONE</td>
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<td>PNP/MMED: Int'l Master Programs</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Morning, August 5, 2007 (continued)

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Sunday Afternoon, August 5, 2007

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Sunday Evening, August 5, 2007

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<td><strong>464</strong> AAC: AAM Reception</td>
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<td><strong>462</strong> OCIS: OCIS Executive Committee</td>
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<td>MT: Room 407</td>
<td><strong>472</strong> GDO: LGBT and Friends</td>
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**Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.**

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*Courtesy of Chris Poulson, University of Tasmania, Australia*
# Conference Program Guide – Monday, August 6, 2007

### Monday Morning, August 6, 2007

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session Title</th>
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<tbody>
<tr>
<td>7:00</td>
<td>LW: 33rd Floor Terrace</td>
<td>MSR: MSR Meditation</td>
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<tr>
<td>7:15</td>
<td>LW: Commonwealth A1</td>
<td>479 MC: Welcome</td>
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<tr>
<td>7:30</td>
<td>LW: Commonwealth A2</td>
<td>514 HCM: Work Climate</td>
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<td>8:00</td>
<td>LW: Commonwealth B</td>
<td>515 HCM: Cooperative Research</td>
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<td>LW: Commonwealth C</td>
<td>578 BPS/TIM: University-Industry Ties</td>
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<td>LW: Commonwealth D</td>
<td>557 ODC: Organizational Learning</td>
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<td>LW: Congress A</td>
<td>480 MH: Welcome</td>
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<td>542 MSR: Paradigms and Contexts</td>
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<td>11:00</td>
<td>LW: Howe</td>
<td>568 PNP: Networks and Partnerships</td>
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<td>536 MO: Intellectual Capital</td>
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<td>LW: Washington B</td>
<td>579 SIM/MED/ONE: Sustainability Mgt</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>548 OB: Justice Perceptions</td>
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<td>565 OB/TPS: Professional Service Firms</td>
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<td>506 CMS: Mergers and Knowledge Work</td>
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## Monday Morning, August 6, 2007 (continued)

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<td>492 BPS: Managing Fam and Entre Firms</td>
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<td>493 BPS: Boards of Dir + Incen: Agency</td>
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<td>508 ENT: ENT and Thinking</td>
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<td>510 ENT: ENT Orientation &amp; Friends</td>
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<td>520 IM: CSR, Org Practice &amp; Econ Devt</td>
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<td>521 IM: Knowledge Flows</td>
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<td>522 IM: Culture &amp; Work Orientations</td>
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### SH: Liberty Room
- 524 SH: Affect in organizations
- 525 SH: Attributes of entrepreneurs I
- 526 SH: Human resource management II
- 527 SH: Integration post-M&A
- 528 SH: Intellectual property
- 529 SH: Inter-team relations
- 530 SH: Investment in technology
- 531 SH: Organizational design I
- 532 SH: Women managers
- 533 SH: Citizenship behaviors

### SH: Franklin Room
- 582 AAA: Placement Services

### SH: Liberty A - Table A1
- 524 SH: Affect in organizations
- 525 SH: Attributes of entrepreneurs I
- 526 SH: Knowing transfer across firm
- 527 SH: Human resource management II
- 528 SH: Integration post-M&A
- 529 SH: Intellectual property
- 530 SH: Inter-team relations
- 531 SH: Investment in technology
- 532 SH: Organizational design I
- 533 SH: Women managers
- 534 SH: Citizenship behaviors

Courtesy of Chris Poulson, University of Tasmania, Australia

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

Section B

56
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<th>Time</th>
<th>12:00</th>
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<td>GDO/CAR: The Embeddedness of</td>
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**Conference Program Guide – Monday, August 6, 2007**

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>BPS: Int. Strat., MBA's and Networks</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B
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<td><strong>796</strong> OCISOB: Coordination Complexity</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Evening, August 6, 2007

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<tr>
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<td>OS: Twenty21: 1073 MC: Members and Friends Dinner</td>
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<td>CC: 1075 AAA: President's Dessert Reception</td>
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</table>

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

**Section B**

**CONFERENCE PROGRAM GUIDE**

**Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.**
## Conference Program Guide – Tuesday, August 7, 2007

### Tuesday Morning, August 7, 2007

<table>
<thead>
<tr>
<th>Time</th>
<th>Room</th>
<th>Session Title</th>
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<td>LW</td>
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**Conference Program Guide – Tuesday, August 7, 2007**

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

Section B
Tuesday Morning, August 7, 2007 (continued)

|-------|---------------|-------------------|--------------------|-----------------------|-----------------------|-------------------|---------------|---------------|---------------|

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
**Tuesday Morning, August 7, 2007 (continued)**

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>7:00</td>
<td>1193 AAA: Placement Services</td>
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<td>1125 IP: Context of M&amp;As</td>
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<td>8:00</td>
<td>1126 IP: Challenges of new ventures</td>
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<td>1127 IP: Ethical Firm Behavior</td>
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<td>9:00</td>
<td>1128 IP: Governance structure &amp; process</td>
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<td>1129 IP: Learning and knowledge</td>
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<td>10:00</td>
<td>1130 IP: Inter-firm relationships</td>
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<td>1131 IP: Social responsibility II</td>
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<td>1132 IP: Organizational justice</td>
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<td>11:30</td>
<td>1133 IP: Organizational change II</td>
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<tr>
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<td>1134 IP: Organizational design II</td>
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<tr>
<td>12:30</td>
<td>1135 IP: Stress, well-being, and work-f</td>
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<td>1136 IP: Studying culture</td>
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<td>1240 IP: Innovation II</td>
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<td>1241 IP: Organizational learning I</td>
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<td>1243 IP: Psychological contracts</td>
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<td>1244 IP: Cognition</td>
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<td>1245 IP: Competitive dynamics of</td>
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<td>1246 IP: Foreign direct investment</td>
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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

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<td>1332 HCM: Governance and 1482 PNP: Qualitative</td>
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<td>1333 HCM: Collaborative 1429 HCM: Organization</td>
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<td>LW: Commonwealth C</td>
<td>1379 ODC: Discourse and Change</td>
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<td>1381 ODC/COB/OMT: Emotion and 1468 ODC: Change</td>
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<td>1361 MH: Historical Performance</td>
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<td>1364 MSR: Teaching Non Linearity</td>
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<td>1380 ODC: Stages of change</td>
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<td>1392 PNP: Culture and Arts 1483 PNP: Governance and</td>
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<td>LW: Lescaze</td>
<td>1393 PNP: Fundraising and</td>
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<td>LW: Regency Ballroom A</td>
<td>1344 IMBPS/SM: New Political</td>
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<td>1305 AAS: Doing good - U.S. vs.</td>
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<td>1358 MC/ODC/BPS: Consultants</td>
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<td>1391 ONE: Environmental 1481 ONE: Environmental</td>
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<td>1396 SIM: Stakeholders &amp; Org 1487 SIM: CSR in Multinational</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Afternoon, August 7, 2007 (continued)

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<td>AAA: Presidential Luncheon</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Tuesday Evening, August 7, 2007

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<th>Location</th>
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<td>1504 ODC: Awards &amp; Business Mtg</td>
<td>LW: Commonwealth C</td>
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<td>1502 MSR: Business Mtg</td>
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<td>1510 MSR: Social</td>
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<td>1511 ODC: Social</td>
<td>CC: 12th Street Foyer</td>
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<td>1513 CM: Social</td>
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<td>1508 CAR: Social</td>
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<td>1505 CM: Business Mtg</td>
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<td>1500 MED: Business Mtg</td>
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<td>1503 OCIS: Informal Event</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
# Conference Program Guide – Wednesday, August 8, 2007

## Wednesday Morning, August 8, 2007

<table>
<thead>
<tr>
<th>7:00</th>
<th>7:30</th>
<th>8:00</th>
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<td>LW: 33rd Floor Terrace</td>
<td><strong>1517</strong> MSR: MSR Meditation</td>
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<td>LW: Commonwealth A2</td>
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<td>LW: Commonwealth D</td>
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<td><strong>1569</strong> OB/MC/HR: Advancing Research on Emotion</td>
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<td><strong>1596</strong> TIM: Management of Technology</td>
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<td><strong>1567</strong> OB: Team Performance</td>
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Start and Times Are Approximate. See Session Details (Section D) for Exact Times.
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<tbody>
<tr>
<td>Fri</td>
<td>8:00am</td>
<td>1</td>
<td>MT:Room 403</td>
<td>AOM Committee Meetings</td>
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<td>MT:Room 405</td>
<td>Board of Governors' Meeting</td>
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<td>MT:Liberty Ballroom A&amp;B</td>
<td>New Member Orientation: Session 1</td>
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<td>Sat</td>
<td>8:00am</td>
<td>73</td>
<td>MT:Independence I &amp; II</td>
<td>Membership Committee Opening Meeting &amp; Breakfast</td>
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<td>76</td>
<td>SH:Independence Ballroom</td>
<td>The Ins and Outs of Faculty Recruiting</td>
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<td>114</td>
<td>MT:Room 405</td>
<td>Board of Governors' Meeting</td>
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<td>MT:Room 406</td>
<td>Board of Governors' Meeting (Breakout)</td>
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<td>116</td>
<td>SH:Franklin Room</td>
<td>Placement Services</td>
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<td>164</td>
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<td>Academy of Management Journal Editors' Meeting</td>
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<td>MT:Grand Ballroom D</td>
<td>BOG Appreciation Luncheon for Outgoing Volunteers</td>
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<td>MT:Grand Ballroom E</td>
<td>Chairs, Fac. &amp; Discussants</td>
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<td>MT:Room 405</td>
<td>Anaheim 2008 Organizing Committee</td>
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<td>SH:Independence Ballroom</td>
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<td>311</td>
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<td>2007 Program Chairs Meeting</td>
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<td>MT:Room 403</td>
<td>AOM Affiliates &amp; Associates</td>
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<td>MT:Independence III</td>
<td>AOM Leadership Forum</td>
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<td>AMP Editorial Board Meeting</td>
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<td>LW:Regency Ballroom A</td>
<td>AOM Fellows Group Committee on Membership Meeting</td>
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<td>413</td>
<td>MT:Grand Ballroom D</td>
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<td>MT:Room 303</td>
<td>Program Developer Training Session for PDW Chairs</td>
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<td>Centralized Review System Training Session</td>
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<td>428</td>
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<td>New Member Orientation: Session 2</td>
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<td>470</td>
<td>CC:Grand Hall</td>
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<tr>
<td>Mon</td>
<td>7:00am</td>
<td>474</td>
<td>MT:Room 302</td>
<td>AOM Ethics Committee Meeting</td>
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<td>477</td>
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<td>10:15am</td>
<td>600</td>
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<td>604</td>
<td>LW:Commonwealth A1</td>
<td>Meeting the Academy's Editors</td>
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<td>1075</td>
<td>MT:Liberty Ballroom C</td>
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<td>1077</td>
<td>LW:Millennium Hall</td>
<td>AOM Past Presidents Breakfast</td>
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<td>1300</td>
<td>MT:Grand Ballroom E-H</td>
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<td>Fri</td>
<td>1:00pm</td>
<td>13</td>
<td>MT:Room 403</td>
<td>PTC: Strategy as Design</td>
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<td>CC:Room 104A</td>
<td>MEN: Diversity Research Publishing</td>
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<td>MT:Room 404</td>
<td>AAM: Interactive Teaching Methods I</td>
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<td>35</td>
<td>LW:Congress B</td>
<td>PTC: SPARC Educ &amp; Learning Session</td>
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<td>39</td>
<td>MT:Room 403</td>
<td>AAM: Clarifying Comp. Advantage</td>
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<td>TTC: A Pledge for Teaching</td>
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<td>PTC: Performance Measurement</td>
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<td>57</td>
<td>LW:Washington A</td>
<td>PTC: Exploiting Technology in Your Consulting Services</td>
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<td>59</td>
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<td>OS:Independence Brew Pub</td>
<td>NDSC: New Doctoral Student Happy Hour</td>
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<td>65</td>
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<td>LW:Howe</td>
<td>ITC: Sustainable Practice Action Research Reception</td>
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<td>7:00pm</td>
<td>69</td>
<td>LW:Washington A</td>
<td>ITC: Mastering Transfo Change</td>
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<tr>
<td>Sat</td>
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<td>72</td>
<td>CC:Room 107A</td>
<td>TTC: Service-Learning and Live Case</td>
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<td>79</td>
<td>MT:Room 404</td>
<td>PTC: Implementing CSR Strategy Glob</td>
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<td>MT:Room 410</td>
<td>IAM: Challenges of globalization</td>
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<td>8:30am</td>
<td>102</td>
<td>MT:Franklin 9</td>
<td>AAM: Case Study Research</td>
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<td>LW:Regency Ballroom C1</td>
<td>ITC: International Career-Development Workshop</td>
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<td>LW:Washington B</td>
<td>IAM: Pro-poor For-profit Ventures</td>
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<td>113</td>
<td>MT:Grand Ballroom F</td>
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<td>9:00am</td>
<td>132</td>
<td>LW:Regency Ballroom B</td>
<td>PTC: Sustainable Prac Action Res</td>
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<td>133</td>
<td></td>
<td>LW:Commonwealth C</td>
<td>PTC: Org Health and Performance</td>
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<td>MT:Room 309</td>
<td>TTC: Teaching Well With Technology</td>
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<td>137</td>
<td>MT:Room 413</td>
<td>ITC: Alliance Portfolios</td>
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<td>142</td>
<td>MT:Liberity Ballroom A</td>
<td>TTC: Capstone Course is Dead?</td>
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<td>MT:Room 302</td>
<td>AAM: Psychic, Cult. &amp; Inst. Dist.</td>
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<td>146</td>
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<td>LW:Hove</td>
<td>ITC: Inter-communal understanding</td>
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<td>MT:Franklin 6</td>
<td>TTC: Teaching Across the Curriculum</td>
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<td>157</td>
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<td>IAM: Intellectual Capital</td>
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<td>158</td>
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<td>LW:Commonwealth C</td>
<td>PTC: Insights on Global Workforce Management</td>
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<td>172</td>
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<td>IAM: Dissertation Success</td>
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<td>175</td>
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<td>LW:Commonwealth D</td>
<td>TTC: Social &amp; Environmental Cases</td>
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<td>LW:Regency Ballroom A</td>
<td>PTC: Bringing Practice Back into our Scholarship</td>
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<td>TTC: Teaching Ethics</td>
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<td>180</td>
<td>MT:Room 414 &amp; 415</td>
<td>AAM: Austrian Economics</td>
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<td>181</td>
<td></td>
<td>CC:Room 108A</td>
<td>MEN: Reducing Attrition in Doctoral Programs</td>
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<td>187</td>
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<td>PTC: Good Consulting on the Inside</td>
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<td>188</td>
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<td>IAM: Publishing Int'l Strat Research</td>
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<td>192</td>
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<td>CC:Room 112B</td>
<td>ITC: International HRM Research</td>
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<td>193</td>
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<td>MT:Room 404</td>
<td>IAM: Research into practice (IAM)</td>
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<td>CC:Room 103B</td>
<td>TTC: Management Education: Global</td>
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<td>213</td>
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<td>MEN: Career Mentoring of Faculty in the Non-USA setting</td>
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<td>224</td>
<td>MT:Room 309</td>
<td>IAM: Performing Academic Research in Microfinance</td>
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<td>227</td>
<td>MT:Room 410</td>
<td>IAM: Writing research grant proposals in Iberoamerica</td>
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<td>MT:Grand Ballroom B</td>
<td>TTC: OMT in the MBA curriculum</td>
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<td>232</td>
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<td>AAM: Conducting Research in China</td>
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<td>TTC: Online Teaching</td>
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<td>TTC: Teaching 21st Century Management</td>
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<td>NDSC: Methods for Integrating Moderation and Mediation</td>
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<td>4:00pm</td>
<td>244</td>
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<td>Day</td>
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<td>Sat</td>
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<td>250</td>
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<td>AAM: Meet the Editors</td>
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<td>5:00pm</td>
<td>255</td>
<td>MT:Room 410</td>
<td>IAM: IAOM Business Meeting</td>
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<td>6:00pm</td>
<td>269</td>
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<td>NDSC: NDSC/MED Reception</td>
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<td>ITC: SPARC 10th Anniversary</td>
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<td>AAM: AAM Paper Development Workshop</td>
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<td>MEN: BPS Managing Your Dissertation Workshop</td>
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<td>TTC: Teaching Courses on &quot;Diversity in Organizations&quot;</td>
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<td>LW:Congress B</td>
<td>PTC: SPARC Research &amp; Publication</td>
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<td>NDSC: Scale Development</td>
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<td>TTC: Ethics: Doing What We Should?</td>
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<td>MT:Room 408 &amp; 409</td>
<td>PTC: Are We Engaged As Scholars?</td>
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<td>NDSC: Ask the Experts: Quantitative Methods</td>
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<td>PTC: Researching and Publishing on Strategy-as-Practice</td>
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<td>PTC: Negotiating your First Job</td>
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<td>IAM: Latin America Critical OS</td>
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<td>IAM: Teaching Microfinance</td>
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<td>MEN: Making the Most of Your Sabbatical</td>
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<td>ITC: HRM Teaching &amp; Research in India</td>
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<td>AAM: Where is Regionalization Going</td>
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<td>LW:Regency Ballroom B</td>
<td>ITC: Meet the Editors</td>
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<td>374</td>
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<td>ITC: MNEs &amp; Positive Social Change</td>
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<td>AAC: Southwest Academy of Management Officers Meeting</td>
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<td>MT:Room 401 &amp; 402</td>
<td>AAM: Dev. &amp; Transitional Countries</td>
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<td>LW:Lescaze</td>
<td>AAC: International Theme Committee Meeting</td>
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<td>AAC: EAM Advisory Board Meeting</td>
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<td>MT:Room 308</td>
<td>AAG: Western Academy of ManagementOfficers Meeting</td>
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## 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

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Business Policy & Strategy

Vernon Bachor, U. of Calgary, CANADA
Daniele Bagliani, U. of Catania, ITALY
Yoon-Suk Baik, Korea Advanced Institute of Science & Technology, KOREA, REPUBLIC OF
LaKarni T. Baker, Mississippi State U., UNITED STATES
Anjali Bahluru, Open U. Business School, UNITED KINGDOM
Zandra Babnuit, McGill U., CANADA
Julia Balogun, Cass Business School, City U. erity, UNITED KINGDOM
Rodrigo Banderia-de-Mello, U. eridade do Vale do Itajai - U. ALI, BRAZIL
Preeta Banerjee, U. of Illinois at Urbana-Champaign, UNITED STATES
Markus B. Becker, U. of Southern Denmark, DENMARK
Michael B. Bell, U. of Texas at Arlington, UNITED STATES
Shanti Dewi Anak Agung Istri, Georgia Institute of Technology, UNITED STATES
Maria Alexandra Amador-Dumois, U. of Puerto Rico, UNITED STATES

Gene F. Brady, Southern Connecticut State U., UNITED STATES
Christophe N. Bredillet, ESC Lille, FRANCE
Alexander Bren, U. of Erlangen, Nuremberg, GERMANY
Tony Briggs, Boston U., UNITED STATES
Philip Bromley, U. of California, Irvine, UNITED STATES
Joseph Broschak, U. of Illinois at Urbana-Champaign, UNITED STATES
Keith D. Brouthers, King's College London, UNITED KINGDOM
Jill Ann Brown, U. of Georgia, UNITED STATES
Kyle Bruce, Aston Business School, UNITED KINGDOM
Olga Bryazka, E.M. Lyon, FRANCE
Marcelo Bucheli, U. of Illinois at Urbana-Champaign, UNITED STATES

Rolf Bühner, U. of Passau, GERMANY
Carig Bulut, Opetce Institute of Technology, TURKEY
Henri Burgers, RSM Erasmus U., NETHERLANDS
Edin C. Busija, U. of Richmond, UNITED STATES
Frank Caliberg, Freelancer, SWITZERLAND
Adrian Attilio Caidart, Warwick Business School, UNITED KINGDOM

Mikael A. Calhoun, Ohio State U., UNITED STATES
Martin R Camara, U. of Akron, UNITED STATES
Aceu Salles Camargo Jr. U. de São Paulo, BRAZIL
Angelo A. Camillo, Daniels College of Business, Department of Management, UNITED STATES
Juan Ignacio Canales, U. of St. Andrews, UNITED STATES
Albert Cannela, Arizona State U., UNITED STATES
Qing Cao, U. of Connecticut, UNITED STATES
Laurence Capron, INSEAD, FRANCE
Stephen Carlson, Piedmont College, UNITED STATES
Jorge M. T. Carneiro, Coppead/UFFRJ - Federal U. of Rio de Janeiro, BRAZIL

Mason A. Carpenter, U. of Wisconsin, Madison, UNITED STATES
Mark S. Casey, Curtin U. of Technology, AUSTRALIA
Luke H. Cashen, Nicholls State U., UNITED STATES
Izizari Castello, ESADE Business School, SPAIN
Gino Cattani, New York U., UNITED STATES
Katherine W Causey, Le Moyne College, UNITED STATES
David Eduardo Cavazos, James Madison U., UNITED STATES
Lin Chai, U. of Southern California, UNITED STATES
Dominic Chai, LSE, UNITED KINGDOM
Garimalla R Chandrashekar, Indian Institute of Management (IIM Indore), INDIA

K. Thomas Chandy, Cornell U., UNITED STATES
Baujour Chang, National Taiwan U., TAIWAN
Mike C. H. Chao, Baruch College, CUNY, UNITED STATES
Arijit Chatterjee, Pennsylvania State U., UNITED STATES
Chee-Chung Chen, National Taiwan U., TAIWAN
Pao-Lien Chen, U. of Illinois, UNITED STATES
Chung-Wen Chen, Washington State U., UNITED STATES
Rongdong Chen, Ivey School of Business, CANADA
Lin Chai, U. of Southern California, UNITED STATES
Shih-Fen S. Chen, U. of Western Ontario, CANADA
WeitU. Chen, INSEAD, SINGAPORE

Kunchung Cheng, Da Yeh U., TAIWAN
Ping-Shan Cheng, National Cheng Kung U., TAIWAN
Amy M. Chew, Texas A&M U., College Station, UNITED STATES
Taylan Chi, U. of Kansas, UNITED STATES

Section C
## Careers

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

### Session Information

<table>
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<td>Career Success</td>
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<td>Understanding and Assisting Career Learning</td>
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# Conflict Management

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

<table>
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<th>Start</th>
<th>#</th>
<th>Location</th>
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<td>JS: Organizational Justice</td>
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Conflict Management Division Acknowledgements

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</tr>
</tbody>
</table>
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Graham C. Moors, U. of Sheffield, UNITED KINGDOM
William C Murray, Saint Mary’s U., CANADA
Alastair Mutch, Nottingham Business School, Nottingam Trent U., UNITED KINGDOM
Fatimah Wambura Nguriru, Indiana-Purdue U, UNITED STATES
Lee Nownoo, U. of Texas, San Antonio, UNITED STATES
Dave O’Donnell, Intellectual Capital Research Institute, IRELAND
Eleanor O’Higgins, U. College Dublin, IRELAND
Sue Hwa Ou, National Cheng Chi U, TAIWAN
Guido Palazzo, U. of Lausanne, SWITZERLAND
Joy Panwo, Massey U., NEW ZEALAND
Maria Elisa Pereira Vego, Massey U., NEW ZEALAND
Ana Maria Penedo, U. of Victoria, CANADA
Pedro David Perez, Cornell U., UNITED STATES
Yvon Pesquie, CNAM Paris (France), FRANCE
Valérie Claire Petit, EDHEC Business School, FRANCE
Richard Pin, U. of Lille 1, FRANCE
Michael Andreas Pirson, Harvard Business School, GERMANY
Latha Poonamallee, Case Western Reserve U., UNITED STATES
Terry B. Porter, U. of Maine, UNITED STATES

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Section C
Entrepreneurship

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

<table>
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## Gender & Diversity in Organizations

**Program Chair:** Jeanette N. Cleveland, Pennsylvania State U.

**Professional Development Workshop Chair:** Quinetta Roberson, Cornell U.

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# Health Care Management

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

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**Health Care Management Acknowledgements**

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Jeanette Davy, Wright State U., UNITED STATES
Alyssa J. Field, Laurentian U., UNITED STATES
L W: Commonwealth B JS: Strategic HRM in Health Care
MT: Franklin 11 JS: Teaching Innovation in Healthcare
LA: Commonwealth B Organization Structure
Day: 16/23 Wed: 15/38 Tue: 14/23
<table>
<thead>
<tr>
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<tr>
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<td>McMaster U., CANADA</td>
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## Human Resources

Program Chair: Sandy J. Wayne, U. of Illinois, Chicago  
Professional Development Workshop Chair: Howard J. Klein, Ohio State U.

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<td>SPDW: Joint AoM Editor’s Panel</td>
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**Human Resources Acknowledgements**

Michael Abelson, Texas A&M U., UNITED STATES  
Nasir Afghan, Lahore U. of Management Sciences, PAKISTAN  
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Kevin Carlsson, Virginia Tech, UNITED STATES  
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Catherine Cassell, Manchester Business School, UNITED KINGDOM  
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Eva Provost, Purdue U., West Lafayette, UNITED STATES  
Gary Greguras, Singapore Management U., SINGAPORE  
Melissa Grigsby, Wright State U., UNITED STATES  

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**Section C**

110
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<td>International Management Division: Water Adventure</td>
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International Management Acknowledgements

Emmanuel A. Abugunni, Capella U., CANADA
Francisco J. Acevedo, U. of Seville, SPAIN
Moses Acaquah, U. of North Carolina, Greensboro, UNITED STATES
Laurel A. Adams, Crummer Graduate School of Business, Rollins College, UNITED STATES
Christina L Ahmadjian, Hitotsubashi U., JAPAN
Ekin Akar, U. of Texas at Arlington, UNITED STATES
Ruth Alex, Estonian Business School, ESTONIA
Elizabeth A. Alexander, U. of Washington, Tacoma, UNITED STATES
Maria Alexandra Amador-Dumois, U. of Puerto Rico, UNITED STATES
Tina Claudia Ambos, Vienna U. of Economics and Business Administration, AUSTRIA
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Mahfooz Alam Ansari, Faculty of Management, CANADA
Zoltan Antal-Mokos, European School of Management and Technology, Berlin, GERMANY
Peter H Antounio, Ansoff Institute - CSUSB - Pomegranate International, UNITED STATES
Chi Anynshi-Achibong, North Carolina A&T State U., UNITED STATES
Gerhard Apletthaier, FH-Joanneum, AUSTRIA
Igaz Aryan, Georgia State U., UNITED STATES
Anke Arnaud, Embry Riddle Aeronautical U., UNITED STATES
Navid Asgar, PhD Research Scholar, SINGAPORE
Nicholas Athanasiusou, Northeastern U., UNITED STATES
Joshua Aut, U. of South Carolina, UNITED STATES
Roya Aygım, Ilkhan University of Technology, UNITED STATES
Deosaran Bachoo, St. John's U., UNITED STATES
Vernon Bachor, U. of Calgary, CANADA
Kalaf Kollar Bagchi, U Texas EL Paso, UNITED STATES
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Shiastra Ehsan Khilji, The George Washington U., UNITED STATES
Louise Kelly, Alliant International U., UNITED STATES
Hamid H Kazeroony, Phoenix U., UNITED STATES
Marios I Katsioloudes, American U. of Sharjah, UNITED ARAB EMIRATES
Saji K.B., Indian Institute of Management Lucknow, INDIA
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Jorge Haddock, U. of Richmond, UNITED STATES
Mohsin Habib, U. of Massachusetts, Boston, UNITED STATES
Richard A Hall, U. of Richmond, UNITED STATES
Edward Hall, U. of Alabama, Tuscaloosa, UNITED STATES
Brad Hancsik, U. of British Columbia, CANADA
Kamala Gollakota, U. of Redlands, UNITED STATES
Celile Itir Gogus, Bilkent U., TURKEY
Debbie Gillard, Metropolitan State College - Denver, UNITED STATES
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Yun-Suk Cha, Merck in Korea, SOUTH KOREA
Brenda L. Geren, New York Institute of Technology, BAHRAIN
Jill Gibson, Case Western Reserve U., UNITED STATES
Debbie Gilliard, Metropolitan State College - Denver, UNITED STATES
Lynd Glimm, Gibson Institute of Higher Education, SWITZERLAND
Suzanne Godart, William Paterson U., UNITED STATES
Cecile Girgensohn, Bilkent U., TURKEY
Kamala Gollakota, U. of Redlands, UNITED STATES
Bhavna Gondawala, U. of Mauritius, UNITED STATES
Bhavna Gondawala, U. of Mauritius, UNITED STATES
Deansha Goomersen, Bocconi U. / SDA Bocconi, ITALY
Narsingh Gopaldas, Reva College of Engineering, UNITED STATES
Margaret Greeneweld, Bocconi U. / SDA Bocconi, ITALY
Kim Greer, U. of Kentucky, UNITED STATES
Sathiy polishing the page 116
### Management Consulting

**Program Chair:** C. Ken Weidner, Saint Joseph’s U.  
**Professional Development Workshop Chair:** Marc Bonnet, ISEOR, U. of Lyon 3

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**Management Consulting**

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</table>

**Management Consulting Acknowledgements**

- Fran Ackermann, Strathclyde U., UNITED KINGDOM
- Bryan Adkins, U. of San Francisco, UNITED STATES
- Mohammed R. Ahmed, Ameer U., UNITED STATES
- Antti Anam, U. of Turku, FINLAND
- Karen Alexandre, Capella U., UNITED STATES
- Peter H. Antoniou, Ansoff Institute - CSUSM - Pomegranate, UNITED STATES
- Mohammed R. Ahmed, Ameer U., UNITED STATES
- Vernon Bomo, U. of Calgary, CANADA
- Gerard F. Becker, Capella U., UNITED STATES
- John L. Bennett, Queens U. of Charlotte, UNITED STATES
- Thomas E. Brey, Brigham U./Downtown U.of Business, UNITED STATES
- Prasanthan Nagendra Bharadwaj, Indiana U. of Pennsylvania, UNITED STATES
- Marc Bonnet, ISEOR, U. of Lyon 3, FRANCE
- Lisa A. Boyle, US Air Force Academy, UNITED STATES
- Susan Brazil, Colorado Technical U., UNITED STATES
- Alexander Brum, U. of Erlangen, Nuremberg, GERMANY
- Fiona Broadbent, Breakingthrough Coaching, UNITED STATES
- Erin Brown, BearingPoint, UNITED STATES
- Anthony F. Buono, Bentley College, UNITED STATES
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- Wanida Curlee, U. of Phoenix, UNITED STATES
- Norma L. Davies, California State U., Fullerton, UNITED STATES
- Leon De Callaw, Free U., Twynstra, NETHERLANDS
- Geoff De Lacy, School of Management, UTS, UNITED KINGDOM
- Richard Dool, Seton Hall U., UNITED STATES
- Evelyn Dravecky, U. of California, Los Angeles, UNITED STATES
- Sanjiva Shankar Dubey, IBM, INDIA
- Richard Dunford, Macquarie U., Sydney, AUSTRALIA
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- Francois Ecozo, ADM, IAMOT, New York Academy Of Science, FRANCE
- Andreas B. Eisingerich, U. of Southern California, UNITED STATES
- Ronel Ewer, U. of Southern Queensland, AUSTRALIA
- Todd Finkle, U. of Akron, UNITED STATES
- Michael Joseph Fisher, Allconnect, UNITED STATES
- G James Francis, Colorado State U., UNITED STATES
- Lilli Friedland, Management Consulting, UNITED STATES
- Sara Henderson Gibson, Fielding Graduate U., UNITED STATES
- Douglas J. Gilbert, U. of Phoenix, UNITED STATES
- Paul C. Goulet, Northern Young U., UNITED STATES
- Kathryn Goldman Schuyler, Alliant International U., UNITED STATES
- Kristjan Groziczky, Chemnitz U.of Technology, GERMANY
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- Nancy Insepke, & G Consulting, UNITED STATES
- Nozomi Jaya, Doctoral Student, UNITED STATES
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- Delores Jones, Benedicte U./The Milton Hershey School, UNITED STATES
- Sandra Jones, Royal Melbourne Institute of Technology, AUSTRALIA
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- Mary S. Logan, London School of Economics and Political Science, UNITED KINGDOM
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- Peggy Marshall, Antoch U., UNITED STATES
- Sandra M. Martinez, Wilder U., UNITED STATES
- Carmen Leonor Martinez-Lopez, City U. of New York/BCC, UNITED STATES
- Tracy M. Mayleth, DecisionWise, UNITED STATES
- Patrick L. McClelland, U. of Kansas, UNITED STATES
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- Matthew Semadeni, Moore School of Business / Univ. of South Carolina, UNITED STATES
- Stuart Daniel Sidie, U. of New Haven, UNITED STATES
- Sally Sledge, Christopher Newport U., UNITED STATES
- Davide Sol, ESCP-EAP European School of Management, UNITED KINGDOM
- Jacqueline M. Staros, Lawrence Technological U., UNITED STATES
- Heather Stiebings, Cranfield School of Management, UNITED KINGDOM
- B. Irvin Summers, Retired, UNITED STATES
- Rosanna Tarsiero, Gnometics, ITALY
- Ginka Toegel, London School of Economics, UNITED KINGDOM
- Marie D. Tumolo, The College of New Jersey, UNITED STATES
- Craig A. Tunwall, SUNY Empire State College, UNITED STATES
- Thuyet Underdue Murph, Texas A&M U., Commerce, UNITED STATES
- Gary Wagener, Simon Fraser U., UNITED STATES
- Nancy Wallis, Pepperdine U., UNITED STATES
- Isaac Wanska, New Mexico State U. United States
- Donald D. Warrick, U. of Colorado, Colorado Springs, UNITED STATES
- Valarie White, Louisiana Technical College, UNITED STATES
- Sally Ann Woodward, City U., London, UNITED KINGDOM
- Alberto Zanzi, Suffolk U., UNITED STATES

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**Section C**

120
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<td>19</td>
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<td>Success in the Classroom</td>
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<td>Learning from F1 Motor Racing</td>
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</table>
Management Education & Development Acknowledgements

Bryan Adkins, U. of San Francisco, United States
Shamsuddin Ahmed, KIMEP, KAZAKHSTAN
Hamid Akbari, Northeastern Illinois U., United States
Greg Alan, The George Washington University, United States
Darlene Alexander-Houle, U. of Phoenix, United States
Brad Atteave, Trevecca Nazarene U., United States
Kathleen Andrews, Indiana Wesleyan U., United States
Don Antunes, IMD, Switzerland
Chi An-Yang-Chih, North Carolina A&T State U., United States
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Edwin Arnold, Auburn U., Montgomery, United States
Andre Avramchuk, Kaiser Permanente, United States
Oleumir B. Ayoko, U. of Queensland, Australia
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Tiffany Bladud, George Mason U., United States
Liso Boyce, US Air Force Academy, United States
Thomas Bradley, Templeton U. State U., United States
Gene Brady, Southern Connecticut State U., United States
Susan Brazel, California Technical U., United States
Christopher Broadbent, BSc, United States
Linda Brennan, Mercer U., United States
Floria Broadbent, Breakthrough Coaching, United States
Manuela Buck, Italy
Thomas Bryant, Rowan U., United States
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George Byrget, George Fox Academy, United States
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Seonghee Cho, U. of Missouri, Columbia, United States
Kevin Choi, Rutgers University, United States
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Elizabeth Cooper, U. of Rhode Island, United States
Richard Corum, Campbellsville U., United States
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J Duane Hooker, Texas Tech U., United States
Loi Hu, Malaysia U., Malaysia
Alvin Hwang, Pacific U., United States
Katalin Illes, Anglia Ruskin U., United Kingdom
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Eileen Jahn, St. Joseph's College, NY, United States
Robert Jenks, Babson College, United States
Komorni Jerry, Philadelphia U., United States
Tor Kennnissen, Norwegian School of Econ. and Bus. Admin., Norway
Raymond Jones, College of Graduate and Professional Studies, The Citadel, United States
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Fahad Karakas, McGill U., Canada
Sapna Karunan, Laval U., United States
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Gabriele Lakomski, U. of Melbourne, Australia
Suzanne Lambert, Texas A&M University, United States
Kathy Lambert, Rensselaer Polytechnic Institute, United States
K calculates 123

Section C

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Zubin Mulia, Xavier Labor Relations Institute, India
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Michael Provitera, Barry U., United States
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Guillermo Vanderlinde, Pontificia Universidad Catolica Madre y Maestra, Dominican Republic
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Kenneth Zantow, U. of Southern Mississippi, United States
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## Management History

**Program Chair:** John Humphreys, Texas A&M U.  
**Professional Development Workshop Chair:** Curt H. Stiles, U. of North Carolina- Wilmington

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
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<th>Location</th>
<th>Session Information</th>
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<td>12</td>
<td>MT:Liberty Ballroom C</td>
<td>SPDW: The Power of Richness III</td>
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<td>21</td>
<td>OS:MH Boxly Tour</td>
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<td>Industrial Management Films: Past &amp; Present</td>
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<td>335</td>
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<td>Getting Published</td>
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<td>Managing Your Dissertation</td>
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<td>Welcome</td>
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<td>Understanding Management: Searching the Archives</td>
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<td>Richard M. Hodgetts Award</td>
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<td>JS: Historians on Firm Evolution</td>
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<td>1574</td>
<td>LW:Commonwealth D</td>
<td>JS: Doing Global OD Work</td>
</tr>
</tbody>
</table>
Management History Acknowledgements

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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

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
</tr>
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<tbody>
<tr>
<td>Fri</td>
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<td>52</td>
<td>LW:Washington B</td>
<td>MSR Doctoral Student and Junior Faculty Consortium</td>
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<td>LW:Howe</td>
<td>SPDW: Sustainable Practice Action Research Reception</td>
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<td>LW:33rd Floor Terrace</td>
<td>MSR Meditation Session</td>
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<td>Freedom to be the First</td>
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<td>SPDW: Appreciating Role of Shadow</td>
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<td>LW:Regency Ballroom C2</td>
<td>MSR Doctoral Student/New Faculty Consortium</td>
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<td>SPDW: Regulating spirituality</td>
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<td>Katrina, Faith, and AI</td>
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<td>St. John of the Cross</td>
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<td>Develop Engaged Workforce</td>
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<td>SPDW: SPARC 10th Anniversary</td>
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<td>Sun</td>
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<td>281</td>
<td>CC:Room 108A</td>
<td>SPDW: New Dimensions of Management E-Media</td>
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<td>SPDW: HBS Moral Leader - DIY</td>
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<td>SPDW: Tour Philadelphia’s Beautiful Outdoor Murals</td>
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<td>JS: Entrepreneurship Spirituality</td>
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<td>MSR &quot;Pipeline&quot; Paper Workshop</td>
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<td>JS: Leadership &amp; Sustainability</td>
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Management Spirituality & Religion

Acknowledgements

Nasir Afghan, Lahore U. of Management Sciences, PAKISTAN
Rakesh Kumar Agrawal, Institute of Management Technology, INDIA
Kathleen Andrews, Indiana Wesleyan U., UNITED STATES
J B Arbaugh, U. of Wisconsin, Oshkosh, UNITED STATES
Stephan Philip Belding, U. of Phoenix, UNITED STATES
Prashanth Nigendrakumar, Indian Institute of Management, Bhubaneswar, INDIA
Gerald Biberian, U. of Scranton, UNITED STATES
Robert Bordley, General Motors Corp., UNITED STATES
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Louis W (Jody) Fry, Tarleton State U. Central Texas, UNITED STATES
Consuelo Adelaida Garcia, EGADE-ITESM, MEXICO
Kathryn Goldman Schuyler, Alliant International U., UNITED STATES
Sonia M Goltz, Michigan Technological U., UNITED STATES
J. Goosby Smith, Butler U., UNITED STATES
Niraj Gojra, Alliant International U., UNITED STATES
Marie Gould, Pierce College, UNITED STATES
Loi Teck Hui, Malaya U., MALAYSIA
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alex polacco, School of Global Management and Leadership, UNITED STATES
Panagiotis Polychniotos, U. of Patras, GREECE
Michael J Provitera, Barry U., UNITED STATES
Julio Francisco Dantas de Rezende, Universidade do Estado do Rio Grande do Norte (UERN), BRAZIL
Lee Robbins, Golden Gate U., UNITED STATES
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Sally Sledge, Christopher Newport U., UNITED STATES
Joseph Lovett Spencer, Anderson U., UNITED STATES
James A F Stoner, Fordham U., UNITED STATES
Stanley Bruce Thomson, Monash U., AUSTRALIA
Len Tischler, U. of Scranton, UNITED STATES
Stephen B. Trouard, Jackson State U., UNITED STATES
Nicholas W Twigg, Coastal Carolina U., UNITED STATES
Marilyn Ang Uy, U. of Colorado, Boulder, UNITED STATES
Guillermo Wated, Barry U., UNITED STATES
J Lee Whittington, U. of Dallas, UNITED STATES
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Stephane A. Tywoniak, Queensland U. of Technology, AUSTRALIA
Timurs Umans, Lund U., SWEDEN
Diemo Urbig, Humboldt U., GERMANY
Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign, UNITED
STATES
Wendelien Van Eerde, Technische U. Eindhoven, NETHERLANDS
Paul C Van Fenema, Netherlands Defense Academy, NETHERLANDS
Johan Van Rekom, Erasmus U., NETHERLANDS
Allard C.R. Van Reel, U. of Liége, BELGIUM
Annick Hortense, Dominique Van Rossem, Hogeschool Gent, BELGIUM
Morten Thanning Vendelo, Copenhagen Business School, DENMARK
Srinivasan Venkatraman, U. of Arkansas, UNITED STATES
Natalya Vinokurova, Stern/NYU, UNITED STATES
Paul W.L. Vlaar, Vrije U. Amsterdam, NETHERLANDS
Markus Vodosek, U. of Utah, UNITED STATES
Timothy J. Vogus, Vanderbilt U., UNITED STATES
Heather C. Vough, U. of Illinois, Urbana-Champaign, UNITED
STATES
John J Voyer, U. of Southern Maine, UNITED STATES
Lu Wang, U. of Illinois, Urbana-Champaign, UNITED STATES
Suzanne P Weisband, U. of Arizona, UNITED STATES
Tara Wernsing, U. of Nebraska, UNITED STATES
Jaana Woiceshyn, U. of Calgary, CANADA
Anita Williams Woolley, Harvard U., UNITED STATES
Monica C. Worline, Emory U., UNITED STATES
Robert Phillip Wright, Hong Kong Polytechnic U., HONG KONG
Thomas Wrona, ESCP-EAP European School of Management, GERMANY
Hanhua Xu, The HongKong Polytechnic U., HONG KONG
Yang Xu, Pennsylvania State U., UNITED STATES
Kevyn Ying, Cornell U., UNITED STATES
Y. Connie Yu, Cornell U., UNITED STATES
Mary D Zalesny, PNNL, UNITED STATES
Shu Zhang, U. of Washington Business School, UNITED STATES
Zhen Zhang, U. of Minnesota, UNITED STATES
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<td>The Factory View of Operations</td>
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</tbody>
</table>
Operations Management Acknowledgements

Michael Abebe, Southern Illinois U., UNITED STATES
DURGESH AGRAWAL, LBS Institute of Management, New Delhi, INDIA
Prof. Shamshuddin Ahmed, KIMEP, KAZAKHSTAN
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Kelley Rehm, Vanderbilt U., UNITED STATES
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William L. Roach, Washburn U., UNITED STATES
Tobias Schoenherr, Eastern Michigan U., UNITED STATES
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Leland E. Taylor, American Intercontinental U., UNITED STATES
Wilbann-O Terpening, Gonzaga U., UNITED STATES
Claude Wayne Toland, U. of Phoenix, UNITED STATES
Christos Tsinopoulos, Durham U., UNITED KINGDOM
John K Visich, Bryant U, UNITED STATES
Stephan M. Wagner, WHU - Otto Beisheim School of Management, GERMANY
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Stephan M. Wagner, WHU - Otto Beisheim School of Management, GERMANY
Nancy E Waldeck, U. of Toledo, UNITED STATES
Daisy Wang, Southern Illinois U., UNITED STATES
Richard E White, U. of North Texas, UNITED STATES
Zhaochun Wu, Oregon State U., UNITED STATES
<table>
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<td>SPDW Clarifying Comp. Advantage</td>
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<td>8:30am</td>
<td>527</td>
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<td>557</td>
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<td>Organizational Learning</td>
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<td>558</td>
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<td>ODC Theme Session</td>
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<td>566</td>
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<td>JS: Micro-Mechanisms</td>
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<td>670</td>
<td>CC: Room 113A</td>
<td>JS: Shifting &amp; Contested Identity</td>
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<td>689</td>
<td>LW: Commonwealth C</td>
<td>Socialization and Forgetting</td>
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<td>690</td>
<td>LW: Congress C</td>
<td>Leadership, Time, and Depth of Change</td>
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<td>Organizational Culture and Performance</td>
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<td>692</td>
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<td>JS: Appreciative Inquiry 20 Years</td>
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<td>705</td>
<td>MT: Franklin 5</td>
<td>JS: Giddens and Structuration Theo</td>
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<td>12:20pm</td>
<td>798</td>
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<td>Cynicism and Resistance</td>
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<td>799</td>
<td>LW: Commonwealth D</td>
<td>Human Capital, Human Resources and Job Design</td>
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<td>800</td>
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<td>Dynamics of Creativity and Innovation</td>
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<td>807</td>
<td>MT: Grand Ballroom B</td>
<td>SHCS: Toward a Theory of Complexity for Management</td>
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<td>JS: Organ I decline &amp; recovery</td>
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<td>Knowledge, Cognition, and Change</td>
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<td>JS: Legacy of Douglas McGregor</td>
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<td>JS: Virtual Team Leadership in Organizations</td>
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<td>JS: New Directions in Socio-Ecological Thinking</td>
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<td>JS: Doing Global OD Work</td>
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<td>10:40am</td>
<td>CC: Room 111B</td>
<td>JS: Good Mourning</td>
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<td>Just-in-time and Organizational Change</td>
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<td>Culture, socialization, and enactment</td>
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<td></td>
<td>LW:Congress C</td>
<td>capabilities and competencies</td>
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</tbody>
</table>

**Organization Development & Change Acknowledgements**

- Gregory Arons, U. of California, San Diego, United States
- Garry Adams, Auburn U., United States
- Nasir Afzal, Lahore U. of Management Sciences, Pakistan
- Devi Akella, Albany State U. United States
- David Albritton, Northern Arizona U., United States
- Karen Alexandre, Universidad de los Andes, Colombia
- Jeffrey Alstete, Iona College, United States
- J. Alfredo Alvarado, Universidad de Guanajuato, Mexico
- Lisa Amoroso, Roosevelt U. United States
- Darlen Andet, Florida Gulf Coast U., United States
- Fernando Arias-Galicia, Universidad Autónoma del Estado de Morelos, Mexico
- Yvonne Athanasas, Strayer U., United States
- Susan Baechler, US Army Program Executive Office for Aviation, United States
- Heather Banham, Okanagan College, Canada
- Jean Bartuneck, Boston College, United States
- J. Brett Benton, Winthrop U., United States
- John Bennett, Queens U. of Charlotte, United States
- Steven Berghuis, Regis U., United States
- Constant Beugre, Delaware State U., United States
- Broto Bhadrao, Indian Institute of Technology, India
- Sabyab Bhattacharya, Management Consulting, India
- Dong Bin, IES Business School, Spain
- Judy Birdsell, U. of Calgary, Canada
- Johanna Bishop, Wimington College, United States
- Hans Björkman, Sif, Sweden
- Michelle Bigh, Claremont Graduate U., United States
- Neil Boyd, Lycoming College, United States
- Hilary Bradbury, U. of Southern California, United States
- Susan Brazil, Colorado Technical U., United States
- David Bright, Wright State U., United States
- Fiona Broadbelt, Breakthrough Coaching, United States
- Penelope Brouwer, Thomas Edison State College, United States
- Audie Brown, Bradley U., United States
- Erin Brown, BearingPoint, United States
- Steven Brown, Auburn U., United States
- Manuela Brusoni, Bocconi U., Italy
- Melanie Bryant, Monash U., Australia
- Cagri Bulut, Join Institute of Information Technology, Turkey
- Richard Bush, Lawrence Technological U., United States
- Laura Caccia, Bocconi U. and U. of Valle d’Aosta, Italy
- Antonio Cavalcante, ISCTE- Instituto Superior de Ciencias do Trabalho e da Empresa, Portugal
- Anna Canato, Bocconi U., Italy
- Helen Carlson, Organizational Consultant, United States
- Angela Carter, U. of Sheffield, United Kingdom
- Marilyn Carter, Benedictine U., United States
- Susan Cartwright, U. of Manchester, United Kingdom
- Yur-Suk Cha, Merck in Korea, South Korea
- Neul Chatzakos, The George Washington U., United States
- Yuen-Hung Chan, U. of British Columbia, Canada
- Anne-Catherine Charpentier, U. of Quebec, Canada
- Anthony Chen, Boston College, United States
- Angela Chen, National Chung Hsing U., Taiwan
- Kuanwen Chen, Newcastle U., United Kingdom
- Christian Cheah, Seoul National U., South Korea
- Chee-Long Chong, SIM U., Singapore
- Anne Christie, Griffith U. Australia
- ElizabethChristo-Baker, U. of Toledo, United States
- Susan Clark, U. of California, San Diego, United States
- David Cochran, Trinity College Dublin, Ireland
- April Coleman, Capella U.-Student, United States
- Jonathan Coleman, Case Western Reserve U., United States
- John Conbere, U. of St. Thomas, United States
- Beatriz Coningham, The George Washington U., United States
- Jeanne Connolly, Wheaton Franciscan Healthcare, United States
- Bill Cooke, U. of Manchester, United Kingdom
- Jane Cooke-Lauder, Case Western Reserve U/Organizational Behavior, Canada
- Jorge Costa, Instituto for Tourism Planning and Development - IPDT, Portugal
- Eva Cowell, U. of Tennessee, Knoxville, United States
- Douglas Crawford, Wilson College, United States
- Marta Craig, Colorado State U., United States
- Thomas Cummings, U. of Southern California, United States
- Wanda Currie, U. of Phoenix, United States
- Alessia D’Amato, Center for Creative Leadership, Italy
- Douglas Davey, U. of Central Queensland, Australia
- Kay Davis, Pepperdine U., United States
- Jeanette Davy, Wright State U., United States
- Leon De Caluwe, Twynstra, Netherlands
- Jose de La Cerda, ITESO U. Mexico
- Alison De Mores, Royal Holloway, U. of London, United Kingdom
- Edithson de Moraes, Centro Universitario da FEI, Brazil
- Joe DeLuca, Evergreen Business Group, United States
- Linda Deng, U. of Illinois at Urbana-Champaign, United States
- Robert Dengler, Roosevelt U./Benedictine U. Hawaii Pacific U., United States
- Marie Di Vincenzo, Benedictine U., United States
- Anthony DiBella, Naval War College, United States
- Luzetta Donofrio, Columbia U., United States
- Richard Doull, Seton Hall U., United States
- Evelyn Draweyck, U. of California, Los Angeles, United States
- Diane Dromgold, RNC Global Projects, Australia
- Richard Dunford, Macquarie U., Sydney, Australia
- Shari Duron, California State U., United States
- Joel Dutra, FEA-USP, Brazil
- Chris Dynek, Adventist Healthcare, United States
- Robert Epstein, U. of Central Oklahoma, United States
- Kent Fairfield, Fairleigh Dickinson U., United States
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- Philip Fewcott, Fielding Graduate U., United States
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- Ann Freyvich, Pepperdine U., United States
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- Jan Flynn, Georgia College and State U., United States
- Rex Foster, U. of Minnesota, United States
- Susan Fox-Wolfgramm, Hawaii Pacific U., United States
- Jennifer Frasier, U. of Melbourne, Australia
- Glames Francis, Colorado State U., United States
- Ternill Frantz, Carnegie Mellon U., United States
- Susan Frew, U. of North Texas, United States
- Joann Fredrickson, Bemidji State U., United States
- Lilli Friedland, Management Consulting, United States
- Ronald Fry, Case Western Reserve U., United States
- Helen Fung, ShL, Hong Kong
- Placidia Gallegos, Fielding Graduate U./CUC Consulting, United States
- Dominic Garcia, San Jose State U., United States
- Terrence Gargiulo, MAKINGSTORIES.net, United States
- Gemma Gater, University College, Oxford, United Kingdom
- Dr. Gerald GeRue, Concordia U., United States
- Jill Gibson, Case Western Reserve U., United States
- Mattia Giglio, La Sapienza, Rome, Italy
- Kenneth Goldsmith, U. of Phoenix, Graduate School of Business & Management, United States
- Rachelle Gray, Lawrence Technological U., United States
- Danna Greenberg, Babson College, United States
- Kristijan Grigurevicius, Chemnitz U.of Technology, Germany
- Michelle Griffin, Benedictine U./Customer Service, United States
- Anna Gryznowska, Moscow State U. Graduate School of Business Administration, Russian Federation
- Miguel Guirarte, Fielding Graduate Institute, United States
- Jorge Haddock, U. of Richmond, United States
- Darren Hackett, U. of Phoenix, United States
- FredaZuzan Hartman, U. of Phoenix, United States
- Andres Hartum, U. of Argentina, Argentina
- Leslie Haugen, U. of St. Thomas, United States
- MaryAnn Hazen, U. of Detroit, Mercy, United States
- Thomas Head, Roosevelt U. Chicago-Schumburg, United States
- Cyrthia Heidorn, Benedictine U., United States
- Paulo Henrique, Technical U. of Lisbon, Portugal
- Alia HeoHadi, U. of St. Thomas, United States
- Mark Herin, Walden U., United States
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- Mark Hilton, U. of Central Oklahoma, United States
- Hans Hinterhuber, U. of Innsbruck, Department for Strategic Management, Austria
- Daniel Holt, Air Force Institute of Technology, United States
- Robert Hooijberg, IMD, Switzerland
- JDuanne Hoover, Texas Tech U., United States
- Andrea Hornett, Pennsylvania State U., United States
- Henry Horstmann, CGI, Canada
- Joe Houghton, UCD Smurfit School of Business, Ireland
- Susan House, Capella U., United States
- Jack Huddleston, Capella U., United States
- Martin Hughes, Indiana U. of Pennsylvania, United States
- Tomomori Inukai, Kagawa U., Japan
- Claus Jacobs, U. of St. Gallen, Switzerland
- Nsombi Jaja, Doctoral Student, United States
- David Jamieson, Pepperdine U., United States
- Karen Jansen, U. of Virginia, United States
- S. Jayavelu, IMH Kshiklohe, INDIA, India
- Kimberly Jenett, Integrated Benefits Institute, United States
- Maureen Johnston, Lawrence Technological U., United States
- Richard Kettner-Polley, Colorado Tech Inc., United States
- Peter Kiedrowski, U. of MN, HHH Institute of Public Affairs, United States
- Bae-Kyo Joo, U. of Minnesota, Twin Cities, United States
- Yusun Jung, Case Western Reserve U./Information Systems, United States
- Sabine Junginger, Lancaster U., United States
- Yehia Kamel, Bridgewater State College, United States
- Florian Kappeler, U. of St. Gallen / HEC Montréal, Switzerland
- Armit Karna, Indian Institute of Management, Ahmedabad, India
- Hamid Kazeroony, Phoenix U., United States
- Thomas Kent, College of Charleston, United States
- Richard Kettner-Polley, Colorado Tech Inc., United States
- Peter Kiedrowski, U. of MN, HHH Institute of Public Affairs, United States
- Nell Kimberley, Monash U., Australia
- Jeff Kinel, Lynn U., United States
- Patricia Klamor, HEC U. of Geneva, Switzerland
- Mary Kotecki, Benedictine Univ/Deere & Company, United States
- Tarvi Kothari, Temple U., United States
- Rita Kowalski, Work Life Consulting LLC, United States
- Diana Krause, U. of Western Ontario, Canada
- Christine Krennaki, JPMorgan Chase Bank, United States
- William Kuchta, VP of HR, Paychex, Inc., United States
- Bernd Kupka, U. of Otago, New Zealand
- Kenneth Kurly, Saint Joseph's U., United States
- Linda Kyker, Colorado Technical U., United States
- Carole Lalonde, U. Laval, Canada
- Eric Lamm, Boston College, United States
- Ann Landig, HEC Montreal, Canada
- Jean-Claude Lanard, Pepperdine U./Beaumont Hospitals, United States
Tesili Lawanson, Fuller Theological Seminary Pasadena, United States
William Lebin, Keller Graduate School of Management, United States
Anat Lechner, New York U., United States
Jean Lee, CEBS, China
Roderick Lee, Penn State U., United States
Yang-Im Lee, Royal Holloway, U. of London, United Kingdom
Skpiton Leonard, George Washington U., United States
Aegean Leung, U. of Victoria, Canada
Ira Levin, Alliant International U., United States
Thierry Levy-Tadjine, U. of Toulon, Lebanon
Mark Lewis, Georgia State U., United States
Steve Leybourne, Plymouth U., United Kingdom
Yu Li, GSM, Peking, U. China
Carolyn Lin, National Chengchi U., Taiwan, Taiwan
ChienChiang Lin, Shih Hsin U., Taiwan
runhu Li, Nankai U., Tianjin, China, China
mandi linksmans hughes, Assumption College, United States
Romey Littell, Auckland U. of Technology, New Zealand
Mary Logan, London School of Economics and Political Science, United Kingdom
Fonda Loney, Pepperdine U., United States
Patricia Lopez, Atlanta International U., United States
Henry Lopez Vega, ESASE Business School, Spain
Sherrie Lu, U. of Phoenix, United States
James Ludema, Benedictine U., United States
Geisce Ly, Graduate Student, United States
Maureen MacLeod, U. of Hawaii—Manoa, United States
Allan Macpherson, MMU Business School, United Kingdom
Arun Madapusi, U. of North Texas, United States
Susan Madsen, Utah Valley State College, United States
Jeanne Maes, U. of South Alabama, United States
Christian Mahieu, LEM-CRNS-U. of Life, France
Michael Manning, New Mexico State U, United States
Dina Mansour-Cole, Indiana U. Purdue U. Fort Wayne, United States
Jean-Francois Manzoni, IMD, Switzerland
David Marker, ESC Clermont Graduate School of Management, France
Peggy Marshall, Antioch U., United States
Sandra Martinez, Widener U., United States
 Judy Matthews, Queensland U. of Technology, Australia
Maureen McLeod, U. of Hawaii—Manoa, United States
Tieh Matuszek, Troy U., United States
Mickey Mayrowitz, Arizona State U., United States
Karen Mayrowitz, Naval Postgraduate School, United States
Steve McClure, Pepperdine U., United States
Arie Shirom, Tel Aviv U., Israel
Mary Shawver, Fielding Graduate U., United States
Udai Shanker, M. M. M. Engineering College Gorakhpur, India, India
Jill Paine, Teachers College, Columbia U., United States
Robert O'Driscoll, U. of Waikato, New Zealand
Michael O'Leary, Boston College, United States
Dorothy Olszynski, Rutgers U. - Newark, United States
Tore Omohu, BI Norwegian School of Management, Norway
Margaret Orr, Bank Street College of Education, United States
Jill Paine, Teachers College, Columbia U., United States
Ashish Pandey, Management Development Institute, Gurgaon, Haryana, India
Thanos Papadopoulos, Doctoral Student, United Kingdom
Kizzy Paris, Florida Tech, United States
Sotiris Parsons, Warwick Business School, United Kingdom
Robin Parry, California State U.-Fullerton, United States
William Pasmore, Mercer Delta Consulting, United States
Patricia Pedigo, IBM Corporation, United States
James Peplow, Pepperdine U., United States
Lori Peterson, Augsburg College, United States
Sharon Peterson, Capella U., United States
Rita Pettitford, Otterbein Consulting, United States
Michael Phelan, Oracle USA, United States
Sandy/Riskin Pidjint, Case Western Reserve U., United States
Norma Pivetta, Universidade Catolica Argentina, Argentina
Darlene Pomponio, Walden U., United States
Edward Powley, Naval Postgraduate School, United States
Veena Prabhu, Auburn U., United States
Vana Prewitt, Univ. of North Carolina Hospitals, United States
Mildred Pryor, Texas A&M U.-Commerce, United States
Anthony Raia, U. of California, Los Angeles, United States
TR Ramanathan, Newcastle Business School, Northumbria Univ., UK, United States
Alberto Ramirez, U. of Queensland, Australia
Kira/Kristal Reed, Synnove U., United States
Aurea Helena Ribeiro, Fundaçao Da Cabral/PUC Minas, Brazil
Beth Richardson, St. Joseph's College of Maine, United States
Jeff Rightmer, Lawrence Technological U., United States
Poly Rizova, Boston U., United States
Gary Robinson, Capella U., United States
Stanley Ross, Bridgewater State College, United States
George Roth, Massachusetts Institute of Technology, United States
Helen Routree, Nova Southeastern U., United States
Christopher Roussin, Boston College, United States
Robert Routheux, Hamline U., United States
Apurva Sanaria, TV Rao Learning Systems, India
Jyotsna Sangrini, Alliant International U., United States
Manuela Sarmento, Lisboa, United States
Mary Sasso, Western Washington U., United States
James Schaap, U. of Nevada, Reno, United States
John Schibler, U. of Rhode Island, United States
Mike Schraeder, Troy U., United States
Lillian Schumacher, U. of Saint Francis, United States
Gavin Schwarz, U. of New South Wales, Australia
Jane Seiling, The Taos Institute, United States
Devin Seif, Troy U., United States
A.B.Rami Shani, Cal Poly State U., United States
Udi Shaniker, M. M. M. Engineering College Gokharpur, India, India
William Sharbrough, Citadel School of Business Administration, United States
Mary Shaw, St. Louis University, United States
Aki Shiozawa, Stanford University, United States
Philip Shum, U. of Melbourne, Australia
Dana Sims, U. of Central Florida, United States
Joan Stepanik, Fairleigh Dickinson U., United States
Johnnie Smith, Raytheon Company, United States
Klas Soderquist, Athens U. of Economics and Business, Greece
Guillaume Soeiro, EM Lyon, France
Davide Sola, ESCP-EAP European School of Management, United Kingdom
Karan Sonpar, U Mannitoba, Canada
Deborah Soulé, Harvard U., United States
Janice Spangenberg, Capella U., United States
Bert Spector, Northeastern U., United States
Joe Sprangle, Lawrence Technological U., United States
Gretnah Spreitzer, U. of Michigan, Ann Arbor, United States
Kent Springdale, Kingston U., United Kingdom
Richard Stackman, U. of San Francisco, United States
Jaclariek Stavros, Lawrence Technological U., United States
Edmund Stazyk, U. of Kansas, United States
Inger Steinsaker, Norwegian School of Economics and Business Administration, Norway
Ursula Shroth, U. of Maryland, College Park, United States
Barry Sugamagan, Society for Organizational Learning, United States
Albert Sune, Technical U. of Catalonia, Spain
Ranjini Swamy, Goa Institute of Management, India
Yeda Swerski de Souza, UNIInside, Brazil
George Sylvie, U. of Texas, Austin, United States
Dr. David Szabla, The George Washington U., United States
Rosanna Tarariero, GiemmeL, Italy
Steven Taylor, Worcester Polytechnic Institute, United States
Ram Tenkasi, Medicinette U., United States
Christian Tedoridius, Lawrence Technological U., United States
Axel Thoma, U. at St Gallen, Switzerland
Ramayath Thurasamy, Universiti Sains Malaysia, Malaysia
Claude Toland, U. of Phoenix, United States
Ian Towers, Carleton U., Canada
Arum Tripathy, Indian Institute of Management Bangalore, India
Chen-yi Tsai, I-Shou U., Taiwan, Taiwan
Chien-Chih Tseng, U. of Minnesota, United States
Chia-Yu Tu, National Chung Cheng U., Taiwan
Leslie Tworoger, Nova Southeastern U., United States
Yvette Underfurth Murr, Texas A&M U., Commerce, United States
Toni Ungaretti, Johns Hopkins U., United States
Jose van Iwaarden, Erasmus U., Netherlands
Woody Van Oeffen, Maastricht U., Netherlands
Annick Van Rossem, Hogeschool Gent, Belgium
James Vardaman, U. of Memphis, United States
Virajandar Varma, Aurora, U. of Illinois, United States
Glenn Varney, Bowling Green State U., United States
Frances Viggiani, Alfred U., United States
Gary Wagener, Simon Fraser U., Canada
Consuelo Waht, U. of Houston, United States
Nancy Wirked, U. of Toledo, United States
William Wilcikow, U. of Scranton, United States
Donald Warrick, U. of Colorado, Colorado Springs, United States
Irene Wasserman, ICW Consulting Group, United States
John Watson, St. Bonaventure U., United States
David Weir, Ceram Sophia Antipolis, France
Elly Wietz, Tel Aviv, U., Israel
Reeves Wesley, Karunya Institute of Technology and Sciences, India
Robert Wheatley, Troy, U., United States
Karen Whelan-Berry, Utah State University, United States
Katie White, U. of St. Thomas, St. Paul/Mpls, MN, United States
Elden Wiebe, Saint Mary’s U., Canada
Geri Wildenberg, Capella U., United States
Sue Williams, U. of Gloucestershire, United Kingdom
Charles Williamson, U. of Phoenix, United States
Hope Witmer, Philhaven behavioral healthcare, United States
Julie Wolffram, Deakin U., Australia
James Wood, Quiet Communications, United States
Richard Woodman, Texas A&M U., College Station, United States
Chris Worley, U. of Southern California, United States
Harhua Xu, The HongKong Polytechnic U., Hong Kong
Robyn Yap, Phronetic International, Canada
Daniele Zandie, Case Western Reserve U., United States
Wei Zheng, Northern Illinois U., United States
Roxane Zolin, Naval Postgraduate School, United States
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<th>Location</th>
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<tr>
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<td>49</td>
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<td>Sat</td>
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Organizational Behavior

Acknowledgements

Carolyn Birmingham, U. of Idaho, United States

Tejinder Billing, U. of Memphis, United States

Bridget Birley, U. of Washington, Seattle, United States

Joyce Bono, U. of Minnesota, United States

Jennifer Bowers, Florida State U., United States

Nicolás Nathaniel Bowersox, Touro U., United International, United States

Mark Conway Bowler, U. of Tennessee, Knoxville, United States

Anthony Boyle, Michigan State U., United States

ipetBozuk, Old Dominion U., United States

Bret Bredy, U. of Iowa, United States

James Breaugh, Northern Illinois U., United States

Maria Bressi, IESEG School of Management, United States

Nina Brooks, Quinnipiac U., United States

Joseph Brouchkov, U. of Illinois at Urbana-Champaign, United States

Robyn Brouer, Florida State U., United States

David Brown, La Trobe, Australia

Graham Brown, Singapore Management U., Singapore

Nealia Sue Bruning, U. of Minnesota, United States

Susan Faye Baechler, US Army Program Executive Office for Aviation, United States

Marsha Beauregard, London School of Economics, United Kingdom

Jeanine Andreassi, Sacred Heart U., United States

Fernando Arnaud, Embry Riddle Aeronautical U., United States

Paula Arnaud, Florida International U., United States

Mary Aronson, U. of Missouri, St. Louis, United States

Michèle Armstrong, Florida State U., United States

Jennifer Bursa, Columbus U., United States

Casey Hamilton Burt, Emory U., United States

James Burt, Janicki Optronics, United States

Shonie Butts, U. of Kentucky, United States

Richard Blackburn, U. of North Carolina, Chapel Hill, United States

Elen Birr, U. of Wisconsin-Madison, United States

DonnaBianciero, National Society of Hispanic MBAs, United States

Ernesto Antonio Bianco, IESA, Venezuela

Ruth Blatt, U. of Madison, United States

Michèle Bligh, Claremont Graduate U., United States

Jeanette Blomberg, IBM Almaden Research Center, United States

Alexander Bolinger, U. of Utah, United States

Mark Bolino, U. of Oklahoma, United States

Joyce Bono, U. of Minnesota, United States

Jonathon Edward-Williams, United States

Nancy Borkowski, South U., United States

Alan Bous, U. of Maryland, College Park, United States

Wendi Boswell, Texas A&M U., College Station, United States

Isabel Botero, Illinois State U., United States

Jennifer Bowes, Florida State U., United States

Nicholas Nathaniel Bowersox, Touro U., United International, United States

Mark Conway Bowler, U. of Tennessee, Knoxville, United States

Anthony Boyle, Michigan State U., United States

ipetBozuk, Old Dominion U., United States

Bret Bredy, U. of Iowa, United States

James Breaugh, Northern Illinois U., United States

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Michèle Armstrong, Florida State U., United States

Jennifer Bursa, Columbus U., United States

Casey Hamilton Burt, Emory U., United States

James Burt, Janicki Optronics, United States

Shonie Butts, U. of Kentucky, United States

Richard Blackbur,
Organizational Behavior

Velvet Weems-Landingham, Kent State U., United States
Andrew Wefald, Kansas State U., United States
Anna Lupina Wegener, U. of Geneva, Austria
Antoinette Weibel, U. of Zurich, Sweden
Frankie Jason Weinberg, U. of Georgia, United States
Suzanne Weisband, U. of Arizona, United States
Tara Wensong, U. of Nebraska, United States
Michael Wesson, Texas A&M U., United States
Mina Westman, Tel Aviv U., Israel
Robert Wheatley, Troy U., United States
Anthony Wheeler, Bradley U., United States
Judith White, Dartmouth College, United States
Daniel Whitman, Florida International U., United States
Carolyn Wiley, Roosevelt U., United States
Ethlyn Anne Williams, Florida Atlantic U., United States
Lisa Vargo Williams, State U. of New York, Buffalo, United States
Sue Williams, U. of Gloucestershire, United Kingdom
Marie Wilson, U. of Auckland, New Zealand
Scott Wilternath, Stanford U., United States
Elaine Wong, Northwestern U., United States
Juleen Woodley, U. of Queensland, Australia
Robert Phillip Wright, Hong Kong Polytechnic U., Hong Kong
Amy Wrzesiewski, Yale U., United States
Cindy Wu, Baylor U., United States
Joshua Wu, U. of Miami, United States
Xian Xu, U. of South Florida, United States
Francis Yammarino, State U. of New York, Binghamton, United States
Wen Yan, U. of Missouri, Columbia, United States
Liuqin Yang, U. of South Florida, United States
Wei Yao, Zhejiang U., China
Roland Yeo, King Fahd U. of Petroleum & Minerals, Saudi Arabia
Xiang Yi, Western Illinois U., United States
Jeremy Yip, U. of Toronto, Canada
Mark Yockey, U. of South Dakota, United States
Kevyn Yong, Cornell U., United States
Malcolm Young, U. of Lincoln, UK, United Kingdom
Andy Yu, Texas Tech U., United States
Ferong Yuan, U. of Kansas, United States
Gary Yuki, U. of Albany, United States
Gunna Yun, U. of Baltimore, United States
Thomas Zagencyz, Clemson U., United States
Mary Zalesny, PNNL, United States
Cindy Zapata-Phelan, U. of Florida, United States
Susan Zeidan, Victoria U., Australia
Kelly Zellars, U. of North Carolina, Charlotte, United States
Min Zhang, Bentley College, United States
Shu Zhang, U. of Washington, United States
Xiaoming Zhang, U. of Maryland, United States
Xinyuan Zhao, South China U. of Technology, China
Zi Zhou, Aston U., United Kingdom
Zichuan Zhou, U. of Hong Kong, Hong Kong
Jing Zhu, U. of Minnesota, United States
Weichun Zhu, Harvard U., United States
Xiumei Zhu, Duke U., United States
Jonathan Ziegert, Drexel U., United States
Ryan Zimmerman, Texas A&M U., United States
Baniyelme David Zoogah, Morgan State U., United States
Xizhou, Columbia U., United States
Kenneth Zula, Keystone College, United States

Courtesy of Chris Poulson, University of Tasmania, Australia
<table>
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<th>Start</th>
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<th>Location</th>
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<tr>
<td>Fri</td>
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<td>12</td>
<td>MT: Liberty Ballroom C</td>
<td>SPDW: The Power of Richness III</td>
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<td>62</td>
<td>MT: Room 407</td>
<td>OCIS Doctoral Consortium</td>
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<td>Sat</td>
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<td>126</td>
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<td>128</td>
<td>MT: Room 309</td>
<td>SPDW: Teaching Well With Technology</td>
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<td>276</td>
<td>MT: Grand Ballroom B</td>
<td>OCIS Welcome Reception</td>
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<td>Sun</td>
<td>7:00am</td>
<td>281</td>
<td>CC: Room 108A</td>
<td>SPDW: New Dimensions of Management E-Media</td>
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<td>328</td>
<td>MT: Room 306</td>
<td>SPDW Experiments for Macro Research</td>
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<td>International Paper Workshop</td>
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<td>SPDW: Making the Most of Your Sabbatical</td>
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<td>LW: Regency Ballroom C</td>
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<td>Mon</td>
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<td>555</td>
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<td>Software Development I</td>
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<td>MT: Room 307</td>
<td>Agility, Resilience, and IT Strategy</td>
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<td>687</td>
<td>MT: Grand Ballroom J</td>
<td>Collaboration and Interdependence</td>
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<td>E-Workspaces -- Leadership Issues</td>
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<td>JS: Coordination Complexity</td>
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<td>Virtual Work and Information Sharing</td>
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<td>Knowledge Management -- Definitions and Challenges</td>
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<td>Networks of Practice</td>
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<td>1378</td>
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<td>Knowledge Management -- Seeking and Sharing</td>
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</table>
Organizational Communication & Information Systems Acknowledgements

Day Start # Location Session Information
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**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 -- Nooddingbreaw Headway

**Wed** 8:30am 1551 MT: Liberty A - Table A4 IP: Governance in Inter-Firm Contexts
1553 MT: Liberty B - Table B2 IP: Institutions for - Firms
1556 MT: 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

---

158 Section C

159 158 Organizational Communication & Information Systems

Nassim Aissa Belbaly, GSCM, Montpellier Business School, UNITED STATES
Cynthia M Beath, U. of Texas, Austin, UNITED STATES
Rodrigo Baroni, Face-Fumec, BRAZIL
Sharen Ann Bakke, Cleveland State U, UNITED STATES
Bijan Azad, American U. of Beirut, LEBANON
Janna Arney, U. of Texas at Brownsville, UNITED STATES
Deborah J Armstrong, U. of Arkansas, UNITED STATES
Priscilla Arling, Butler U., UNITED STATES
Mohammad AlMarzouq, Clemson U., UNITED STATES
Leslie Jordan Albert, U. of Oklahoma, UNITED STATES
Marco Adria, U. of Alberta, CANADA
Greg Dawson, U. of Georgia, UNITED STATES
Sergio Davalos, U. of Washington, Tacoma, UNITED STATES
G. Harindranath, Royal Holloway, U. of London, UNITED KINGDOM
Bernd Kupka, U. of Otago, NEW ZEALAND
Dimitar Kunev, U. of South Carolina, UNITED STATES
Poornima Krishnan, U. of Illinois at Chicago, UNITED STATES
Laurie J. Kirsch, U. of Pittsburgh, UNITED STATES
Yongsuk Kim, U. of Texas at Austin, UNITED STATES
Tayfun Keskin, U. of Texas at Austin, UNITED STATES
Surinder Kahai, State U. of New York, Binghamton, UNITED STATES
Aditya Johri, Stanford U, UNITED STATES
Danail Ivanov Ivanov, Case Western Reserve U., UNITED STATES
Pamsy Hui, Nanyang Business School, SINGAPORE
Derrick Huang, Florida Atlantic U., UNITED STATES
James Howison, Syracuse U., UNITED STATES
Carolyn Holton, U. of South Florida, UNITED STATES
Jennifer Kurkoski, U. of California, Berkeley, UNITED STATES
Mary Lacity, U. of Missouri at Saint Louis, UNITED STATES
Kario C. S. Chua, Harvard Business School, UNITED STATES
Eric K. W. Lau, City U. of Hong Kong, HONG KONG
Gwanhoo Lee, American U., UNITED STATES
Roderick L. Lee, Penn State U., UNITED STATES
Zing Li, Sun Yat-Sen U., UNITED STATES
Ting Li, Rotterdam School of Management - Erasmus U., NETHERLANDS
Huijuan Lian, York Atlantic A. U., UNITED STATES
Cheh-Yu Lin, Chang-Jung Christian U., TAIWAN
Claudia Loebbecke, U. of Cologne, GERMANY
Alexandre Bardi Lopes, U. of Cincinatti, UNITED STATES
Maureen Amber MacLeod, U. of Hawaii-Manoa, UNITED STATES
Massimo Magri, Bocconi U. , ITALY
Amr K. Mahfouz, Case Western Reserve U., UNITED STATES
Nilesh Saraf, Simon Fraser U., CANADA
Carlos D Santos, Southern Illinois U., UNITED STATES
Otavio Sanchez, UMESP - Universidade Metodista de Sao Paulo, BRAZIL
Nicholas Roberts, Clemson U., UNITED STATES
Julie Rennecker, Virtual Worlds Research, UNITED STATES
Sam Ransbotham, Georgia Institute of Technology, UNITED STATES
Roopa Raman, Emory U., UNITED STATES
Jacqueline C. Pike, U. of Pittsburgh, UNITED STATES
Naren Peddibhotla, U. of Minnesota, UNITED STATES
Ravi Patnayakuni, U. of Alabama in Huntsville, UNITED STATES
Eric Overby, Emory U., UNITED STATES
ChongWoo Park, Georgia State U., UNITED STATES
Jennifer Kurkoski, U. of California, Berkeley, UNITED STATES
Mary Lacity, U. of Missouri at Saint Louis, UNITED STATES
Kario C. S. Chua, Harvard Business School, UNITED STATES
Eric K. W. Lau, City U. of Hong Kong, HONG KONG
Gwanhoo Lee, American U., UNITED STATES
Roderick L. Lee, Penn State U., UNITED STATES
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<th>Day</th>
<th>Start Time</th>
<th>Location</th>
<th>Session Information</th>
</tr>
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<tbody>
<tr>
<td>Fri</td>
<td>9:00am</td>
<td>OS:Rutgers EcoComplex</td>
<td>Day Trip to the Rutgers University EcoComplex</td>
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<td>10:00am</td>
<td>OS:Rutgers EcoComplex 2</td>
<td>Teaching Sustainability through 'Blocked Seminars'</td>
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<td>OS:Rutgers EcoComplex 1</td>
<td>The Amazon and Sustainability</td>
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<td>OS:Rutgers EcoComplex 3</td>
<td>SPDW: Biomimicry &amp; Sustainability</td>
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<td>LW:Congress B</td>
<td>SPDW: SPARC Educ &amp; Learning Session</td>
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<td>SPDW: Sustainable Practice Action Research Reception</td>
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<td>SPDW: SIM Doctoral Consortium - Saturday</td>
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<td>SPDW: Pro-poor For-profit Ventures</td>
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<td>SPDW: Performing Academic Research in Microfinance</td>
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### Public & Nonprofit

**Program Chair:** Gordon Kingsley, Georgia Institute of Technology  
**Professional Development Workshop Chair:** Neil M. Boyd, Lycoming College

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Research Methods

Day     Start  Location Session Information
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**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

**10:30am**

1269  CC: Room 103B  JS: Automatic Social Cognition
1270  LW: Regency Ballroom A  SHCS: Social Networks and Leadership
1289  MT: Franklin 8  Research Methods in Strategic Management

**2:30pm**

1394  MT: Franklin 8  Regression, SEM, LCGA, & Factor Analysis

**4:10pm**

1485  MT: Franklin 8  Measurement Issues

**Wed**

8:30am  1584  MT: Franklin 8  Philosophy of Science

**10:40am**

1658  MT: Franklin 8  Research Design, Measurement, & Context

---

**Research Methods Acknowledgements**

Marco Adria, U. of Alberta, Canada
Herman Aguins, U. of Colorado, Denver, United States
Rossana Alvarez-Diermer, New Mexico State U., United States
Kathleen Andrews, Indiana Wesleyan U., United States
Konstantinos Andriopoulos, Brunel U., United Kingdom
Juerg Arpagaus, Kaloards U. of Applied Sciences, Switzerland
Derek Ash, Southern Illinois U., Carbondale, United States
Gary Ballinger, U. of Virginia, United States
Mark Barratt, Arizona State U., United States
Cynthia Bean, U. of South Florida, United States
John Bechara, U. of Minnesota, Twin Cities, United States
Chris Berger, Purdue U., West Lafayette, United States
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Othman Boujena, ISG Paris, France
Jeffrey Boyce, Indiana Wesleyan U., United States
Brian Boyd, Arizona State U., United States
Paul Boyd, Johnson & Wales U., United States
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Shani Carter, Rhode Island College, United States
Andrea Casey, George Washington U., United States
Catherine Cassel, Manchester Business School, United Kingdom
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Dan Chiaburu, Pennsylvania State U., United States
Conne Cohen, International U. of Monaco, France
Larry Compeau, Clarkson U., United States
Michael Cuellar, Georgia State U., United States
Cynthia Cucyota, U.S. Air Force Academy, United States
Jeremy Dawson, Aston U., United Kingdom
Alice De Koning, Georgia State U., United States
Shelley Dionne, State U. of New York, Binghamton, United States
Diane Dodd-McCue, Pennsylvania State U., United States
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Lynn Foster-Johnson, Dartmouth College, United States
Brian Frost, The Home Depot, United States
Stacie Funk, U. of Cincinnati, United States
Kevin Gallimore, Manchester Metropolitan U.
Mark Gavin, Oklahoma State U., United States
Jodi Goodman, U. of Connecticut, United States
Margaret Gorman, George Washington U., United States
Mark Griff, Institute of Work Psychology, U. of Sheffield, United Kingdom
Rossie Holm, U. of Akron, United States
Melissa Hartman, Grand Canyon U., United States
Stella Hua, Western Washington U. United States
Kenneth Guang-Lih Huang, Singapore Management U., Singapore
L Michele Issel, U. of Illinois, Chicago, United States
Pamela Jackson, Fayetteville State U., United States
Janice Joplin, Southern Illinois U., Edwardsville, United States
Seth Kaplan, George Mason U., United States
Joann Keyton, U. of Kansas, United States
Geraldine Kiesel, Central Michigan U., United States
Theresa Kline, U. of Calgary, Canada
Tine Koeheier, George Mason U., United States
Karl Kroek, Florida International U., United States
Lisa Lambert, Georgia State U., United States
Ronald Landis, U. of Memphis, United States
Huy Le, U. of Central Florida, United States
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Jennifer Mak, Marshall U., United States
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Garance Marechal, U. of Liverpool, United Kingdom
Gergana Markova, Wichita State U., United States
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Adam Meade, North Carolina State U., United States
Alexandra Medina-Borja, U. of Puerto Rico at Mayaguez, Puerto Rico
Olimpia Meglio, U. of Sarcio, Italy
John Michela, U. of Waterloo, Canada
Mark Milstein, Cornell U., United States
Darin Molnar, Capella U., United States
Matthew Monnot, Arizona State U., United States
Vincent Monnot, Central Michigan U., United States
Suchi Mouly, U. of Auckland, New Zealand
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Patric Rossa, U. of Central Florida, United States
Laura Salciuviene, U. of Manchester, United Kingdom
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Steve Scullin, Drake U., United Kingdom
Uda Shanker, M.M. Engineering College Gorakhpur, India
Frederick Siem, Boeing Company, United States
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Michal Stratton, Hood College, United States
Michael Sturman, Cornell U., United States
Sujit Sur, Concordia U., United States
Chanchai Thangpong, North Dakota State U., United States
Norbert Tanzer, Alliant International U., United States
William Terpening, Gonzaga U., United States
Stanley Thomson, Monash U., Australia
Annette Towler, Illinois Institute of Technology, United States
Chin-Ju Tsai, U. of Warwick, United Kingdom
Robert Vandenberg, U. of Georgia, United States
Srinivasan Venkataraman, U. of Arkansas, United States
Francisco Vieira, U. Estadual de Maringa, Brazil
John Wasileski, U. of Memphis, United States
Margaret Williams, Virginia Commonwealth U., United States
Monica Worline, Emory U., United States
Boris Wysussek, Queensland U. of Technology, Australia
Francis Yammadano, State U. of New York, Binghamton, United States
Danielle Zandee, Case Western Reserve U., United States
Xiaohua Zhou, U. of Hong Kong, Hong Kong
Weichun Zhu, Harvard U., United States
Ambika Zutshi, Deakin U. Australia

---

Section C 166
# Social Issues in Management

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

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>1:00pm</td>
<td>12</td>
<td>MT: Liberty Ballroom C</td>
<td>SPDW: The Power of Richness III</td>
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<td>23</td>
<td>MT: Room 411 &amp; 412</td>
<td>SPDW: Innovative teaching techniques</td>
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<td>35</td>
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<td>SIM Doctoral Consortium - Friday</td>
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<td>LW: Howe</td>
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<td>Sat</td>
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<td>MT: Room 404</td>
<td>SPDW: Implementing CSR Strategy Glob</td>
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<td>97</td>
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<td>124</td>
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<td>SPDW: Helping Companies Do Good</td>
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<td>132</td>
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<td>SPDW: Ethical Codes and Practices in Higher Education</td>
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<td>OS: Fisher Park</td>
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<td>JS: Governance In Temporary Organization</td>
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<td>Drivers of R&amp;D and Innovation</td>
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<td>1664</td>
<td>MT:Room 305</td>
<td>Theoretical Perspectives on Innovation</td>
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### 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

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
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<tr>
<td>Fri</td>
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<td>55</td>
<td>MT:Room 404</td>
<td>Nova Southeastern University DBA Student Meetings</td>
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<td>66</td>
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<td>Management Faculty of Color Meeting</td>
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<td>67</td>
<td>LW:Lescaze</td>
<td>Idaho State U. Reception</td>
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<td>144</td>
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<td>USASBE Board Meeting</td>
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<td>208</td>
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<td>Journal of Management Editorial Board Meeting</td>
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<td>IACMR Business Meeting</td>
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<td>398</td>
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<td>The JAME Ed. Board Meeting</td>
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<td>MT:Room 408 &amp; 409</td>
<td>Oxford University Press Luncheon</td>
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<td>MLJ Ed. Board Meeting</td>
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<td>418</td>
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<td>Gathering of POS Scholars</td>
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<td>Organization Science Sr. Editor Meeting</td>
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<td>Administrative Science Quarterly Reception</td>
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<td>Leadership Quarterly Editorial Board Meeting</td>
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<td>Organization Science Editorial Review Board Rec.</td>
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<td>Warwick Business School Reception</td>
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<td>LOS Journal Ed. Board Meeting</td>
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<td>LW:Lescaze</td>
<td>Tepper School Alumni Reception</td>
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<td>HKUST Reception</td>
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**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

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**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 sabacak@eden.rutgers.edu to reserve a place and for additional information.
   
   Coordinators: Schon Beechler, Duke Corporate Education; Saba Colakoglu, Rutgers U.

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**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 Leonardo Basso at leonardobasso@macckenzie.com.br
   
   Organizer: Leonardo Fernando Basso, U. Mackenzie

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**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 linneh@drexel.edu.
   
   Organizers: Frank Linnehan, Drexel U.; Judith W. Tansky, Ohio State U.
   
   Presenter: Mark Gasta, COMCAST

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**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 information on this workshop, contact Leonardo Basso at leonardobasso@macckenzie.com.br
   
   Organizer: Leonardo Fernando Basso, U. Mackenzie

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@macckenzie.com.br
   
   Organizer: Leonardo Fernando Basso, U. Mackenzie

10. (ONE) SPDW: (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

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**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

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**Friday 1:00PM**

    
    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.
    

13. (ONE) SPDW: (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: Jeannie Liedtka, U. of Virginia - Darden; Frances H Fabian, U. of North Carolina, Charlotte
Session Details – Friday

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. Hertel, 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: Malik 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.; Svetlana 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 Intitute 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 OMC) 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 Branganza, 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. Belfasst

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: (OM, 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

Section D
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 - 4:30pm 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 Glasscock, Kansas State U.

31 MO Creating and Developing your Consulting Practice 3:00pm - 4:30pm Loews Philadelphia: Washington A Friday 1 to 5 pm

32 SPDW: (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 - 6:00pm Loews Philadelphia: Congress A Organizer: Gary Wagenheim, Simon Fraser U. Presenter: John L. Bennett, Queens U. of Charlotte

35 SPDW: (PNP, PTC, BPS, OMT, IC, 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 Wirtzenberg, Jeana Wirtzenberg, 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.aomonline.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 Davidson, 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 (SPDW: (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. Drmevic, 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: Lescace
Research in healthcare is done to identify methodologies that will assist in improve healthcare efficiencies and improve patient care. The question ra
Organizer: Teresa Gehman, U. of Phoenix Online - SAS
Presenters: Louise Fitzgerald, De Montfort U.; James Tiessen, McMaster U.

42 (SPDW: (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 (SPDW: (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 (SPDW: (MC, ODC) Multiple Perspectives on Change
4:30pm - 6:00pm Loews Philadelphia: Washington A
Organizers: Leon De Caluwe, Free U., Twynstra; Hans Vernaak, 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 Eldedsteen, 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 - 6:30pm 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.


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
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


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 Devinney, 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.aomonline.org/PDWReg.
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.


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 Praxedades, U. of Houston; Christine Silva, Queen’s U.; Betsy Carroll, State U. of
Session Details – Friday

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 - 8:00pm 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

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 - 8:00pm Philadelphia Marriott: Room 408 & 409
Registration required. The deadline is May 19, 2007. To register, please visit http://apps.aomonline.org/PDWRG
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 required. The deadline is July 13, 2007. To register, please visit http://apps.aomonline.org/PDWRG
Organizers: J. Stuart Bunderson, Washington U.; Michael R Manning, New Mexico State U.; Pablo Martín de Holan, IE and INCAE; Sandy Kristin Piderit, Case Western Reserve U.; Tim Pollock, Pennsylvania State U.

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.

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.

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

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 Sørlie, 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 Schnee, Rider U.; Darlene Alexander-Houle, U. of Phoenix

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
Session Details – Saturday

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 .75 Open, 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: Heider 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 ni ni SPDW: (GDO, CM, MED, MOC, ODC, SIM) Principles of Mindful, Inclusive Leadership: A Philadelphia Experience
8:00am - 8:50am Philadelphia Convention Center: Room 104B
A 4-hour workshop. Registration required (http://apps.aomonline.org/PDWReg). For more information, contact Organizer at: iwasserman@icwconsulting.com.
Organizer: Ilene Wasserman, ICW Consulting Group
Presenters: Placida Velasquez Gallegos, Fielding Graduate U.; Bernardo M. Ferdman, Alliant International U.

85 ni ni 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: Jeannie 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 ni ni 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 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 Sapinenza, 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, Fundacao Dom Cabral
Presenters: Sherehan Leonardo Creito, Fundacao Dom Cabral; Aurea Helena Puga-Ribeiro, Fundacao Dom Cabral; Jorge Forteza, U. San Andres; Carlos A. Arruda, Fundacao Dom Cabral

89: (IM) International Management Division Doctoral Consortium 1
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 ni ni 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
Organizer: Georgia Lee Eshelman, Malone College

92 ni SPDW: (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 Ostrow, U. of Maryland; Fred O. Walumbwa, Arizona State U.; Dow Eden, Tel Aviv U.; Donald L. Ferrin, Singapore Management U.

93 ni ni SPDW: (OB) Organizational Behavior Junior Faculty Consortium
8:00am - 5:30pm Pennsylvania Convention Center: Room 113B
Session Details – Saturday

**94** (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: Rooms 408 & 409
Organizer: Marc-David L Seidel, U. of British Columbia; Marvin Washington, U. of Alberta
Facilitators: Christina L Ahmadjian, Hiltotsubashi 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; Berroston 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

**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.

**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

**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@wnece.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 Piekarki, Helsink School of Economics

**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/PDWReg.
Organizer: Batia Wiesenfeld, New York U.
Session Details – Saturday

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

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

104 🏰 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 Teahan, Baker College; Laquita C Blockson, College of Charleston; Morten Huse, BI Norwegian School of Management; Peter B Petersen, Johns Hopkins U.; Jonathan R. B. Halbeslieben, U. of Wisconsin - Eau Claire; Mary Edie Moblely, Louisiana State U.; Jane Whitson Gibbons, Nova Southeastern U.
Organizer: Stephen Fitzgerald, Touro U. International
Information, contact Stephen Fitzgerald at sfitzgerald@touro.edu.
Registration is required. The deadline is July 13, 2007. To register, please visit http://apps.aomonline.org/PDWReg. For more information contact Ralph Grossmann at ralph.grossmann@unilu.ac.at.
Organizer: Ralph Grossmann, U. of Klagenfurt
Speaker: Hubert Lobnig, Not Specified

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/PDWReg. For more information contact Ralph Grossmann at ralph.grossmann@unilu.ac.at.
Organizer: Ralph Grossmann, U. of Klagenfurt

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/PDWReg. For more information, contact Stephen Fitzgerald at sfitzgerald@touro.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 Bailey, 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/PDWReg. 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, IIESE 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; Olinna Mogob, 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, Philippine Business for Social Progress; Samer Abdelnour, York U., Toronto
**Saturday 8:45AM**

**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

**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, ESMT; Russell Coff, U. of Oregon, Michigan State U.

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**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)

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**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**: (SPDW: (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/PDWRg.
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

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**118**: (SPDW: (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.

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**120**: (SPDW: (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/PDWRg.
Organizer: Shaker A. Zahra, Xavier U.; MaryAnn Von Glinow, 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/PDWRg.
Organizers: Jane E. Dutton, U. of Michigan, Ann Arbor; Mary Ann Glynn, Boston College
Session Details – Saturday

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
Organizer: Margaret Benefiel, Andover Newton Theological School
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 Schultz.
Organizer: Ulrike Schultz, Southern Methodist University
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: Cateline 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 Telecommunications; Eamonn Molloy, Oxford U.; Wanda J Ortlikowski, Massachusetts Institute of Technology; Marc Ventresca, U. of Oxford; Ragna Zeiss, Maastricht U.

129: SPDW: (OM, 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
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; Gyu 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) 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.

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/PDWRereg.
Organizer: Dovew Lavie, Technion-Israel Institute of Technology

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: Susan Phillips, Imperial College London

139 (HR) HR Division Junior Faculty Consortium
9:30am - 5:30pm Pennsylvania Convention Center: Room 109B
Registration is required. The deadline is July 13, 2007. To register, please visit http://apps.aomonline.org/PDWRereg. Late registrants please e-mail Maria Kramar at mkramar@unimelb.edu.au
Organizers: Maria Kramar, 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 Mosshavi, Montana State U.; Piers Steel, U. of California

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, Arete 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: Diane 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 Bryant, U. of Leicester, UK

Saturday 9:30AM

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 Pennsylvania Convention Center: Room 113A
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 4
Organizers: Geralyn 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
Session Details – Saturday

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 Ozbilgin, U. of East Anglia; Yochanan Altman, London Metropolitan U.; Katerina Nicolopoulou, U. of Southampton
Presenters: Ramnath Narayanswamy, Indian Institute of Management, Bangalore; Catherine Voyynet 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 Snively, 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 10:00AM

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 Cottelee, 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 serendipity, 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, Peperdine U.; Leon De Caluwe, Free U., Twynstra; Bjorn 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/PDWRg. 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 Henrique, 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 Henrique, 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
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: (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: (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/PDWRereg. Late registrants please e-mail Erica Lewis at elewis@shrm.org or call (703) 535-6025.

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: (ODC, IAM, PTC) Dissertation Success Strategies for Doctoral Students
12:00pm - 6:00pm Loews Philadelphia: Howe
Organizer: Kay Davis, Pepperdine U.
Session Details – Saturday

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

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 - 1:30pm 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)

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; Rajandini 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

Section D 192
Presenter: Laurie E. Paarlberg, San Francisco State U.

SPDW: (PNP) PNP Division PhD Consortium
12:30pm - 6:00pm Loews Philadelphia: Washington B

SPDW: (TIM) Global Issues and Challenges in Management Education
12:30pm - 1:30pm Philadelphia Marriott: Room 401 & 402

Saturday 12:45PM

SPDW: (MC, ODC, PTC) Good Consulting on the Inside: Managing the Function, the Work and the Self
12:45pm - 2:00pm Loews Philadelphia: Franklin B
Presenters: Julie Smendziuk-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

SPDW: (BPS, IM, IAM, AAM, TIM, OMT, ITC) Improving International Strategy Research – Moving from Ideas to Publications
1:00pm - 4:00pm Philadelphia Marriott: Franklin B
INVITATION ONLY. Registration is required. The deadline is July 13, 2007. To register, please visit http://apps.aomonline.org/PDWReg.
Chairs: Aldas Kriauciunas, 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.

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.

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 Kattila, 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

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 Smirich at smirich@mgmt.umass.edu.
Organizers: Marta B. Calas, U. of Massachusetts, Amherst; Linda Smirich, U. of Massachusetts, Amherst

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 Pauwae, Tilburg U.
Presenters: Patrick Wright, Cornell U.; Philip Gordon Stiles, Cambridge U.

SPDW: (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 Fernandez Garcia, U. of Texas at El Paso; Roberto Vassolo, IAE Business School - U. Austral; Carlos Alcerreca, Instituto Tecnologico Autonomo de Mexico; Julio De Castro, 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

SPDW: (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.

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.
Session Details – Saturday

196  SPDW: (MED, TTC, IM) An International Collaboration to Rethink Graduate Management Education
1:00pm - 3:00pm Pennsylvania Convention Center: Room 103B
Organizer: Toni Ungarett, Johns Hopkins U.
Presenters: Werner Peter Fees, Georg-Simon-Ohm-Fachhochschule; Andreas Goergen, The McGraw-Hill Companies, GmbH; Standard & Poor's; Beate Hillebrect-Harris, SGL CARBON GmbH; Helmut Kasper, WirtschaftsU. Wien; Yukato Kato, Kobe U.; Richard G. Mitler, John Hopkins U.; Nina 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.aomonline.org/PDW.Reg.
Organizer: James Douglas Orton, The George Washington University
Facilitator: Karen Ruth Detwiler, 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.aomonline.org/PDW.Reg.
Organizer: Steven Michael Sommer, Pepperdine U.
Presenters: Jane 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.aomonline.org/PDW.Reg. 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

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.

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) 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: Lynne 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.; Angelantonio Russo, Bocconi U.; Ans Kolk, U. of Amsterdam


214 TIM (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 SPDW: (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 issues 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 SPDW: (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


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; Tyronne S. Pittsis, U. of Technology, Sydney

Session Details – Saturday

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 Philadelphia Marriott: Room 309
Organizer: Joshua Ault, U. of South Carolina

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

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 Grecchanmer, 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 Tripas, Harvard U.; Rosemarie Zedonis, 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 301
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: Room 108A
Chair: Chie 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: Franklin 1
Chair: Chie 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

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

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.
Session Details – Saturday

236 SPDW: (OMT, BPS, ENT) Strategic Organization SOIAPBOX Roundtable
3:00pm - 6:00pm Philadelphia Marriott: Grand Ballroom A
The workshop will give SOI's readers and contributors a chance to discuss SOIapbox essays with their authors. REGISTRATION IS REQUIRED. The deadline is July 13, 2007. To register, please visit http://apps.aomonline.org/PDWR. 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 Rivieres; 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 the teaching process.
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
Organizers: 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 Uhli-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
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.

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: Juliet 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 Gerice, 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 Kramer, U. of Melbourne

263 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 Haunschuld, U. of Texas, Austin; Kimberly D Elsbach, U. of California, Davis; Mary Tripdas, Harvard U.; Pablo Martín 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

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/PDW/Reg. A financial contribution is requested for both the drinks and the dinner outing. Registered attendees please meet at the Grand Ball 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 MCD 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

Saturday 6:00PM

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.; Moira Praxedes, U. of Houston; Daniel Rottig, Florida Atlantic U.; Yves Damoiseau, Louisiana State U.
Division Chair: J B Arbaugh, U. of Wisconsin, Oshkosh
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, ICT, 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/PDW/Reg
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 Skarlicki, 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 Pliniussen, Queens U. Canada; Kathleen R Allen, U. of Southern California; Timothy M Stearns, California State U. Fresno; Robert S. D'Intino, Rowan U.
Sunday 7:00AM

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.aomonline.org/PDWR. For more information, contact Lynda St. Claire at lstclair@bryant.edu
Organizer: Lynda St. Clair, Bryant U.
Moderators: Allan Bird, U. of Missouri; 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  ﬤ  (MDR, MC, OMT, CAR, PNP, HCM, BPS, GDO, MSP, OB, OCIS) New Dimensions of Management E-Media
7:00am - 9:00am Pennsylvania Convention Center: Room 109A
Organizer: Charles Wankel, St. Johns U.

282  ﬤ  (MSR) MSR Meditation Session
7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
Organizer: Gerald Biberian, U. of Scranton

Sunday 8:00AM

283  ﬤ  (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  ﬤ  (AAA) Academy of Management Learning & Education Writers’ Workshop
8:00am - 10:00am Pennsylvania Convention Center: Room 105B
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  ﬤ  (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  ﬤ  (AAEM) Asia Academy of Management Paper Development Workshop
8:00am - 12:00pm Philadelphia Marriott: Room 406
Organizers: Istiqaq 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 Oyang, 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. Tauebe, Imperial College London; Jennifer K. Whyte, Imperial College London; Yusni 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.; Shibian Khan, U. of St. Gallen; Wolfgang Amann, Henley Management College; Takashi Hikino, Kyoto U.; Shyh-jer Chen, National Sun Yat-Sen U.; Chu-chen Rosa Yeh, Department of Business Administration, I-Shou U., Taiwan; Shuling Wu, National Sun Yat-Sen U.; Takashi Sakikawa, Niigata U.; Noriko Tajii, 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 Tseng, National Ping Tung Institute of Commerce; Raffi Dymedjian, Grenoble Ecole de Management; Sandrine Ansart, Grenoble Ecole de Management; Asli M. Coplan, Doshisha U. and Kyoto U.; Yung Kiel Luang, Tatung U.; Stewart Lloyd, Nanyang Technological U.; Kelly Z. Peng, Chinese U. of Hong Kong; Jame Y. Jiang, Chinese U. of Hong Kong; Milissa Cheung, The Macau Polytechnic Institute

287  ﬤ  (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: Rajsheer Agarwal, U. of Illinois, Urbana-Champaign;
288 SPI: (BPS, MED, TTC, AAM, IM) New Approaches to Teaching Strategy: Time for a change?  
8:00am - 10:00am Philadelphia Marriott: Grand Ballroom K  
Organizer: Sir Ann Terjesen, Queensland U. of Technology  

289 SPI: (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 SPI: (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  

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, Kushi Research 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  
Presenters: Richard Pin, U. of Lille 1; Rahal Moukarzel, Mimexis
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.; Valeriy Pattyn, Leuven U.; Marco Elefanti, Università Cattolica; Crystal Calarusse, 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. Cogilser, 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 at andreas.scherer@iou.unizh.ch. If you can not submit electronically, please send a disk copy to: Mark P. SharfmanDivision of ManagementMichael F. Price College of BusinessThe University of Oklahoma307 W. Brooks - Room 206Norman, OK 73019-0450
USAPlease 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

308  ●  (SIM) 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 Beaupuis, 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 Meyers, U. of Central Oklahoma
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 SPDW: (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. of Toronto; Seo 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-Benoni, 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 SPDW: (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.

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. Wasielewski, 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 Loewes Philadelphia: Commonwealth B
Registration is required. The deadline is July 13, 2007. To register, please visit http://apps.aomonline.org/PDWReg.
Organizer: Clint Sidie, Cornell U.

319 SPDW: (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.

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 Burgeleman, 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: Doro Etzioni, IESE, U. of Navarra
Sunday 9:00AM

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 University; 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.

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

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, Jonköping International Business School; Per Davidson, Queensland U. of Technology
Discussants: Rui Baptista, Instituto Superior Tecnico; Michael S. Dahl, Aalborg U.; Karin Hellerstedt, Jonköping Intl 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.; Bahauddin Mujtaba, Nova Southeastern U.; John Humphreys, Texas A&M U.
Discussants: Patrick Y.K. Chau, U. of Hong Kong; Wendy Currie, U. of Warwick; Claudia Loebebecke, U. of Cologne; Lynne Markus, Bentley College

Mind Your Organization’s Mindfulness: How Mindlessness Crippled a Complex IT Project | Alberto Luiz Albertin, EAESP; Siew Kien Sia, Nanyang Technological U.; Y. H. Wong, Hong Kong Polytechnic U.
Contested Frameworks: 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 | Lluis Santamaria, U. Carlos III de Madrid; Manuel Nuñez, 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 Loebebecke, 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.;Zhihong Ai, Xidian U.

336  ◙ (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 Loebebecke, 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 Frameworks: 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 | Lluis Santamaria, U. Carlos III de Madrid; Manuel Nuñez, 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
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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.;Zhihong Ai, Xidian U.

337  ◙ (OMT) OMT Dissertation workshop
9:00am - 12:00pm Philadelphia Marriott: Room 411 & 412

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

338  ◙ (PNP) PNP Division PhD Consortium
9:00am - 12:00pm Loews Philadelphia: Regency Ballroom A

339  ◙ (PNP) PNP Junior Faculty Professional Development
9:00am - 12:00pm Loews Philadelphia: Washington B
Presenter: Laurie E. Paarberg, 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; Kunai Banerji, Eastern Michigan U.; Terri Feldman Barr, Miami U. Ohio; Cordula Barzanzy, Groupe ESC Toulouse Business School; Wolfgang Bielefeld, Indiana U./Perdue U., Indianapolis; Laquita C Blockson, College of Charleston; Mary Ellen Boyle, Clark U.; Oana Branzel, 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 ISEI 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.; Nikhil H Dholakia, U. of Rhode Island; Marleen Dieleman, Leiden U.; Stephen A Drew, Florida Gulf Coast U.; Lisa Easterly, State U. of New York, Albany; Victoria Cox Edmondson, U. of Alabama Birmingham; Raed Elaydi, Penn State U.; Alex Faria, EBAPE-FGV; Joan Fontrodona, IESE Business School; Jose I. Galan, Samalansa 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 U.

SUNDAY  206
Session Details – Sunday


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 (BPS) 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 (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.

345 (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

346 (MSR) ?? Where And How To Publish On Spirituality In Organizations ??
9:30am - 10:30am Loews Philadelphia: Congress C
Organizer: Gerald Biberman, U. of Scranton

348 (OB) Addressing Public Issues: Perspectives on Public Leadership
9:30am - 11:20am Pennsylvania Convention Center: Room 104A
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

Session Details – Sunday

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 for motivations on 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.; Eliot 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

352 AAA) Academy of Management Learning & Education Writers’ Workshop
10:00am - 12:00pm Pennsylvania Convention Center: Room 109B
OPENLY 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-Benzioni, Duke 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 Rauffelt, HEC Montreal; Latha Poonamallee, Case Western Reserve U.
Misbehavior in the Workplace: Why 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 Banzei, 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 - 11:30am 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 journals.
Organizer: Trish Reay, U. of Alberta

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.

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

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/PDWReg to register by July 13, 2010. 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 Varna, 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  SPDW: (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: Joyceylin Finley-Hervey, Florida A&M U.; C Douglas Johnson, Georgia Gwinnett College
Presenter: Mildred Wilson, Georgia Southern U.

365  SPDW: (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 Kramar, 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

369  SPDW: (ONE) Base of the Pyramid Research – Knowledge Generation or Distraction?
10:00am - 12:00pm Loews Philadelphia: Commonwealth C2
Organizer: Mark B. Milstein, Cornell U.
Facilitators: Erik Simanis, Cornell U.; Duncan Duke, Cornell 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

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
Organizers: Paul Braun, Arizona State U.; Michael Stires, Temple U.
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.
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

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.

Sunday 10:10AM

375  📚: (MEDI) Developing a Hippocratic Oath for the Management Profession
10:10am - 11:40am Pennsylvania Convention Center: Room 1048
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.
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 (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. Tattkonda, Indiana U.; Barbara B. Flynn, Indiana U.; Philip L Cochran, Indiana U.
Presenters: Joseph Sarkis, Clark U.; Robert D Klassen, U. of Western Ontario; Arlou 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 (AAC) 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 (IM) 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 (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

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) PSEDI 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

Section D
Session Details – Sunday

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: (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.

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 Smirich, 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: (ONE, SIM, MSR, OMT, MOC, PNP, OCIS, GDO, MED, ODC, RM) 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


Section D 212
### Sunday 3:30PM

<table>
<thead>
<tr>
<th>Session Details – Sunday</th>
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| **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  
|

#### Session Details – Sunday

<table>
<thead>
<tr>
<th>Session Details – Sunday</th>
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| **430** | (AAC) **Practice Theme Committee Welcoming Reception** 3:30pm - 4:30pm Loews Philadelphia: Commonwealth D  
Organizers: David L. Turnipsseed, 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-Champaign  
Professional 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 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.  
Past Chair: Kerr Inkson, U. of Waikato  
Secretary: Schalon Harrison Newton, Santen Incorporated  
Treasurer: Laurel Newman, U. of Illinois, Springfield |
| **434** | (CM) **CM Executive Committee Meeting** 3:30pm - 5:00pm Pennsylvania Convention Center: Room 100A  
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. |
| **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 Minnesota  
Division 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 110B  
Division Chair: Myrtle P. Bell, U. of Texas, Arlington  
Division Chair-Elect.: Lynn Bowes-Sperry, Western New England College  
Program 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 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 Gerike, 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-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. |
| **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 Deviney, Australian Graduate School of Management  
Program Chair: Tatiana Kostova, U. of South Carolina  
Professional 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, 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. |
| **443** | (MH) **MH Executive Committee Meeting** 3:30pm - 5:00pm Loews Philadelphia: Commonwealth A2  
Division Chair: Julia Teahen, Baker College  
Division 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-Champaign  
Division Chair-Elect.: Mary Ann Glynn, Western New England College  
Program Chair: Luis Martins, Georgia Institute of Technology  
Professional Development Workshop Chair: Richard S. Blackburn, U. of North Carolina, Chapel Hill |
Session Details – Sunday

445: (MSR) MSR Executive Committee Meeting
3:30pm - 5:00pm Loews Philadelphia: Commonwealth B
Division Chair: Robert A. Gialalone, Temple U.
Division Chair-Elect: Margaret Benefiel, Andover Newton Theological School
Program Chair: Kathy Lund Dean, Idaho State U.
Professional Development Workshop Chair: Keiko Krahne, U. of Northern Colorado

446: (O8) 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., Ene 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 Gronbjerg, 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

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

Session Details – Sunday

Professional Development Workshop Chair: Temple U.
Division Chair-Elect: Margaret Benefiel, Andover Newton Theological School
Program Chair: Kathy Lund Dean, Idaho State U.
Professional Development Workshop Chair: Keiko Krahne, U. of Northern Colorado

Committee Meeting
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

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.

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., Ene Professional Development Workshop Chair: Elliot Bendoly, Emory U.

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

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.

Division Chair: Kirsten Gronbjerg, 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

Division Chair: Gordon W. Cheung, Chinese U. of Hong Kong

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 Osny
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

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
Session Details – Monday

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
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 Gilstap, 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 Edwards
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.

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
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.

489 : (Paper Session) - (BPS) What is Strategy’s Distinctive Competence?
8:30am - 10:20am Philadelphia Marriott: Grand Ballroom D
Organizer: William S Schulze, U. of Utah

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 | Tiemang, 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 Sidgur, 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.
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.
Session Details – Monday

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
CEO Values, CEO-TMT Value Congruence and CEO Charisma | Bradley R. Agle, U. of Pittsburgh; Sofia Hayibor, Saint Mary’s U.; Jeffrey Alan Sonnenfeld, Yale U.; Andrew Ward, U. of Georgia
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

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 XI
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; Francoise Dany, EM LYON
Chair: Mila B. Lazarova, Simon Fraser U.
Facilitators: Wolfgang Mayrhofer, WirtschaftsU. Wien; Francoise 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
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 | François Dany, EM LYON; Florian Hatt, EM LYON; Mira B. Lazarova, Simon Fraser U.; Wolfgang Mayrhofer, WirtschaftsU. Wien

The relationship between Intra-group Conflict and Work Effectiveness | Kjell B Hjorte, Norwegian School of Management; Bard Kuvaas, Norwegian School of Management

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; Benyamin 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.

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; Neil 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) - (CMS) 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.
Theoretical Challenges of Managing Careers and Talent Development in the Global Context: Cases from the UK | Nooelen Doherty, Cranfield U.; Shaun Tyson, Cranfield U.

504: (Paper Session) - (CMS) 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.

505: (Paper Session) - (CMS) Critical Performativity and Perception in Critical Management Theorizing
8:30am - 10:20am Philadelphia Marriott: Room 405
Chair: Terrance G. Weatherbee, Acadia U.

506: (Paper Session) - (CMS) Critical Perspectives on Mergers, Quality and Knowledge Work
8:30am - 10:20am Philadelphia Marriott: Room 406
Chair: Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil
Critical perspectives on the stepfamily-metaphor for Merger and Acquisitions (M&A) | Regine Bendt, 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.
Session Details – Monday

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
 Discussant: 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.
Discussant: The Effects of Entrepreneur Abusive Supervision | Keith Hmieleski, TCU; Michael Ensley, Rensselaer Polytechnic Institute
Discussant: 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 Ramoglu, Cambridge U.
Discussant: 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
 Discussant: 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
Discussant: Venture Capital Syndications: Strategic Networks for Risk Diversification or Resources Sharing? | Michel Ferrary, Ceram Sophia Antipolis

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 Maurer, Aachen U. of Technology (RWTH); Ralf Schmelter, Aachen U. of Technology (RWTH); Steven Neubauer, Aachen U. of Technology (RWTH)
Discussant: 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.
Work Outcomes of Relational Demography in Chinese Vertical Dyads | Raymond Loi, City U. of Hong Kong; Hang-yue Ngu, Chinese U. of Hong Kong
The Role of the Distinctiveness Motive within Demographically Similar and Diverse Groups | Margaret Ormiston, U. of California, Berkeley

512 (Paper Session) - (GDO) Migrant and Immigrant Workers: Strain, Attitudes, and Culture
8:30am - 10:20am Pennsylvania Convention Center: Room 104B
Chair: Donna Maria Bianco, National Society of Hispanic MBAs
Discussant: Michal Frenkel, Hebrew U. of Jerusalem
Discussant: Effects of Intergroup Contact on Chinese Migrants’ Attitudes to Urban Locals | Ingrid Nielsen, Monash U.; Jianian 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 | Vishwathan 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 | Jonathan 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; Suja 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 Abelison, 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
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 Philadelphia Marriott: Room 413
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 Bardoe, 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 112A
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: JS: (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, Aix-Marseille 3; Irina Naoumova, U.
Session Details – Monday

521  
**Subsidary 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, Upsalla U.; Philip Kappen, Upsalla U.; Ivo Zander, Upsalla U.
- Mandates and Mechanisms: Reverse Knowledge Transfer in MNEs | Susan Mudambi, Temple U.; Lucia Piscitello, Politecnico di Milano; Larissa Rabbioso, 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  
**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; Aggel 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
- Cultural Influences on the Emotional Capability of International Acquisitions | Taco Reus, Florida Atlantic U.; Bruce T. Lamont, Florida State U.

523  
**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 Hawaii; Manoa; Elizabeth L. Rose, Victoria U. of Wellington; Eleanor Westney, Massachusetts Institute of Technology

524  
**Affect in Organizations**
8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A1
Facilitator: Markus Vososck, U. of Utah
- 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  
**Attributes of Entrepreneurs I**
8:30am - 10:20am Sheraton Philadelphia City Center: Liberty A - Table A2
Facilitator: George A. Redmond, Franklin U.
- ENT: Feeling and Thinking: An Infusion Perspective on the Entrepreneurial Decision to Start New Ventures | Elena Dalpiaz, Bocconi U.
- 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: Narda 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; Danièle Desbiens, U. of Quebec, Montreal

527 : (Paper Session) - (IP) Human Resource Management II
8:30am - 10:20am Sheraton Philadelphia City Center: Liberty B - Table B4
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, Oreo B.
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 Identities 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
BPS: Institutional Analysis of Strategies Against Piracy | Arnaldo Luiz Rengelblum, U. Paulista-UNIP

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 Ally 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 Chuyun, 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


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.


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.


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 Muntislag, 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 Western New England College
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 Should to Cry On? Exploring the Links Among Emotion, Gender & Perceived Organizational Support | Sinead G. Ruane, U. of Massachusetts, Amherst; Emily T. Porschutz, 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.

OCD: 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 Francescucci, U. of Alberta
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

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.
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

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; Antonia 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.
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.
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.

Session Details – Monday
MONDAY
Session Details – Monday

− 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 Nicholas, 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

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.

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
− 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; Seokhyun Um, 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 Venkataraman, 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.

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.; Paul E. Specter, U. of South Florida, Kari Bruursema, U. of South Florida; Stacey Robin Kessler, U. of South Florida/Montclair State U.; Angelina Goh, U. of South Florida

Section D 226
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" | Liqiuin 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 103B Chair: Elizabeth Anne Christo-Baker, U. of Toledo Discussant: Gergana T. Markova, Wichita State U.

Abusive Supervision and Subordinate Aggression: The Role of Self-Esteem and Narcissism | James Paul Burton, Northern Illinois U.; Jenny M. Hoober, U. of Illinois, Chicago

Perceived Similarity with Supervisor, Victim Precipitation, and Abusive Supervision | Sherry E. Moss, Wake Forest U.; Bennet J. Tepper, Georgia 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.


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

Dyadic Expertise Differences and Complementarity in Teams | Aad Oosterhof, U. of Groningen; Gerben S. Van Der Vegt, U. of Groningen; Evert Van de Vliet, U. of Groningen; Karin Sanders, U. Twente, The Netherlands


The Effects of Team Composition on Dyadic Interactions | Karen A. Jehn, Leiden U.; Lindred Greer, Leiden U.

553 ❘ (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.


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 Amelincx, of Lethbridge; David Wilemon, Syracuse U.

Team Learning on Messy Problems | Etienne Rouwette, Radboud U. Nijmegen; Jac A. M. Vennix, U. of Nijmegen


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, Aberdeean 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
Session Details – Monday

**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
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

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?

**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 | Ima 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.
Session Details – Monday

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 Livendal-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 Løwendahl, BI Norwegian School of Management

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
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
Does 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 Damall, 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.
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.
Session Details – Monday

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
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? | Chiyu Tu, National Chung Cheng U.
Intellectual Capital, Organizational Learning Capability, and New Product Development Performance | Yu-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: Kalool 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

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
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 Clary, 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 York, Brockport
Discussant: Jasisit Singh, INSEAD
Systems Integration and Inter-Industry Architectural Innovation: The Case of Mobile Payment | Ferdinand
577 JS: (TIM, BPS) Knowledge and User Innovation: Co-creation of Knowledge by Firms, Users, and Communities
Organizers: Georg von Krogh, ETH Zurich; Stefan Haeffiger, ETH Zurich; Marcel Bogers, Eole Polytechnique Federale 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 Perspective 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
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 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
Organizer: Charles Wankel, St. Johns U.
Sustainability in Management Education: An Overview | Charles Wankel, St. Johns U.
Educatiing 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
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
Organizer: Ayman Tarabishy, George Washington U.

581: (AAA) Membership
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
Organizer: Janice A. Black, New Mexico State U

583: (Paper Session) - (BPS) Alliances and Networks
Presented on Panels 1-11
Organizer: James Calvin, Johns Hopkins U.

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.
Session Details – Monday

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 | Aketa Peci, EBAPE-FGV
- Keeping Their Jobs: Strategies of Survival of Middle Managers in Brazil | Maria Jose Tonelli, EASEP-FGV, Sao Paulo, Brazil; Marco Bastoni, Fundação Getúlio 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.

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
- 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

Best Paper Proceedings
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 | Hsuling Wang, Graduate School of Management, I-Shou U.; Yunchen Hsiao, Graduate School of Management, I-Shou U; Junying Huang, Graduate School of Management, I-Shou U


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 Stephie 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 Beammish, U. of Western Ontario

Importance of Social Responsibility in Collectivist and High Power Distance Societies | Chia-Ching Fatima


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 Gurttoo, 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


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

Transactional 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


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 Flow from Senders and Receivers: A Case Study | Chiung-Hui Huang, National Sun
Session Details – Monday

Yat-Sen U.; Tsuang Kuo, National Sun Yat-Sen U.; Yuan-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; Maria Magdalena Jimenez, U. Granada; Leopoldo Gutierrez Guiterrez, 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 Organization 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

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
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 Dieteman, 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 Benzozi, Duke U.; Kimberly A Wade-Benzozi, 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 Biocusters | 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.
Monday 10:15AM

600: (AAA) All Academy Break
10:15am - 10:45am Philadelphia Marriott: Liberty Ballroom C
Sponsored by: Carnegie Mellon University, Tepper School of Business

601: (AAA) All Academy Break
10:40am - 12:00pm Philadelphia Marriott: Liberty Ballroom C
Sponsored by: Carnegie Mellon University, Tepper School of Business

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, Austin
Participants: 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
Monday

**Session Details – Monday**

- **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 Bright mac Kay, Texas A&M U.
- Do Corporate Expenditures Reflect Information Sharing? | Abigail S. Hornstein, Wesleyan U.; Minyuan Zhao, U. of Michigan
- Discussant: Prune to Grow: The Role of Abandonment in Technological Innovation | Kari S. Schilke, Stanford 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 Kiousis, Ohio State U.
- Do Firms Benefit from Strategic Disclosures About R&D Projects? | Sharon D. James, Ohio State U.

**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 | Olivier S. Schilke, Stanford U.
- Value Creation, Resource Complementarity and Incompatibility in Multilaterally Connected Firms | Pierre Dussauge, HEC Paris


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 Hefei 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

**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. Hacht, Brigham Young 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; Jeray M Halebian, U. of California, Riverside; Nandini Rajagopal, 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

- CEO Compensation: An Organizational Behavior Perspective | Yongcheng 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 Wiersma, 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;
The Market for Corporate Control in China: An Agency Theory and Upper Echelon Perspective | Jiatao Li, Hong Kong U. of Science and Technology; Cuiili Qian, Hong Kong U. of Science & Technology

Claims to Fame: Linking the Availability of CEO Press Attention to CEO Compensation | Markus A. Fitza, U. of Colorado, Boulder; Kai R. Larsen, U. of Colorado, Boulder; Mathew Hayward, U. of Colorado, Boulder

Contracting Processes in Inter-Firm Relationships
Discussant:
10:40am - 12:00pm Pennsylvania Convention Center: Room 111A

The Determinants of Settlement Mode in Inter-firm Contract Disputes | 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 Many Faces of Contract: Psychological Contracting and Relational Quality in Inter-firm Alliances | Marc Frechet, IAE Toulouse/ U of Toulouse 1

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.


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.

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.


The Development of Calling: A Longitudinal Study of Musicians | Shoshana Dobrow, Fordham U.
Nominee for The Best Paper Award

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

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

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 I 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

Effectuation: What’s Been Done So Far and What We Can Do Next
10:40am - 12:00pm Pennsylvania Convention Center: Room 106B
Organizer: Saraf 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 Wittbank, Willamette U.

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.

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 |
Session Details – Monday

**624** ॐ: (CMS) Sex Differences and Evolutionary Psychology: Are Women Genetically Inferior to Men?
10:40am - 12:00pm Pennsylvania Convention Center: Exhibit Hall C - CMS
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.

**625** ॐ: (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 | Sheryllyn Roberts, U. of Texas at Arlington
Toward a Critical Brazilianization of Organization and HRM | Thomaz Wood Jr., Escola de Administração de Empresas de Sao Paulo; Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil; Bill Cooke, Lancaster U.

**626** ॐ: (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. Autonoma 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 Castill, U. Texas of Permian Basin
◆◆ Architectural Work as Practice: Materialized Semiosis | Mats Sundgren, Chalmers U. of Technology

**627** ॐ: (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.
Goverance and Environmental Performance in Family-controlled Public Corporations | Pascual Berroque, Carlos III U.; Cristina Cruz, Instituto de Empresa; Luis R. Gomez-Mejia, Arizona State U.; Martin Larraza-Kintana, U. Publica de Navarra
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** ॐ: (Paper Session) - (ENT) Entrepreneurial Careers
10:40am - 12:00pm Philadelphia Marriott: Franklin 12
Chair: Shruti R Sardeshmukh, Rensselaer Polytechnic Institute
Discussant: Kelly Movers, U. of Central Oklahoma
Coal 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
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** ॐ: (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
Towards a Theory of Embedded Business Intermediation: A Case Study of Young Fashion Firms | Sara Jonsson, Royal Institute of Technology - KTH
Technology Commercialization, Ontogenetic 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
Goverance and Performance of IPOs: The Impact of Private Equity Investors and Legal Institutions | Igor Filatotchev, King's College London; Garry D Bruton, Texas Christian University; Salim Chahine, American University 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 Karaz, 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 University; Franz W. Kellermans, Mississippi State University
Are Family Firms Family-Friendly? An Exploratory Look at Employees as Stakeholders | Manisha Singal, Virginia Tech; Virginia Gerde, Duquesne University

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-Arlegui, 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 University; Yuli Zhang, Nankai University; Qianwen Li, Nankai University

633 ☐: (Paper Session) - (ENT) Geography and Technology Entrepreneurship
10:40am - 12:00pm Philadelphia Marriott: Room 406
Determinants of Innovations in Small Chinese Manufacturing Firms: An Empirical Examination | Jun Yan, California State University Long Beach
Building Technology-based Entrepreneurship in an Emerging Regional High-Tech Cluster in Europe | Frank Roche, University of Dublin; Thomas J Allen, Massachusetts Institute of Technology; Dan Breznitz, Georgia Tech; Rory P. O’Shea, University of Dublin
Regional Innovation Systems: A Supervenient Approach to Developing Technology Entrepreneurship | Malin Brannback, Abo Akademi University; Norris F Krueger, TEAMS/Entrepreneurship Northwest; Alan L Carsrud, Florida International University; Jennie Elfving, Abo Akademi University

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 University of New York, Buffalo
A Preliminary Assessment of Undergraduate Perceptions of Sexual Harassment in the Workplace | Stephanie R. Sipe, Georgia Southern University; C Douglas Johnson, Georgia College and State University
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
Women on Corporate Boards: Shareholder Reactions, Global Issues, and Making a Difference | Patrick Kreiser, University of Alabama; Choonwoo Lee, University of Seoul; Justin L. Davis, Ohio University
A Framework for Aligning the ERP System with the International Strategy of Small Firms | Arun Madapusi, University of North Texas; Derrick E. D’Souza, University of North Texas

MONDAY
Session Details – Monday

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.; Melanie J. Lankau, U. of Georgia


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 Colorblind Ideology | Eric David Knowles, Stanford U.; Rosalind M. Chow, 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

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 Attributes 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 | Jonathan 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


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 Fertile, 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 Essen, Stockholm U.


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.
Session Details – Monday

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 Interation 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 Piil, 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.
- 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 | (Sight): (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

645 | (Flag): (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 Boddeywn, 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 | (Sight): (IM) Human Resource Management in Different Institutional Contexts: The Balanced Perspective
10:40am - 12:00pm Philadelphia Marriott: Franklin 3
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

647 | (Sight): (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
- 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.
**Session Details – Monday**

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. Gudergeran, 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

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

pe → ☐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.
pe → ☐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

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 Ruirog, 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

- 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

IM: Innovation Strategies and Firm Performance: Some Evidence from Beijing, China | Jiancheng Guan, School of Economics and Management, Beijing U.; XiangJu Qu, School of Aeronautical Science and Engineering, Beijing U.


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
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
OMT: The Political Aspects of Inter-Organizational Learning: The Case of Non-dominant Firms | Hsiang-Lin Cheng, Feng-Chia University, Taiwan
OIM: 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: Perceived Task Difficulty and Expected Longevity as Antecedents of Transactive Memory | Michael B. 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.
OIC: 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 | Ingo Echeveste, ESSEC; Martin Larraza-Kintana, U. Publica de Navarra
IM: Iranian Attitudes toward American-Made Products and Brands: Implications for MNCs | Mahmod Bahaei, Central Michigan U.; Michael Pisani, Central Michigan U.

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: When Members Have Multiple Beliefs about an Organization, Do They Construe One Unique Organization? | Laura Illia, LSE
OIC: My Firm Versus Our Firm: The Challenge of Change in Growing the Small Professional Service Firm | Karen S.
Session Details – Monday

**660 : (Paper Session) - (IP) Issues in Research I**
10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty C - Table C1
Facilitator: Sylvia S. Cychota, U.S. Air Force Academy
OB: Personality Retest Effects: Guilt as the Underlying Mechanism in Generating Honest Scores | Erin E. Cooney, Ohio State U.; Jill Ellingson, Ohio State U.; Eric Heggestad, 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.

**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)
TIM: Corporate Venture Capitalists as Acquirers of Entrepreneurial Firms | David Benson, U. of Michigan, Ann Arbor; Rosemarie Zedonis, 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.

**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 Laguecire, Bordeaux Business School
Discussant: Gabriel Morelli, Cranfield U.

**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.
OB: Upward Social Comparison Targets in the Classroom: Applying Theory from Organizational Behavior | Stephanie Case Henagan, Northern Illinois U.
OB: Political Trans-Correctness: Sensitivity & Authenticity in Diversity Management Education | Derek R. Avery, Rutgers U.; David S. Steingard, Saint Joseph's U.

**666 : (Paper Session) - (MED) MED Keynote Address:**
Transforming Business Education

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Section D

244
Session Details – Monday

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 Landeeta, 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 Intuitions: An Example of Positive Organizing? | Philipp Kaser, U. of Zurich
☐ ☰ The Paradoxical Nature of Ingratiatory Behavior in Organizational Settings: A Macro Perspective | Manjula S Salimath, U. of North Texas
☐ ☰ 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 Tvete Johansen, Norwegian School of Economics and Business Administration; Marcus Selart, Norwegian School of Economics and Business Administration; Kjell Grenhaug, 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 Schruijer, 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 Schruijer, 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 | Yuh-yung Shin, Sung Kyun Kwan

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 Lytle, 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,
Session Details – Monday

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. Guarro, 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
Organizational Structure and Transformational Leadership Climate | Frank Walter, U. of St. Gallen; Heike Bruch, U. of St. Gallen

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. Sablinsky, 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

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.; Tony Higgins, Columbia U.
A Field Test of Hypotheses Derived from Self-Determination Theory | Bard Kvaas, 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. Texler 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

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; Cristina Fong, U. of Washington
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: Yu-ru Chen, Rutgers 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. Klumper, 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.

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. Klumper, 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 at Work Questionnaire: Development of a Scale | Michael Lance Frazier, Oklahoma State U.; Paul Johnson, Oklahoma State U.; Joel F. Bolot, 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.

684 JS: (OB, MOC) Power, Certainty, and Ambivalence
10:40am - 12:00pm Philadelphia Marriott: Grand Ballroom C
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.
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 Leonard, 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.; Kalie 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.
  - 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) - (OCIS) Socialization, Learning, and Forgetting in Organizations
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.

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.

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 | Randall 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: (OCIS, 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.
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.
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
☐ Global Supply Headquarters-Subsidiary Control Systems and Their Key Drivers | Julio Maria Loppacher, Austral U.; Raffaella Caglino, Politecnico di Milano; Gianluca Spina, Politecnico di Milano

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
☐ 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  ☐: (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 Bemiss, Northwestern 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.

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 Klemann, 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.
Board Deviance: Why Directors Fail to Conform? | Gokhan Turgut, HEC Montreal; Taleb Hafsi, HEC Montreal
Corporate Governance as a Shared Mental Model of the Board | Bongjin Kim, U. of Texas, San Antonio; Mark M.
Session Details – Monday

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 Bollingtoft, Aarhus School of Business; John P Ulhøi, Aarhus School of Business
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

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
“Ah” 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 Tscharnhart, 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. Paarberg, San Francisco State U.

Corporate Social Responsibility Reporting in South Africa: A Description and Comparative Analysis | Cedric Dawkins, California State Polytechnic U. - Pomona; Paul G Wilhelm, Kentucky State U.; Jana Price Wilhelm, Kentucky State U.


710: (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.

713: SHCS: (SIM, OB, CM) Theoretical Advances and New Construct Developments in Ethical Decision-Making

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 Arons, 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, Selon Hall U. Discussant: Elisa Alvarez-Garrido, Wharton School

Balancing Innovation, Attention-to-detail and Outcome-orientation to Enhance Innovative Performance | Ella Miron-Spekter, 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 Schneider Best Paper Award Finalist
Monday 12:00PM

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 Kambete, Case Western Reserve U.
- 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: (OJS) (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 12:20PM

720: (MED) MED Past Division Chairs' Luncheon and NAME Speaker
12:00pm - 2:00pm Philadelphia Marriott: Grand Ballroom G
Organizer: Neal M. Ashkanasy, U. of Queensland

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 Behavoir: 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 Ogiastri, 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.


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
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

12:20pm - 2:10pm Pennsylvania Convention Center: Room 108A
Organizer: Bradley R. Agle, U. of Pittsburgh

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
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. Neubauer, Oregon State U.
Alliance Activity as a Dynamic Capability: Search and Internalization of External Technology | Jaideep Anand, Ohio State U.; Raffaele Oriani, Luis B 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
Ownership Structure and International Diversification: Principal-Principal Agency Problems | Heechun Kim, Arizona State U.; Robert E. Hoskisson, Arizona State U.
Session Details – Monday

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.
- 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.
- How Firms’ Governance Characteristics Affect the Level of Human and Social Capital on the Board | Steven Boivie, U. of Arizona
- 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

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
- How Firms’ Governance Characteristics Affect the Level of Human and Social Capital on the Board | Steven Boivie, U. of Arizona

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 Delemarie, Ecole Nationale des Ponts et Chaussées
- All That Running: Red Queen Competition in the U.S. Motion Picture Industry | Joseph Lampel, Cass Business School; Jamal Shamsie, U. of Paris I Sorbonne
- Cross-Industry Variation in Effect of Bankruptcy Procedures: Case Study of Italy | James Costantini, INSEAD
- 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

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


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


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. Aharony, 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 106A
Chair: Schalon Harrison Newton, Santen Incorporated
Discussant: Yoav Vardi, Tel Aviv 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 Attractions as Determinants of Employees’ Emotional Reactions to Promotion Decisions | Shay Tzafrir, U. of Haifa; Shimo 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. Postlthwait, 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 McMonihon, 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 Cloning, 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.

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 Negotiation | William W. Maddux, INSEAD; Elizabeth Mullen, Stanford GSB; Adam Galinsky, Northwestern U.
Winner of CM Division Best Paper Award - New Directions
Benefits of Complementarily 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 Matsibeki, New York U.; Peter J. Carnevale, New York U.

Bearing a Loss Versus Forgoing a Gain in Multi-issue Negotiations: Issue Frames in Negotiations | Simone Moran, Ben-Gurion U. of the Negev; Ilana Ritov, Hebrew U. of Jerusalem


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.

Interpersonal 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) : (Paper Session) - (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

744 : (ENT) Entrepreneurship Division Officer Question and Answer Session
12:20pm - 2:10pm Philadelphia Marriott: Franklin 11
Division Chair-Elect: Connie Marie Gagliolo, 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


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


Is There a Cure for Entrepreneurship’s "Hodge-Podge" Syndrome? - Possibly | Deepak Sardana, Australian National U.; Don Scott-Kemmis, Australian National U.


Organic Growth and Acquisitive Growth: Re-examining and Extending Penrose’s Growth Theory | Andy Lockett, U. of Nottingham; Johan Wiklund, Jonkopings International Business School; Per Davidsen, 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. Willers, 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
748 | (Paper Session) - (ENT) Entrepreneurship and Competitive Advantage
12:20pm - 2:10pm Pennsylvania Convention Center: Room 104A
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 Massachusetts Institute of Technology
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 | Caesar 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
Discussant: Melissa Grusy, 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 Anderson, Appalachian State U.; Betty S Coffey, Appalachian State U.; Shuming Zhao, Nanjing U.; Yongqiang Liu, Nanjing U.; Jiyuan Zhang, Nanjing U.

751 | (Paper Session) - (HCM) Health Care Leadership and Politics
12:20pm - 2:10pm Loews Philadelphia: Regency Ballroom A
Organizers: Modupe Akinola, Harvard U.; Belle Rose Ragnars, U. of Wisconsin, Milwaukee
Discussant: David A. Thomas, Harvard U.
The Effects of Community and Organizational Diversity Climates on Work and Life Attitudes | Jorge A. Gonzalez, U. of Wisconsin, Milwaukee; Belle Rose Ragnar, U. of Wisconsin, Milwaukee; Romila Singh, U. of Wisconsin, Milwaukee

752 | (Paper Session) - (HCM, OMT) Identity Change for Health Professionals: How Does It Happen?
12:20pm - 2:10pm Loews Philadelphia: Commonwealth B
Organizers: Elizabeth Goodrick, Florida Atlantic U.; Trish Reay, U. of Alberta
Discussant: Douglas Creed, U. of Rhode Island
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
HCM Best Paper Proceedings
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 Goodrich, Florida Atlantic U.
Changing the Social Identity of Hospital Administration | Margaret 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.
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 Pauwew, 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 Synergistic 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; Kazuhiro 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 Cogin, 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

758: (Paper Session) - (HR) High Performance Work Systems
12:20pm - 2:10pm Pennsylvania Convention Center: Room 113C
Chair: David A. Kravitz, George Mason U.
Discussant: Robert J. Vandenberg, U. of Georgia
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.
759 ▶️: (Paper Session) - (IM) Timing and Speed of Foreign Entry
12:20pm - 2:10pm Philadelphia Marriott: Room 413
Chair: John Clary, 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? | Jia Tao 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

760 ▶️: (Paper Session) - (IM) Cultural Values and Work Outcomes
12:20pm - 2:10pm Philadelphia Marriott: Franklin 4
Chair: Mikael Sondergaard, U. of Arhus
Discussant: S. Antonio Ruiz-Quintanilla, Cornell 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

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 Kvålahagen, BI Norwegian School of Management; Katja Hydle, BI Norwegian School of Management; Kari Joachim Breunig, BI Norwegian School of Management
Interpersonal Relationships as Conduits of Interunit Interaction within Multinationals | Kristína Makela, Helsinki School of Economics
Negotiation of Identity in a Transcultural Arena | Rune Renning, Norwegian School of Economics and Business Administration
Boundaryless Careers and Social Capital in Multinational Corporations | Mia 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.; Chie Hwee Chua, U. of South Carolina; Guenter Stahl, INSEAD
Monday Session Details – Monday

Session: Why There are No Solid Theoretical Reasons to Expect any General Theory of Multinationality-performance

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

BPS: The Effects of Diversification in the Financial Services Sector

Jarrett Emory Kotrozo, Rensselaer Polytechnic Institute

767: (Paper Session) - (IP) Faculty Performance

Diane Bergeron, Case Western Reserve U.; Xiang Fen Liang, Case Western Reserve U.

CAR: Faculty Job Performance: Development of a Measure

Diane Bergeron, Case Western Reserve U.

768: (Paper Session) - (IP) Identifying Entrepreneurial Opportunities I

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

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. Liu, City U. of Hong Kong; Zhiang (John) Lin, U. of Texas, Dallas

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: 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
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
- SIM: Fair Trade Integration in Mainstream Distributors: Four Case Studies Compared | Valéry Bezençon, Neuchâtel U.

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 Reciprocity | Salih Zeki Ozdemir, Australian Graduate School of Management / U. of New South Wales

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: 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.

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: 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, Aoyama Gakuin U./ U. of Tokyo
European Expansion in the Americas and Models of Colonization: What Can We Learn from History? | Carlos L. Rodriguez, U. of North Carolina-Wilmington

777: (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
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 | Anemette 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

781: (MOC, BPS) Connecting Board and Top Management 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.

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.

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, Remnin 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.
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 | Don 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 Gonzalez-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
Session Details – Monday

789 | (Paper Session) - (OB) Creativity, Newcomers, and Time Pressure
12:20pm - 2:10pm Pennsylvania Convention Center: Room 103B
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 Beetlink, Technische U. Eindhoven; Wendelin Van Ererde, Technische U. Eindhoven; Christel G. Rutte, Technische U. Eindhoven
Organizational 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
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; Rellie Derfler, Israel Institute of Technology

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

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; Rajandini 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 Bluedom, U. of Missouri, Columbia
Discussant: Gerado Okhuysen, U. of Utah
Introduction | Allen Bluedom, U. of Missouri, Columbia
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
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
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 Funk, 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. Dmech, U. of Alabama
- 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 | Xiaoping Wang, U. of Pittsburgh; Laurie J. Kirsch, U. of Pittsburgh; Brian S. Butler, U. of Pittsburgh
- Impact of Knowledge Management Strategy on Organizational Learning: A Simulation Study | Jungpill Hahn, Purdue U.; Aditi Mukherjee, Purdue U.
- Understanding the Effect of Control on Information Systems Project Performance via Meta-Analysis | Ravi S. Narayanawamy, 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

796 ☯ ☯: (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-Sjøsæta, 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 ☯ ☯: (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 Institutionalist 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

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
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; Dione 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 Hoeogl, 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; Bailyin Yang, U. of Minnesota
Organizational Creativity: A Conceptual Model from an Integrative Literature Review | Baek-Kyoo Joo, U. of Minnesota; 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.
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 Pham, International U. of Japan; Tomoaki Shimada, Kobe U.
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: Olay Sorensen, U. of Toronto
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 | Bilan 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
**Session Details – Monday**

**Chair:** Kathleen Park, Massachusetts Institute of Technology  
**Discussant:** Joseph Porac, New York U.

**906** (Paper Session) - (OMT) Interorganizational Networks  
12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - OMT 1  
**Presented on Panels 52-55**  
 Forgging Partnerships: The Role of Opportunity Structures in Organizational Collabos | 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.

**907** (SHCS: (OMT, BPS, OCIS) Toward a Theory of Complexity for Management  
12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom B  
**Organizer:** Benyamin B. Lichtenstein, U. of Massachusetts, Boston  
 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 | Benyamin B. Lichtenstein, U. of Massachusetts, Boston  
 Power Laws As Telltales of Emergence-In-Action | Bill McKelvey, U. of California, Los Angeles

**908** (SHCS: (OMT, MOC, CAR) Living With Typcasting: How Firms, Entrepreneurs and Job Seekers Manage Categories  
12:20pm - 2:10pm Philadelphia Marriott: Grand Ballroom C  
**Chair:** Roxana Barbulusu, 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 Typcast: A Theory of Inefficient Typcasting | Jerker C. Denrell, Stanford U  
 Overcoming Typcasting: Role and Identity Learning in the MBA Job Market | Roxana Barbulusu, INSEAD

**909** (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.

**910** (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.  
 Untangling Environmental Strategies with Absorptive Capacity - Development and Competitive Advantage | Matthias Johannes Kuss, ETH Zurich; Volker H. Hoffmann, ETH Zurich; Jens Hamprecht, ETH Zurich

**911** (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 Pham, 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, Huttlg Building Products
Session Details – Monday

812: (Paper Session) - (ONE) Managing Environmental Problems
12:20pm - 2:10pm Pennsylvania Convention Center: Exhibit Hall C - ONE 2
Presented on Panels 20-23
Discussant: Environmental Supply Chain Management Practices in the Automotive Industry | Qinghua Zhu, Dalian U. of Technology; Jo Crotty, Aston U.; Joseph Sarkis, Clark U.
Chair: 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; Issar 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. Etel, 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 Rothemeyer, U. at Albany, SUNY
The Relationship Between Intellectual Capital and Reputation of Higher Education | I-Chen Lee, National Cheng Chiu U.
Government E-Services and Patterns of Innovation: Taiwan's Experience | Lihung Cheng, National ChengChii U.; Chao-tung (Jorden) Wen, National ChengChii 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
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

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.
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 Danoiseau, 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


Knowledge Management Capacity and Organizational Performance: The Social Interaction View | Chung-Jen Chen, National Taiwan University; Yung-Chang Hsiao, National Cheng Kung 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 Bouckens, U. of Groningen; 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.


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 | Yusro F. Badir, Tokyo Institute of Technology; Bettina Buechel, IMD, Lausanne


New Product Development and Dynamic Capabilities: A Framework and an Empirical Test | Giulia Calabretta, ESADE; Boris Durisin, Bocconi U.


The Nature of Radical Inventions | Wilfred Schoemaker, 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.


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


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

Session Details – Monday

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: Rajsheer Prakash, Alberta U.
Discussants: 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 : (Paper Session) - (OMT) QCA and Set-theoretic Methods: New Perspectives for Management and Strategy Research
12:40pm - 2:10pm Philadelphia Marriott: Room 404

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. Aguilara, 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

Monday 12:50PM

828 : (Paper Session) - (OMT) Corporate Social Responsibility and Professional Sport: A Perfect Match?
12:50pm - 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 Rechiner, Texas State U.

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
- 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 : (Paper Session) - (SIM) Balancing ‘Being’ and ‘Doing’: Contemplative, Dialogic Approaches to Student Learning
12:50pm - 2:10pm Loews Philadelphia: Washington C

Section D 270
Session Details – Monday

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

2:30pm - 3:30pm 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.

2:30pm - 3:30pm Loewes Philadelphia: Regency Ballroom B
Organizer: Konstantin Korotov, ESMT
Chair: Lars-Hendrik Roller, ESMT

(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 Sławinski, U. of Western Ontario; Frank Boons, Erasmus U. Rotterdam

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2:30pm - 3:30pm Loewes Philadelphia: Regency Ballroom B
Organizer: Konstantin Korotov, ESMT
Chair: Lars-Hendrik Roller, ESMT

(AAS) Beyond "Doing Well by Doing Good": Contributions of Environmental Research to Mainstream Theory
2:30pm - 3:50pm Pennsylvania Convention Center: Room 108A
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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 Sławinski, U. of Western Ontario; Frank Boons, Erasmus U. Rotterdam
Session Details – Monday

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, ESADA-Ramon Llull U.; Paulo Almeida, Georgetown U.; Pedro Parada, ESADA-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 School
Chair: Koen Heimeriks, Copenhagen Business School
Speakers: Paul Almeida, Georgetown U.; Jean-Luc Arregle, EDHEC Business School; Xavier Martin, Tilburg U.; Arvind Parthke, 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
R&D Collaborations under Environmental Uncertainty: The Influences of Interfirm Network Structures | Bilian Ni

842: (Paper Session) - (BPS) Capabilities and Innovation Management
2:30pm - 3:50pm Philadelphia Marriott: Room 407
Chair: Gregory S. Richards, U. of Ottawa
Discussant: Augustine A. Lado, Clarkson U.
Ambidexterity in Product Innovation Management: The Direct and Contingent Effects on Performance | Haibo Yang, City U. of Hong Kong; Kwaku Atuahene-Gima, City U. of Hong Kong
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 Cincinnati
Discussant: 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
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 O'Brien, U. of South Florida
Discussant: Rosina M. Gasteiger, U. of Amsterdam
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 Wittestkind, ETH Zurich; Marius Gerber, ETH Zurich; Gudela Grote, ETH Zurich

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. of 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.; Leonor 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
Discussant: S. Ramakrishna Velamuri, IESE Business School
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 Eilenbein, 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 Eilenbein, 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

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
Session Details – Monday

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; Weiying 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 Int'l 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 Anita 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
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 English, 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; Dmitriy 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 Klaggenfurt; 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
861 ☄️: (Paper Session) - (ENT) New Venture
Communications
2:30pm - 3:50pm Pennsylvania Convention Center: Exhibit Hall C - ENT 5
Presented on Panels 58-61
Discussant: Status-bounded Interactions: Gender and Professional
Chair: 2:30pm - 3:50pm Pennsylvania Convention Center: Room 104A
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.
Haltmaker, U. at Albany, SUNY

864 ☄️: (Paper Session) - (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
Thouin, 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 ☄️: (Paper Session) - (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
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. fo London, Goldsmiths College; Caroline Bailey, Queensland U of Technology


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


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 Cordin, ESSEC Business School; Racheli Shmueli Gabel, ESAN-ESEADE

Rater Goals, Performance Level and Rating Patterns: An Experimental Examination | Xiaoaye Wang, Hong Kong U. of Science and Technology


Predicting Trainee Auditors Performance: General Mental Ability, Tacit Knowledge, and Experiences | Yih-teen Lee, ISEE Business School; John Antonakis, HEC, U. of Lausanne; Alfred Stettler, U. of Lausanne

Stigmatizing Effects of Race-Based Preferential Selection | Jerel Slaughter, U. of Arizona; Edgar E. Kaesel, U. of Arizona; Jordan Stein, U. of Arizona; Joel M. Evans, U. of Arizona; Toni Schmader, U. of Arizona

Longitudinal Changes in Testing Applicants and Labor Productivity Growth | Donald L. Harville, Air Force Research Laboratory

(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 Tetrzick, 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.

(Paper Session) - (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.

(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 Erickson, U. of Illinois, Urbana-Champaign


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

(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

2:30pm - 3:50pm Philadelphia Marriott: Room 415

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 Schneper, Florida International U.

MNCs and Risk Perception: Understanding Causes and Strategic Consequences | Yu-Ching Chiao, National Chung-Hsing U.; Fang-Yi Lo, National Chenchu U.; Dah-Hsian Seetoo, National Chenchu U., Taiwan

Strategic Responses of International Joint Ventures to Security Shocks | In Hyoock Ian Lee, Kelley School of Business, Indiana U.

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

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 |}

Doug Nigh Award Finalist

Monday Session Details – Panel 13 - (IM)

Minority Acquisitions as a Strategy to Mitigate International Acquisition Risks | Murali D.R. Char, 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

874 Networks, National Context and Firm Innovation | Korea University; Changwon National University

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

875 Leadership Styles across Cultures | Kennesaw State University; Georgia State University

Middle Managers’ Views on Top Management Team Performance: The Crucial Role of Moral Leadership | Dr. Todd J. Weber, Center for Creative Leadership

876 Inter- and Intra-firm Relationships | Indiana University South Bend; Florida Atlantic University

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 Cross-cultural Management (IOB and IHRM) | Oklahoma State University; Western Michigan University

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; Shasta Ehsan Khijii, 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 Mjtaba, Nova Southeastern U.; Sergio Madero, Tec De Monterrey; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Arnel Onesimo O. Uy, De La Salle U.; Mark Woodhull, Touro U. International

Managerial Values and Employee Commitment in a Cultural Context | Ruth As, 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
MONDAY

878  Session Details – Monday

- 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 | Baiyan Yang, U. of Minnesota; Yinchung Wang, U. of Minnesota, Twin Cities
- Unearthing the Global Leader | David Peter Evans, REIMS Management School
- Gender Differences in Expatriate Adjustment | Arno Hasliberger, Webster U., Vienna
- Positive Psychology of Threat | Brenda C. Sun, Utah State 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


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.
- 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

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 Institute 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 Laettiger 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 Malls: 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? | Valery Michaux, REIMS Management School
**MONDAY**

- **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

- **OB:** Managing Interruptions: The Role of Fit Between Task Demands and Capacity | Baiyun Gong, U. of Pittsburgh

- **BPS:** A Multilevel Model of Incumbent Response to Discontinuous Technological Change | Simon Bockmuhl, Boston Consulting Group; Albrecht Enders, U. of Erlangen; 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 IAE

- **TIM:** Framing Effects of Communicated Benefits and Self-Relevance on Usage of IT Innovations | Chi C. Dang, Michigan State U.

- **BPS:** Vertical Integration and Firm Innovative Performance | Hsu-Ling Li, National Taiwan U.

- **OB:** Responsibility and Job Performance of Professionals | James W. Bishph, 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.

**Session Details – Monday**

- **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.

- **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

- **885** (Paper Session) - (IP) Innovation I
  2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B2
  Facilitator: Ozgur Dedehayir, Tampere U. of Technology

- **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

- **886** (Paper Session) - (IP) Job Performance
  2:30pm - 3:50pm Sheraton Philadelphia City Center: Liberty B - Table B3
  Facilitator: James W. Bishph, New Mexico State 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.

Session Details – Monday

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 | Mooween 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


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 Merigel, Harvard U.

OCIS: Lurking in Online Communities: A Communication Apprehension Perspective | Patrick J. Bateman, U. of Pittsburgh; Jacqueline C. Pike, U. of Pittsburgh


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 Eltsborg, 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 Kaminskas-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, Sanford U.

Unbounded Relatedness: Follett’s Living Circular Relations Theory | Ellen O’Connor, U. of Paris Dauphine


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, Vanderbuilt U.
CEO Sensemaking | Terrence F. Cahill, Seton Hall 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 • • • (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, Berkeley
Decision-Making with Noisy, Unreliable Data | William H. Starbuck, U. of Oregon
The Social Substrate of High-Reliability Organizing | Gregory A. Bigley, U. of Washington
Tsunami Disaster Response: Network Interaction and System Failure | Tom Haase, U. of Pittsburgh; Louise Comfort, U. of Pittsburgh
When Plausibilities Complicate Probabilities: Counterfactuals in Philosophizing Risk | Kuo Frank Yu, U. of California, Berkeley; Karlene H. Roberts, U. of California, Berkeley
Rethinking Risk | Ian Mitroff, Alliant International U./U. of California, Berkeley

899 • • • (MOC, OB, CAR) The Power of Positive Self-Construction: Enacting Identities at Work
2:30pm - 3:50pm Philadelphia Marriott: Grand Ballroom B

899 Chairs: Jane E. Dutton, U. of Michigan, Ann Arbor; Amy Klemm Verbos, U. of Wisconsin, Milwaukee
Relational Stakeholder Engagement: Enacting Care as a Multi-Level Positive Ethical Identity | Amy Klemm Verbos, U. of Wisconsin, Milwaukee; Janice S. Miller, U. of Wisconsin, Milwaukee
The Dramas of Everyday Work. Enacting Self-Adventures in Organizations | Arne Carlsson, SINTEF Technology and Society
The 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 Arbor
Positive Self-Construction of Scholarly Identities: The Journey across Class Differences | Emily Darling, U. of Michigan, Ann Arbor
The 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 Beaule, 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. Dejoz, U. of Georgia; Mark G. Wilson, U. of Georgia
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 Oklahoma
The “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.
Session Details – Monday

**Discussion:** 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 Personlity 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 Hashdi, 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

**Discussion:** 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

**Discussion:** Joshua R. Knapp, U. of Cincinnati

**Promises: Breach and Fulfillment of Inducements and Contributions in a Psychological Contract | Lisa Schurer Lambert, Georgia State U.**


**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

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 Female 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, MOC) 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. Holton, Georgetown U.
Discussant: Thomas W. Lee, U. of Washington
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.; Lamacor 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 Kim, 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 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.
Antecedents and Outcomes of Surface Acting Within Organizational Settings | Hakan Ozcelik, California State U. Sacramento
Section D

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 Tecnologico Autonomo de Mexico; Achilles A. Armenakis, Auburn U.; Rasa Barkauskait, Mykolas Romers 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 Heland, U. of Bergen; Martina Hrebickova, Academy of Sciences of the Czech Republic; Marina Kotria, Institute of Social Sciences Ivo Pilar in Zagreb; Hitoshi Mitsuhashi, U. of Tsukuba; Boris Micic, 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 Schlosser, 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.
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.

916 [ ]: (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

Employee Psychological Contract Evaluation and Response in the Context of Change | Anjali Chaudhry, U. of Illinois, Chicago

919 ❖: (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 Cutchcr-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
Impact of Role in the Decision to Fail: An Exploratory Study of Terminated Projects | David M Dlits, Vanderbilt U.; Ken Pence, Vanderbilt 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

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. Hegenberger, IESE Business School; Johanna Mair, IESE Business School
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
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: Dana Dialdin, Suffolk U.
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 Arffel, Michigan State U.
Session Details – Monday

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.


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.

- Why Boards Fail to Exert Power over the CEO? A Theoretical View from a Power Dependency Perspective | Pingying Zhang, Norwegian School of Management

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 1
Presented on Panels 29-32
- Institutions and Trust Building | Reinhard Bachmann, Birkbeck College, U. of London; Andrew Inken, 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

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

- 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, CEMPRE; Jaime Ruiz-Gutierrez, U. of los Andes, Colombia; Amandine Perrinjavuet, 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 Pfeiffer, Victoria U. of Wellington

932: (RM) Research Methods Division International Networking
2:30pm - 3:50pm Philadelphia Marriott: Franklin B
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
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 Devinny, 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 Hoffmann 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 Ortitzky, 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.

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
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 Kuesy, ESADA; Josep M. Lozano, ESADA
Social Performance Governance in the Family Firm: Beyond the Bottom Line | Jean McGuire, Louisiana State U.; Sandra Dow, ESG-UQAM
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-Anne Tetrauld 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.
Session Details – Monday

Accumulation, and Utilization | Kenneth Guang-Lih Huang, Singapore Management University
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
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 Ellenbein, 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.
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; 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; Anique Un, U. of South Carolina

941 : (AAA) Conference Break
2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

942 : (AAA) Conference Break
2:45pm - 3:15pm Pennsylvania Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

Monday 2:45PM

943 : (OB) Making Connections Coffee Break
4:00pm - 5:30pm Philadelphia Marriott: Independence III
Host: Maureen L. Ambrose, U. of Central Florida

Monday 4:00PM

944 : (Paper Session) - (BPS) Entrepreneurial Strategies and Managing the Entrepreneurial Firm
4:10pm - 5:30pm Philadelphia Marriott: Room 303
Chair: Moses Acquaah, U. of North Carolina, Greensboro
Discussant: Peter G Klein, U. of Missouri
The Predictive Strength of Absorptive Capacity on New Firm Performance | Frederic Delmar, EM Lyon; Erik Wetter, Stockholm School of Economics

Teaching-oriented | Practice-oriented | Theme-oriented | Research-oriented | Visual Presentation | Best Paper Proceedings

Section D 288
**Session Details – Monday**

**945: (Paper Session) - (BPS) Vertical Coordination: Variations on a Transaction Costs Economics Theme**
4:10pm - 5:20pm Philadelphia Marriott: Room 406
Chair: Martha M. Perreman, 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 2
Chair: Walter G Tymon, Villanova U.
Discussant: Ravi Madhavan, U. of Pittsburgh
→ Experience, Restructuring Types and Financial Performance | Donald D Bergh, Denver U.; Elizabeth Ngah-Kiing Lim, U. of Connecticut
→ Learning to be Myopic | Gaël Le Mens, Stanford U.
→ 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
→ External Technology Sourcing: The Effect of Uncertainty on Governance Mode Choice | Vareeka 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 Brightton Mackey, Texas A&M 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

**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
→ 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
→ What Really Determines Post-acquisition Executive Compensation Change? | John Stanley Marsh, Rensselaer Polytechnic Institute; Hao Zhao, Rensselaer Polytechnic Institute
4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - BPS 1
Presented on Panels 1-9
- Institutional Development, Firm'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; Heili 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 Mascarhenas, 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.
- 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 Allatt, 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
- How Dynamic are the Sources of Dynamic Capabilities? Learning from Huawei's Success | Sibin Wu, U. of Texas, Pan American; Taillan Chi, U. of Kansas
- Examining the Role of Capabilities and Heterogeneity in Firm Performance | Paul L. Drnevich, U. of Alabama; Aldas Kriauciaus, Purdue U.
- Creating, Capturing and Keeping Rents: Is This Sequence Always Followed? | Jean J Boddeywn, 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 Kiousis, Ohio State U.
- Organizational Performance Implications of the Human Resource Make or Buy Decision | Clinton Chadwick, U. of Alabama, Huntsville

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.
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
Nominee for The Careers Division Applied Paper Award
- Mentoring Functions, Protégé Attitude Toward Knowledge Sharing and Protégé Knowledge Sharing | Changya Hu, National Taiwan U. of Science and Technology
- 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
- 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.

960 CAU: (CAU) Organizational Errors
4:10pm - 5:20pm Pennsylvania Convention Center: Room 107A
Organizer: Rangaraj Ramanujam, Purdue U.

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; Connnon 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-Bradascia, 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
Session Details – Monday

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

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 Coomes, Syracuse U.

967 ☑: (Paper Session) - (ENT) The Growing Role of Entrepreneurial Orientation Explanations
4:10pm - 5:20pm Philadelphia Marriott: Room 411
Chair: G. T. Lumpkin, Texas Tech U.
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
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 Coomes, 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 Tileen, 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 Hawaii

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
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
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.
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.
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 Tounguy, U. of Wisconsin, Whitewater
Feeling Badly and Acting Worse: Negative Emotion and Aggression in a Male-Dominated Workplace | Alberto Ramirez, U. of Queens; 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 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 | Noriko Takeuchi, Tokyo U. of Science; Tomokazu Takeuchi, Kagawauchi 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 Muller, U. of Saarland

977 (HR) Ice Cream Social & Member Networking Event
4:10pm - 5:20pm Pennsylvania Convention Center: Room 113B

978 (US) - (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-ten Tsai, National Cheng Kung U.; Yen-Chih Huang, National Cheng Kung U.; Rong Ma, U. of Memphis
Session Details – Monday

From Inward FDI to Outward FDI: The Direct and Moderating Effects of Business Group Experience | Xufei Ma, National U. of Singapore; Jane Lu, Singapore Management U.

Implementing Global Strategies After Mergers and Acquisitions | Helene Loes 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 - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - IM 1

Ms. Astor Angagaw is Smr 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: Astor 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.


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: Rajandini 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

Sustainability of Abnormal Returns in Emerging Economies | Francisco Diaz Hermelo, U. San Andres; Roberto Vassolo, IAE Business School - U. Austral


Dinosaurs 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

Fattally 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: 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


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. Department of Veterans Affairs; Carol VanDeusen Lukas, U. 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 B - Table A3
Facilitator: Jongwook Kim, Western Washington U.


BPS: Governance vs. Strategy as the Determinant of Profitability: Japanese Enterprises in Transition | Asli M. Colpan, Ooishha 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


992: (Paper Session) - (IP) Learning from Alliances
4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty B - Table B3
Facilitator: Yuri Mishina, Michigan State U.

BPS: A Multilevel Model of Executive Involvement in Strategic Alliance Functions | Baniyelme David Zoogah, Morgan State U.
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 | Sangchool Song, Ohio State U.
- **BPS**: Knowledge Replication from Strategic Alliances | Nicolas Rolland, CERAM
- **ENT**: Varieties of Cooperation: The Ceramic Tableware District of Lampang, Thailand | Weeranan Kammungwut, Birckbeck College, U. of London; Frederick Guy, Birckbeck, 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 Warkato

- **CMS**: They Lost Faith in Her: Gender in Coverage of Carly Fiorina’s Tenure at HP | Linda A Kretfing, 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.

- **Teaching-oriented** | **Practice-oriented** | **International-oriented** | **Theme-oriented** | **Research-oriented** | **Visual Presentation** | **Best Paper Proceedings**

**996**: *(Paper Session)* - *(IP)* Entrepreneurial Process III
4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C3
Facilitator: Franco W. Kellermanns, Mississippi State U.

- **TIM**: A Meso-level Theory of Scientific Disclosure and Scientific Entrepreneurship | Peter T. Gianiodis, Clemson U.
- **IM**: The World Of Bazaar: On-line Entrepreneurship In Emerging Economies | Ramya Rajagadhesan, 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-Feng Chang, Feng-Chia U.

**997**: *(Paper Session)* - *(IP)* Human Resource Management I
4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C4
Facilitator: Marco Grazzi, 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 | René Schalk, Tilburg U.
- **OMT**: Wage structure in Italian Manufacturing Firms | Giulio Bottazzi, Scuola Superiore Sant’Anna; Marco Grazzi, Scuola Superiore Sant’Anna

4:10pm - 5:20pm Loews Philadelphia: Regency Ballroom C
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.
\( \text{(Paper Session) - (MOC)} \) **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 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

\( \text{(Paper Session) - (MOC)} \) **Bridge 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.
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. Falus, Center for Creative Leadership
Is Emancipatory Discourse Sufficient to Bridge the Gap Between the Rhetoric and Reality? | Joseph A Raelin, Northeastern U.

**Management History Division**
4:10pm - 5:20pm Loews Philadelphia: Congress A
Organizers: Julia Teahan, Baker College; Regina Greenwood, Kettering U.; Jane Whitney Gibson, Nova Southeastern U.

\( \text{(Paper Session) - (MOC)} \) **Organizational Identity: Formation, Use, and Maintenance**
4:10pm - 5:30pm Pennsylvania Convention Center: Room 110A
Chair: Heather C. Vough, U. of Illinois, Urbana-Champaign
Discussant: Elizabeth George, Australian Graduate School of Management
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

\( \text{(Paper Session) - (MOC)} \) **Cognitive Foundations of Interpersonal Relationships**
4:10pm - 5:30pm Pennsylvania Convention Center: Room 110B
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.

**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
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 | Desiree Knoppen, ESADE; Ramon Llull U.; Ellen Christiaanse, Universiteit van Amsterdam & ESADE; Marleen Huysmans, Vrije U. Amsterdum


Winner of MOC Best Student Paper Award

4:10pm - 5:20pm Philadelphia Marriott: Independence I
Chair: Kathryn Goldman Schuyler, Alliant International U. / Coherent Change
Discussant: Jan 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

Leadership and Social Networks
4:10pm - 5:20pm Philadelphia Marriott: Independence II
Chair: Paul Varella, Mount Royal College
Discussant: Jacoba Lilis, 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

Predicting Deviance
4:10pm - 5:20pm Philadelphia Marriott: Independence III
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 Diefendorf, 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.
- 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 Florida

The 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 Chandraskekar, 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
Discussant: Eduardo Salas, U. of Central Florida
When Complex Change is Status Quo: Exploring Collaborations’ Ability to Externally Adjust | Cristina Gibson, U. of California, Irvine; Rebekah Dibble, U. of California, Irvine
Leadership from Within: A Look at Leadership Roles in Teams | Jay B. Carson, U. of Maryland, College Park; Paul E. Tesluk, U. of Maryland
Effective Team and Leader Behavior in Cross-Functional Product Development Teams | Vanessa Urch Druskat, U. of New Hampshire

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
- 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 Kettnar-Polley, Colorado Technical U.
- 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
- 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 Wiebel, U. of Zurich; Katja Rost, U. of Zurich; Margit Osterloh, U. of Zurich
Session Details – Monday

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.

**1020 | (Paper Session) - (ODC) Knowledge, Cognition, and Change**
4:10pm - 5:20pm Loews Philadelphia: Commonwealth D
Chair: Deborah Soule, Harvard U.

**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

**1023 | (Paper Session) - (OMT) New Perspectives on Population Ecology**
4:10pm - 5:30pm Philadelphia Marriott: Franklin 6
Chair: Elizabeth Boyle, National U. of Singapore

**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 Established Firms | 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 | Markus Rometsch, Freie U. Berlin; Johan Van Rekom, Erasmus U.
Identity Change and Continuity: Two Sides of the Same Organizational Coin? | Prarthan B. Desai, INSEAD
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
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

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

1029: (OMT, CMS) Competing Rationalities in Organizations

1030: (Paper Session) - (PNP) Issues in Nonprofit Management
4:10pm - 5:20pm Pennsylvania Convention Center: Exhibit Hall C - PNP 1
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.

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 Q: (Paper Session) - (SIM) Corporate Political Activity
4:10pm - 5:20pm 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 Reubin, 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 Q: (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 Nkongo-Bakenda, U. of Regina; Leo Paul Dan, U. of Canterbury; Kevin George Hindle, Swinburne U. of Technology; Emer Ni Bhraaidgh, Trinity College Dublin; Louw van der Walt, North West U.

1035 Q: (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 Q: (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: Gurmeeta Vasudeva, Indian School of Business
>
Strategic Acceleration and Delay: Evidence on Optimal Timing of R&D Investment | Chang Hoon Oh, Indiana U./Brock U.


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

Stephan Schrader Best Paper Award Finalist
Is Timeliness Next to Godliness? The Strategic Determinants of Tardy Entry | Luca Berchichi, Ecole Polytechnique Fédérale de Lausanne; Andrew King, Dartmouth College; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

1037 Q: (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 Q: (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 Getulio Vargas; Marlei Pozzebon, HEC Montreal; Martin Jao, Escola de Administração de Empresas de São Paulo, Fundação Getulio Vargas

The Patterns of Technology Legitimation: Electronic Health Record Development in Canada | Alex B. Bitekhtine, McGill U.

1039 Q: (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
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 C
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

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: (MHF) Management History Division Business Meeting
5:30pm - 8:15pm 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

Session Details – Monday

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

Section D
Session Details – Monday

**MONDAY**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:30PM</td>
<td><strong>MC Social Hour</strong>&lt;br&gt;Hosts: Susan M. Adams, Bentley College; C. Ken Weidner, Saint Joseph's U.</td>
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<tr>
<td>6:45PM</td>
<td><strong>OM Division Social</strong>&lt;br&gt;6:45pm - 7:30pm Philadelphia Marriott: Franklin 2</td>
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<tr>
<td>6:45PM</td>
<td><strong>Irwin Outstanding Educator Award Reception</strong>&lt;br&gt;6:45pm - 7:30pm Philadelphia Marriott: Grand Ballroom E&lt;br&gt;Participants: Anita McGahan, Boston U.; Russell Coff, Emory U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Joanne Oxley, U. of Toronto</td>
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<tr>
<td>6:50PM</td>
<td><strong>HCM Division Reception</strong></td>
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**Monday 6:15PM**

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<tr>
<th>Event</th>
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<tbody>
<tr>
<td><strong>OM Division Social</strong></td>
<td>6:45pm - 8:00pm Philadelphia Marriott: Grand Ballroom E</td>
</tr>
<tr>
<td><strong>OB Division Awards and Celebration / Social Hour</strong></td>
<td>6:30pm - 8:30pm Philadelphia Marriott: Grand Ballroom H&lt;br&gt;Presentation of OB Division Awards followed by Division Celebration/Social&lt;br&gt;Host: Maureen L. Ambrose, U. of Central Florida</td>
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<tr>
<td><strong>OCIS Social Hour</strong></td>
<td>6:30pm - 8:00pm Philadelphia Marriott: Grand Ballroom F</td>
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<tr>
<td><strong>OMT Social Hour</strong></td>
<td>6:30pm - 7:30pm Philadelphia Marriott: Franklin 5</td>
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<tr>
<td><strong>OCIS Social Hour</strong></td>
<td>6:30pm - 8:30pm Philadelphia Marriott: Grand Ballroom H</td>
</tr>
<tr>
<td><strong>OB Division Social</strong></td>
<td>6:45pm - 8:00pm Philadelphia Marriott: Liberty Ballroom C</td>
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**Monday 7:00PM**

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<tr>
<th>Event</th>
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<tbody>
<tr>
<td><strong>Entrepreneurship Division Reception</strong></td>
<td>7:00pm - 9:00pm Philadelphia Marriott: Grand Ballroom B</td>
</tr>
<tr>
<td><strong>GDO Social and Reception</strong></td>
<td>7:00pm - 9:00pm Pennsylvania Convention Center: 12th Street Foyer&lt;br&gt;Welcome to all new, international, and continuing members!&lt;br&gt;Division Chair: Myrtle P. Bell, U. of Texas, Arlington&lt;br&gt;Program Chair: Jeanette N. Cleveland, Pennsylvania State U.</td>
</tr>
<tr>
<td><strong>British Academy of Management Reception</strong></td>
<td>7:00pm - 9:00pm Philadelphia Marriott: Independence Ballroom&lt;br&gt;Organizer: Donna Maria Blancero, National Society of Hispanic MBAs</td>
</tr>
<tr>
<td><strong>The Business Journal of Hispanic Research Reception</strong></td>
<td>7:00pm - 9:00pm Philadelphia Marriott: Independence Ballroom&lt;br&gt;Organizer: Donna Maria Blancero, National Society of Hispanic MBAs</td>
</tr>
<tr>
<td><strong>Members and Friends Dinner</strong></td>
<td>7:30pm - 10:30pm Off Site: Twenty21&lt;br&gt;Registration is Required. To register, please visit <a href="http://apps.aomonline.org/PDWReg">http://apps.aomonline.org/PDWReg</a>. Twenty21 is located at 2005 Market Street, Philadelphia, PA 19103&lt;br&gt;Host: Susan M. Adams, Bentley College&lt;br&gt;Contact: Rickie A. Moore, EM LYON&lt;br&gt;Distinguished Speaker: W Warner Burke, Columbia U. Sixth Inning Consulting: The Team Is Losing But The Game Is Not Over</td>
</tr>
<tr>
<td><strong>ORBH Alumni Reception</strong></td>
<td>8:00pm - 10:00pm Loews Philadelphia: Commonwealth D&lt;br&gt;Organizer: Patricia Petty, Case Western Reserve U.</td>
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<tr>
<td><strong>President's Dessert Reception for New and International Members</strong></td>
<td>9:00pm - 10:00pm Philadelphia Marriott: Liberty Ballroom C&lt;br&gt;Host: Ken G. Smith, U. of Maryland</td>
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**Section D**
Tuesday 7:00AM

1076: (MSR) MSR Meditation Session
7:00am - 8:00am Loews Philadelphia: 33rd Floor Terrace
Organizer: Gerald Biberian, 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 Inksom, 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
Corporate Social Responsibility from the Inside Out: Linking Work-Life to “Doing Good” | Marcie Pitt Castsouphes, 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.

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, AccountAbility

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 Elsvainio, 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.
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
Session Details – Tuesday

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
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.
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

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-Wolfram, 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 | Rogerio Victer, 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 Catanni, New York U.
A Population Based Model of Network Analysis | Chunlei Wang, Stanford U.
The Origin of the Network Positions of New Organizations | Benajamin 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

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.
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

Section D
1092 : (Paper Session) - (BPS) Top Management Teams and Corporate Governance
8:30am - 10:10am Pennsylvania Convention Center: Room 409
Chair: Jerry Kopf, Radford U.
Discussant: Mark H Hansen, Brigham Young U.
- The Influence of Core Self Evaluation on Risky Strategic Decisions | Jeray M Halebian, 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; Sotiris 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 Revino, 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? Organizational- or Self-Employed? Gender, Family Structure, and Outcomes | David J Pratts, 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 ☕️: (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 Raggis, U. of Wisconsin, Milwaukee
Doing Good by Being Bad? A Proposed Model of the Nemesis Effect | Scott Seibert, U. of Melbourne; Maria Kramier, U. of Melbourne
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 Biancero, 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 Technology
**Session Details – Tuesday**

**1098 (CM): (Paper Session) - (CM) New Considerations in Conflict Resolution**
8:30am - 10:10am Pennsylvania Convention Center: Exhibit Hall C - CM
Presented on Panels 74-78

- 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 Poudre, Appalachian State U.
- Collectivizing Preference Disputes: When Flipping a Coin Just Isn’t Fair | Stephen M Garcia, U. of Michigan; Dale Miller, Stanford U.

**1099 (CM): (CM) Cracks in the American Dream: Generational Fault Lines Creating Social Conflict**
8:30am - 10:10am Pennsylvania Convention Center: Room 106A
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-Benzioni, 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
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 (CM): (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 organizational 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; Varada Wasserman, Open U. Israel
- 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

**1102 (CM): (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 McKlin, U. of St Andrews
- Best CMS Paper Nominee
- Best Paper Proceedings

**1103 (ENT): (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.
Configuring Corporate Venturing Portfolio for Creating Growth Options Value | Shiou 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.

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

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


**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.


**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


### 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


**Does Psychological Ownership Matter in the Context of Franchise Organization?** | **Sheng-Tsung Hou**, Asia U.; **Taichung, Taiwan; Se-Hwa Wu**, National ChengKung U., Taiwan; **Mu-Yen Hsu**, National ChengKung 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

**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


### 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

### 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


**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.
**Session Details – Tuesday**

**1111**: (Paper Session) - (GDO) Motherhood: Career Obstacle or Life-Quality Enhancer?

8:30am - 10:10am Loews Philadelphia: Commonwealth A2

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 Michel, 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 104A

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

**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 Randolph, 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, SGU Hospital

Organizational and Personal Factors: Do They Predict Inter-professional Team Effectiveness? | Anat Freund, Haifa U.; Anat Drach-Zahavy, U. of Haifa

**1115**: (Paper Session) - (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 Fertile, Royal Holloway College, U. of London

Translation of New Genetic Health Technologies | Ewan Fertile, 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.


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.
The Effects of Repeated Multisource Feedback on Behavior Change for Managers | Charles F. Seifert, Siena College; Gary Yuki, 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

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: Modelling 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 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

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; Guylaine Landry, HEC Montreal; Christian Vandenbergh, HEC Montreal
Motivation and Organizational Commitment: Support for a Four-Factor Model | Russell E. Johnson, U. of South Florida; Chu-Hsiang Chang, Roosevelt U.; Luiqin 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

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.

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. Balanlieva, Northeastern U.
- Geographic Orientation And Performance of Global Versus Regional MNEs | Christian Geisler Asmussen, Copenhagen Business School; Anthony Goerzen, U. of Victoria

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

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

International Expansion of MNCs from Emerging Economies
8:30am - 10:10am Philadelphia Marriott: Room 413
Chair: Egrid 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
Session Details – Tuesday

- 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.
- 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: 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: 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 Mithnick, 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
- SIM: A Cross Cultural Comparison of Moral Philosophy | 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, Birbeck College, U. of London
- BPS: Competing Rationale in Corporate Governance: Capital Market vs. Cooperative Innovation in France | Taeyoung Yoo, Birbeck 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
Session Details – Tuesday

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

ΟMT: 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 Zanarone, 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


TIM: The Relationship of Environmentally-Related Innovation with Environmental Management Activities | Marcus Wagner, Bureau d’ Ekonome Theorique et Appliquee


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: Egocentrism in Distributive Justice | Krista D. Mattern, College Board


HR: A Structural View of Employee Voice: A Network Perspective | Ye Dai, U. of Texas at Austin; Yan Yan, U. of Texas at Austin


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 Elmqquist, 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 Castelucci, 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: Levels 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 Kohvistei, U. of Tampere
Session Details – Tuesday

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.
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
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
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.; Guilian Wang, Central Michigan U.
Diversity Icebreaker: Social Construction of Team Roles as a Tool for Managing Diversity | Bjorn 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 Ozcelik, California State U. Sacramento; Zita Zoltpayne-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

Section D 314
**Session Details – Tuesday**

**1141**: (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.

- 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.

**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.

- 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.

**1143**: (Paper Session) - (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.
- Boundary Objects in Cross-Functional Collaboration | Paul R. Carlile, Boston U.

**1144**: (Paper Session) - (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 Cardaro, U. of Illinois, Urbana-Champaign

**Facilitator**: Amy Wrzesniewski, Yale U.

Session Details – Tuesday

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 Bardeis, U. of Central Florida; Robert L. Porter, U. of Central Florida; James Caldwell, 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.

8:30am - 10:10am Philadelphia Marriott: Room 309

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

1148 ☞: (Paper Session) - (OB) Self-Defeating Behaviors at Work

Chair: Carrie A. Belsito, Texas A&M U.

Discussant: Maria Rotundo, U. of Toronto

8:30am - 10:10am Philadelphia Marriott: Room 301

Prospect Theory and the Role of Affect and Learning in Self-Handicapping Behavior | Donald B. Fedor, 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

1150 ☞: (Paper Session) - (OB) Anxiety, Attachment, and Change: The Role of Affect

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, 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


Course Description

This course will explore the latest research and perspectives on work motivation, focusing on the role of context and time in understanding and enhancing motivation in the workplace. The course will cover both theoretical frameworks and practical applications, with a special emphasis on recent developments in the field. Participants will engage in discussions, case studies, and group activities to deepen their understanding of the complex interplay between context, time, and motivation.

Aim

The primary aim of this course is to equip participants with a comprehensive understanding of the latest research and practical strategies in work motivation, particularly focusing on the impact of context and time.

Objectives

- To provide an in-depth understanding of the latest research on work motivation
- To explore the role of context and time in shaping motivation
- To develop practical strategies for enhancing motivation in diverse work settings
- To foster critical thinking and analytical skills in analyzing and applying motivational theories
- To promote collaboration and discussion among participants

Topics Covered

1. Theoretical Foundations of Motivation
   - Traditional approaches (e.g., Maslow, Herzberg)
   - Contemporary approaches (e.g., Self-Determination Theory, Social Cognitive Theory)

2. Contextual Influences on Motivation
   - Organizational context
   - Environmental factors
   - Individual differences

3. Time and Motivation
   - Temporal perspective on motivation
   - Time management and its impact on motivation

4. Motivation in Specific Contexts
   - Motivation in team settings
   - Motivation in remote work environments
   - Motivation in diverse workforces

5. Practical Applications
   - Designing motivational interventions
   - Evaluating the effectiveness of motivational strategies

6. Future Directions
   - Emerging trends in motivation research
   - Challenges and opportunities in applying motivation theories

Teaching Methodology

The course will employ a variety of teaching methods, including lectures, discussions, case analyses, and group projects. Participants will be encouraged to apply theoretical concepts to real-world scenarios, fostering a deeper understanding and practical skills.

Assessment

Assessment will be conducted through a combination of participation in class discussions, preparation and delivery of case analyses, and a final project. The final project will require participants to design and evaluate a motivational intervention in a specific context, demonstrating their understanding of the course material.

Fees

The course fee is $500. This fee covers all course materials, access to online resources, and participation in the final project.

Registration

Registration will open on April 15th, 2023. To reserve your spot, please visit our website or contact our registration team. Early bird discounts are available for those who register before May 1st, 2023.

Contact Information

For more information or to register, please contact us at info@motivation institute.com or call us at 1-800-555-MOTO.
8:30am - 10:10am Pennsylvania Convention Center: Room 103B

Chair: Ruth Kanfer, Georgia Institute of Technology

1155 : (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

From Passive to Active Membership: Psychosocial

Chair: Jytosna Sanzgiri, Alliant International U.
Discussant: Danielle Zandee, Case Western Reserve U.

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

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.


1158 : (Paper Session) - (OCIS) ERP Diffusion and Implementation
8:30am - 10:10am Philadelphia Marriott: Grand Ballroom C
Chair: Jimmy Huang, U. of Warwick
Discussant: Jeanette L. Blomberg, IBM Almaden Research Center

One Angry Man is Enough! The Effects of One Members'
Affective Transitions in Social Decision Making |
Ambivalent Emotions and Decision-Making Processes and
The Role of Emotions in Employees' Decisions to Report or to
Chairs: Ethan Burris, U. of Texas, Austin; Michael G. Hendron, U. of Texas, Austin; James Oldroyd, Northwestern 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 Basselier, McGill U.

Empowering Leadership, Member Experience, and Virtuality:
Influences on Processes and Effectiveness | John Mathieu, U. of Connecticut, Storrs; Adam Rapp, Kent State U.; Michael Ahearn, 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

Ambivalent Emotions and Decision-Making Processes and

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.

Effect of One Members' Anger on Group Performance | Anat Rafaeli, Technion-Israel Institute of Technology; Arik Cheshin, Technion U.; Roy Israely, Technion U.

1157 : (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


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**Session Details – Tuesday**

**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  

**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 Ross, Texas Tech U.; Barry A Macy, Texas Tech U.; Lori T. Peterson, Texas Tech U.  
- Union-Membership 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

**1164** ☪ ☣: (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: Zhao Hui Wu, Oregon State U.  
- The Trajectory of Joint Technological Change | John E. Ettlie, Rochester Institute of Technology  
- Are Expert Opinions in New Product Development Really So Bad? | Muammer Ozer, City U. of Hong Kong  

**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.  
- 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 Huisung, 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.
Session Details – Tuesday


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 Embeddeness in Interorganizational Relationships 8:30am - 10:10am Philadelphia Marriott: Room 403
Chair: Ryan Michigan, Columbia U.
Discussant: Gordon Walker, Southern Methodist U.
Is an Old Friend Always a Good Friend? A Possible Hazard of Embedded Transactions in M&A Market | Jeong Sik Jay Lee, Georgia Institute of Technology
The Liabilities 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: Dorit 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 | Aradna 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 Present on Panels 57-65

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 Magna Graecia di Catanzaro; Gianluigi Mangia, U. degli Studi d Napoli Federico II
Optimal Incentive Breadth in Internally Specialized Organizations | Tobias Kretschmer, U. of Munich
Toward An Attention-based View of Managerial Behavioral Management | 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. Arino, 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 Present on Panels 70-73
The Social Construction of Entrepreneurship | Julia Brandt, Vienna U. of Economics and Business Administration; Bernadette Bullinger, U. of Mannheim
Multiple Logics in the Field of Pharmacy | Elizabeth Goodrick, Florida Atlantic U.; Trish Reay, U. of Alberta

1172 ☑: (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; Thorbjorn Knudsen, SDU; Christina Fang, New York U.

1173 ☑: (OMT, BPS) Community Dynamics and Social Network Structures 8:30am - 10:10am Philadelphia Marriott: Franklin 7 Organizer: Xiaoxi 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


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Session Details – Tuesday

1174 ◆◆SHCS: (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
Chair: 8:30am - 10:10am Philadelphia Marriott: Grand Ballroom C2
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 C2
Chair: 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 Reinfomcing-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

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 Nimbas 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.
Profiling 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
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,
Session Details – Tuesday

1181 : (SIM, BPS, ONE) The Identification and Measurement of Socially Responsible Business
8:30am - 10:10am Loews Philadelphia: Washington B
Chair: J. Lamar Pierce, Carnegie Mellon U.
Discussant: Andrew King, Dartmouth College
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.

1183 : (Paper Session) - (TIM) Patents and Intellectual Property
8:30am - 10:10am Philadelphia Marriott: Room 305
Chair: Willow Sheremata, York U.
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

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
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, Politecnico di Torino, Italy; 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 : (SIM, 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 Zadeer, 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  
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.

1187  
Code Makers and Code Breakers: Food as a Field of Cultural Contestation
8:40am - 10:10am Philadelphia Marriott: Room 304
Organizers: Jo-Ellen Pozner, U. of California, Berkeley; Tina Dacin, Queen's U. Canada; Michaella 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 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; Michaella DeSoucey, Northwestern U.; Jo-Ellen Pozner, U. of California, Berkeley
Winner of OMT Division Best Symposium Proposal Award

1188  
The Case for Ethics and Corporate Social Responsibility
8:50am - 10:10am Loews Philadelphia: Washington A
Facilitator: Heiko Spitzeck, 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
- 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  
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 Rotting, Florida Atlantic U.; Xenophon Koufteros, Florida Atlantic U.

1190  
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 Nambsian, Rensselaer Polytechnic Institute
- Impact of Customer Portfolio Size, Balance, and Relational Embeddedness on New Product Development | Helen 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  
Conference Exhibits
9:00am - 5:00pm Pennsylvania Convention Center: Exhibit Hall C - Exh.
Organizer: Ayman Tarabishy, George Washington U.

1192  
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  
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
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 Fougére, 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 Laverty, 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 Giovannetti 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 | Dovlev 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

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
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
Session Details – Tuesday

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

Teams: Group Dynamics

Strategic Alliance Team Diversity and Effectiveness: Opening Chair: H. H. Kang, U. of Pennsylvania

Discussant: James Harvey Moore, Louisiana State U.

The Growth Corridor: Managerial, Financial, and Market Thresholds to Optimum Firm Growth | Flora Feric, U. of St. Gallen; Sebastian Raich, 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 Casas, U. of Pennsylvania

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 Feric, U. of St. Gallen; Sebastian Raich, 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 Casas, U. of Pennsylvania

1205: (Paper Session) - (BPS) Boards and Top Management Teams: Group Dynamics

10:30am - 11:50am Philadelphia Marriott: Room 409
Chair: Rajaram Veiyath, 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.; Ronald C. Parente, Rutgers U.

The Growth Value from Corporate Venture Capital (CVC) Portfolio Configuration | Yi Yang, U. of Massachusetts Lowell; Vadake Narayan, 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


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 Kiousis, 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

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 Curra. 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


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 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.

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; Guy Nguyen Huy, INSEAD; Mikko Kosonen, Nokia Corporation; Michael L. Tushman, Harvard U.; Wendy K. Smith, U. of Delaware; Gabriel Szulanski, INSEAD

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 Nielsen, 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

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: Gudula Grote, ETH Zürich
Factors Determining Workaholism, Its Positive and Negative Consequences | Meghna Virick, San Jose State U.; Yehuda Baruch, U. of East Anglia
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; Christina Ierodiakonou, U. of Cyprus

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

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.
TUESDAY

Session Details – Tuesday

Participants: Deirdre Anderson, Cranfield U.; Diana Bilimoria, Case Western Reserve U.; Marian Ruderman, Center for Creative Leadership; Claartje J Vinkenborg, 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 - 11:50pm 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 Cotty, Northwestern U.; Jeanne M Brett, Northwestern U.
Predicting Plural Process: Group Decision-making and Satisfaction in Multicultural Teams | Susan Cotty, Northwestern U.; Jeanne M Brett, Northwestern 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 Theressa Humphries, U. of Waikato

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

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

1221 (Paper Session) - (ENT) Opportunity ID Continued
10:30am - 11:50pm 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-Trout, Western Washington U.

p-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 Anita Gilbert, Texas A&M U.
Bank Financing and Entrepreneurs in China | Wubiaozhou, 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 | Taijwuan 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
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-Spery, 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 (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.
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
The Evolution of Actors in Contested Industries | Karen D. W. Patterson, U. of New Mexico
HCM Best Paper Based on a Dissertation Nominee

327 Session D
Session Details – Tuesday

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
A Market- or Community-Like Employment Relationship?: Organizing Logics and HRM | Johnnsok Bae, Korea U.
Corporate Strategy, HR and Employee Attitudes | Maura Sheehan, U. of Dallas; Jonathan Michie, Birmingham U.; Nick Zubanov, Birmingham U.

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.

1234: (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.

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: Mamoudou I. Farid, Hofstra U.
Do Emerging Economy Firms Need Ambidextrous Strategies for Internationalization? | Sathyajit Gubbi, Indian Institute of Management Calcutta; Ravendra Chittoo, Indian Institute of Management Calcutta; Sougata Ray, Indian Institute of Management Calcutta
Export Orientation and Export Performance of High-Tech 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 Slaggen, 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.

Section D
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.

TIM: Technology Portfolio, Diversity and Innovative Competence: A Longitudinal Study | Cristina Quintana-Garcia, Malaga U.; Carlos A. Benavides-Velasco, Malaga U.


OCIS: Toward a Flexible Information Technology Infrastructure: An Empirical Investigation | Lior Fink, Ben - Gurion U. Israel

Organizational Culture of Korean Companies: From Corporate Strategy to Chairs:

Facilitator: 1240 : (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./Brook 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.
Social Capital among Corporate Upper Echelons and Its Impacts on Executive Promotion in Korea | Yangmin Kim, Socang 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 Sukh Pak, Yonsei U.; Li Choy Chong, U. of St. Gallen

Power Distance: Its Antecedents, Correlates, and Consequences in Organizations
1239: (IM, CM) 10:30am - 11:50am Philadelphia Marriott: Franklin 4
Chair: Ya-ru Chen, Rutgers U.
Discussant: Kwok Leung, City U. of Hong Kong
Individual Beliefs in Power Distance: Conceptual Distinction, and Measurement Clarification | Jing-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 Authoritative 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

Innovation II
1240: (Paper Session) - (IP) 10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A1
Facilitator: Wei Zheng, Northern Illinois U.

TIM: Why Do User Communities Work? Maven Orientation and Individual Level Information Sharing | Thomas Langenberg, Ecole Polytechnique Federale de Lausanne
MED: Using Provocative Statement Assignments to Foster Critical Thinking in the Management Classroom | Grant Morgan, Praxis Research; John Sherlock, Western Carolina U.

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
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Innovation II
1240: (Paper Session) - (IP) 10:30am - 11:50am Sheraton Philadelphia City Center: Liberty A - Table A1
Facilitator: Wei Zheng, Northern Illinois U.

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MED: Using Provocative Statement Assignments to Foster Critical Thinking in the Management Classroom | Grant Morgan, Praxis Research; John Sherlock, Western Carolina U.
Session Details – Tuesday

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.
¬HCM: Confidence, Error, and Ingenuity in Diagnostic Problem Solving | Jenny W. Rudolph, Boston U.; J. Bradley M. Morrison, Brandeis U.

1245 : (Paper Session) - (IP) Competitive Dynamics of Firms III
10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B2
Facilitator: Dana Szylowicz, 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

1246 : (Paper Session) - (IP) Foreign Direct Investment
10:30am - 11:50am Sheraton Philadelphia City Center: Liberty B - Table B3
Facilitator: Joan Mileisky, 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: 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
¬OMT: 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 Mahta, California State U. Fullerton; Dmitry Mikhail Khannin, California State U. Fullerton; David L. Leibsohn, California State U. Fullerton

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: How Does Innovation Impact Profitability and Productivity? A Joint-test of RBV and KBV Determinants |
Session Details – Tuesday

1249 : (Paper Session) - (IP) Strategy Making
10:30am - 11:50am Sheraton Philadelphia City Center: Liberty C - Table C2
Facilitator: Zenlin Kwee, Erasmus U. Rotterdam
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

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
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
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 : (Paper Session) - (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 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 McNemey, Marshall U.
MD: Differences in Roles of Core Academic and Executive MBA Faculty: Time to Explore Assumptions | Svjetlana Madzar, University of Minnesota; Paul Citron, Medtronic, Inc.
MD: EU Research-oriented Participatory Undergraduate Advisement-Education: Copenhagen Business School | Charles Thomas Tackney, Copenhagen Business School; Toyoko Sato, Copenhagen Business School; Ole Strømgren, Copenhagen Business School
MD: Management Learning at the University – Challenging Social Defences. | Lars-Erik Norbäck, Gothenburg U.; Torbjorn Stjernberg, Gothenburg U.; Axel Targama, Göteborg U.
MD: 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

OM : (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
MD: 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)

Session Details – Tuesday

1249 : (Paper Session) - (IP) Strategy Making
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Session Details – Tuesday

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.

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.
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 DeJordan, 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 Navi, Emory U.
Institutional Leadership: Value, Visibility, and Volliton | Rich DeJordan, 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.
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 Dijkstra, 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.
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
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.
Successful 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: Ceasar Doukas, Florida State U.
Power and Positive Expectations: The Future Looks Brighter from the Top | Nathanael Fast, Stanford U.; Deborah Gruenfeld, Stanford U.
The Role of Self-Esteem in the Relationship Between Stress and Ingratiating | 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 Bhulai, Louisiana Tech U.; Edward C. Taylor, Piedmont College
Supervisory Communication and Employee Outcomes: Examining the Mediating Processes | Weiling Hsu, INSEAD; Changyu 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: Arline P. Mickey, U. of North Carolina, Greensboro
Discussant: James D. Olds, Salisbury U.

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. Kluepmper, Louisiana State U.; Laura Andrews Little, Oklahoma State U.
Taking a Positive Approach to Organizational Downsizing | Francine Schlosser, U. of Windsor; Marjorie Armstrong-Stassen, U. of Windsor
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.
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
Emergent Leadership Structures in Organizations | Andrew J. Slaughter, Texas A&M 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
Emergent Leadership Structures in Organizations | Andrew J. Slaughter, Texas A&M 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
Implicit Bias and Organizations: The “IAT” meets OB | Dolly Chugh, New York U.
1273: (Paper Session) - (ODC) Narrative, Metaphor, and Discourse
10:30am - 11:50am Loews Philadelphia: Commonwealth D
Chair: Mary Ann Hazen, U. of Detroit Mercy
Discussant: Marilyn Jane Carter, Benedictine U.
Organizational Inertia: The Role of Grand Narratives | Daniel Geiger, U. of Liverpool; Elena P. Antonacopoulou, U. of Liverpool; Swetkutu Patnailk, 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 O 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 College
Presenters: 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.
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 Ramogliou, Cambridge U.
Initiating Divergent Organizational Change: The Enabling Role of Actors’ Social Position | Julie Battilana, Harvard U.
Fetishists, Politicians and Resistor’s 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 | Billian 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
Session Details – Tuesday

1280: (Paper Session) - (OMT) Social Capital, Collaboration, and Organizational Performance
10:30am - 11:50am Philadelphia Marriott: Room 403

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


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 Olk, 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

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 Trevyño-Rodríguez, 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


- 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.


- 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

Section D 336
Session Details – Tuesday

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
Seeing the Wind: Boundaries, the Imaginary, and Categorial 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-Barrio, 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
→ 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 Gent Management School

1289 → (Paper Session) - (RM) Research Methods in Strategic Management

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

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.
→ Look Who's Talking: Corporate Philanthropy and Firm Disclosure | Sara A Morris, Old Dominion U.; Barbara R Bartkus, Old Dominion U.

1292 → (Paper Session) - (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

Chair: Scott D. Graffin, U. of Georgia
Discussant: Bersant Hobdari, Copenhagen Business School
→ Advancing Research in Strategy Under a Coevolutionary Perspective Using Coupled Agent-Based Models | Adrian Attilio Caldart, Warwick Business School; Fernando Oliveira, Warwick Business School
→ 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 | Sherylynn Roberts, U. of Texas at Arlington
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. Den Hartog, 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


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

Neutralty, 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 Yang 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.; Chanchai 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
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 Pennsylvania Convention Center: Exhibit Hall C - AAS (AAA)
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 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 Philadelphia Marriott: Liberty Ballroom C
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-Benzi, Duke U.
Bounded Ethicality and Leadership | Dolly Chugh, New York U.; Max H. Bazerman, Harvard U.
Session Details – Tuesday

What makes a “good” leader? Integrating Ethical Criteria into Definitions of Leadership | Francisco J Benzoni, 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 S. Tussing, 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
Reef S. Harrison, U. of Richmond; Doug Bosse, U. of Richmond; Robert A. Phillips, U. of Richmond
Re National Governance Systems, Stakeholder Power, and Post-Acquisition Dynamics | Laurence Capron, INSEAD; Mauro F Guillen, U. of Pennsylvania
Re Stakeholder Interaction Effects on Firm Performance in Emerging Economies: The Case of Brazil | Rodrigo Bandeira-de-Mello, U. do Vale do Itajai - UNIVALI; Rosilene Marcon, U. do Vale do Itajai - UNIVALI; Anete Alberton, U. do Vale do Itajai - 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
Re Both Market and Hierarchy: A Multi-Task Synergy Theory of Hybrid Organizational Forms | Richard Makadok, Emory U.; Russell Coff, Emory U.

1310 (Paper Session) - (BPS) A Network-Based Theory of Strategic Interaction
2:30pm - 3:50pm Philadelphia Marriott: Room 406
Re Do Firms Do ‘Worse’ by Doing ‘Bad’? Financial Misrepresentation and Subsequent Firm Performance | Jared D. Harris, U. of Virginia - Darden

Chair: Meir Russ, U. of Wisconsin, Green Bay
Discussant: Jinyu He, Hong Kong U. of Science and Technology
Re 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.
Re 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 Shanel, 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 | Rikka Sarala, Swedish School of Economics and Business Administration
Re 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.
Re The Role of CEO Social Networks in Ambidexterity of Entrepreneurial Firms | Qing Cao, U. of Connecticut; Hongping Zhang, Shandong U.
Re 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
Re Do Firms Do ‘Worse’ by Doing ‘Bad’? Financial Misrepresentation and Subsequent Firm Performance | Jared D. Harris, U. of Virginia - Darden

Chair: Meir Russ, U. of Wisconsin, Green Bay
Discussant: Jinyu He, Hong Kong U. of Science and Technology
Re 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.
Re 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.
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

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: Constantin Markides, London Business School
Discussants: Jan W. Rivkin, Harvard U.; Kathleen M. Eisenhardt, Stanford U.; Christoph Zott, INSEAD

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

2:30pm - 3:50pm Pennsylvania Convention Center: Room 111B
Chair: Cherylin 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
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: Multinational 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: (Paper Session) - (OB) Remedying, Restoring, and Recovering Organizational Justice
2:30pm - 3:50pm Pennsylvania Convention Center: Room 105B
Chairs: Lauri 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: (Paper Session) - (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 Vine, 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: Sarat Sarvasvathy, 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-Kling 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

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.

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.
Session Details – Tuesday

**1328**: (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**: (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**: (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

**1331**: (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.
Session Details – Tuesday

2:30 pm - 3:50 pm 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

- The Influence of Employee Training Programs on Team Empowerment and Attitudinal Outcomes | Christian Voeltgin, 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
2:30 pm - 3:50 pm 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. Dierdoff, DePaul U.; Frederick P. Morgeson, Michigan State U.
- Cognitive and Motivational Approaches to Employee Participation: Unifying the Two Approaches | Rhoeun 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
2:30 pm - 3:50 pm 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 ☞ US: (HR, IM) Knowledge and Learning Aspects of International HRM
2:30 pm - 3:50 pm Pennsylvania Convention Center: Room 113B
Chair: Carlos Martin-Rios, U. Carlos III de Madrid
Discussant: Sully Taylor, Portland State U.
- Towards 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
- 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
2:30 pm - 3:50 pm Philadelphia Marriott: Franklin 3
Chair: Sonia Ketkar, Towson U.
Discussant: Nandini Lahiri, U. of North Carolina, Chapel Hill
- 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 | Wan-Ting Lin, National Taiwan U.; Kuei-Yang Cheng, National Taiwan U.
- Buyer-Supplier Integration Capability & Cultural Distance: Evidencefrom 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
2:30 pm - 3:50 pm 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.
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 L. 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 Perez-Nordvedt, 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.

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 Verstegen 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; Benet 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 Oztan, 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
Session Details – Tuesday

Facing the Brutal Facts of Global Leadership Development Programs in Japan | Allan Bird, U. of Missouri, St. Louis; Norihiro Furuya, IGB Network Co., Ltd.
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 A1
Facilitator: Susan Mary Vinnicombe, Cranfield U.
OB: CMS: The Case of Vanishing Borders: A Study of Workplace Diversity as Assimilation and Border Control | Viktoria 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-Ingrum, U. of Illinois, Urbana-Champaign
OCD: 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.
OCD: 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 Janney, U. of Dayton
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

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: 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

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-subsidary Competition for Knowledge Flow Position: Knowledge Flows and Intellectual Capital | Chen-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: 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.


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: Artifacts in Interaction: The Production and Politics of Boundary Objects | Leisa D. Sargent, U. of Melbourne; Robyn Thomas, Cardiff U.; Cynthia Hardy, Melbourne U.


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 | Manta 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


MC: The Meaning of Financial Consultants' Commitment Behaviors, Foci and Motives | Elfi Ettinger, U. of Linz; Rolf 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


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


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


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.


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
Session Details – Tuesday

**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 ‘Familiness’ | 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:** Scandanavian Management and Management Behavior | Mikael Sondergaard, U. of Arhus

**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 (Paper Session) - (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

**IM:** Service-learning and Ethics: A Review of the Field Ten Years After JOBE’s Seminal Special Issue | Amy L. Kenworthy-U’Ren, Bond U.

**IM:** Predictors of Agreement in Self-Other Ratings of Leader Effectiveness | Robert Vecchio, U. of Notre Dame; Robert J. Anderson, The Leadership Circle

**IM:** 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

**IM:** Images of Leadership: The Story Emerging Leaders Tell | Anne Merrill Greenhalgh, Wharton, U. of Penn; Christopher Ian Maxwell, Wharton, U. of Penn

**1360 (Paper Session) - (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; Josetta McLaughlin, Roosevelt U.

The Temporal Nature of the Evolution of Capabilities in the U.S. Brewing Industry 1950-2000 | Lynn 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


**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.

**IM:** Classic and Fashionable Management Concepts: A Study of Mental Models | Annick Hortense, Dominique Van Rossem, Hogeschool Gent; Marc Buelens, Ghent U.

**IM:** Hybrid Institutional Logic: Content Analyses of Technological and Cultural Logics in Five Industries | Micki Eisenman, Baruch College; Antti Ainamo, Turku U.

**IM:** Evolutionary Patterns of Dominant Logic and their Impact on Strategic Inertia | Daniela Blettner, U. of North Carolina, Chapel Hill

**IM:** 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.

**IM:** Emotional Involvement: Conceptualization and Organizational Implications | Sushil Nifadkar, Arizona State U.; Kevin G. Corley, Arizona State U.

**IM:** 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.

**IM:** Short Term Trust, Emotion, and Control: A Model | Anne Christie, Griffith U

**IM:** The Positive Effect of Sharing Negative Emotions | Inju Yang, U. College Dublin; Aidan Kelly, U. College Dublin; Jacob Eisenberg, U. College Dublin

**1364 (Paper Session) - (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

### 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:** Stephen 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; Hyoun 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.**


**Predicting Contextual Performance: The Role of Psychological Empowerment | Mahmut Bayazit, Sabanci U.; Zeynep Aycan, Koc U.; Lale Muazzez Celik, 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 Reychav, 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**


### 1369: (Paper Session) - (OB) Political Will and Skill: Machiavellianism and Political Capability

2:30pm - 3:50pm Philadelphia Marriott: Room 309

**Chair:** Connson 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. Brouer, Florida State U.; Vickie Coleman Gallagher, Northern Kentucky University; Chris J. Sablinsky, 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**

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Session Details – Tuesday

1371 T: (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.

Empowerment and Creativity: 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.; Ji-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.


Invisible Justice: A Form of Corrective Justice in the Workplace | Thierry Nadisic, HEC School of Management, Paris; Daniel Skarlicki, U. of British Columbia

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.; Cellie Itir Gogus, Bilkent U.

Understanding the Contingencies in the Emergence and Consequences of State Goal Orientation | Lisa Dragoi, U. of Iowa

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
Discussant: JoAnn M Brooks, MITRE Corporation

- 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 IOI | Juan Rodon, ESADA-Ramon Llull U.; Joan Antoni Pastor, U. Politecnica de Catalunya; Feliciano Sese, ESADA-Ramon Llull U.
- "Omega is a Four-Letter Word": Discursive Constitution of Workplace Resistance to Technologies | Guowei Jian, Cheng Kung 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.

- 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 Clement 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.

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
Session Details – Tuesday

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
Project Management, Resource Development Pathway Typology, and the Quest for Competitive Advantage | Dev K. Dutta, U. of Western Ontario; Kam Jugev, 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: Bryan 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
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

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 Mc Kelvey, U. of California, Los Angeles
Putting the Organization Back into Computational Organization Theory: A Multiple-Perspective Model | Brian W. Kulk, 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. Rothenberg, 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 Al scher, 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.
Second Acts: Exploring the Postacquisition Mobility of Acquiring and Target CEOs | Kathleen Park, Massachusetts Institute of Technology
CEO Tenure as Antecedent of Resilience | Patrick Reimmoeller, 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

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
An Integrated Model of Trust, Ex Ante Opportunity, and Ex Post Opportunity 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.

Knowledge Management Evolution: Historians' Perspectives
Participants:
2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C2
Chair: Carla Marques Curado, Technical U. of Lisbon
Organizational Learning through Imperfections in Knowledge Transfer | Dirk Martignon, U. of St. Gallen; Simon Grand, U. of St. Gallen

Knowledge Recombination under Uncertainty | Dirk Martignon, 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.

The Interdependence of Knowledge Transfer Determinants | Mia Reinholz, CBS

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 Reinholz, CBS
Organizational Learning through Imperfections in Knowledge Transfer | Dirk Martignon, U. of St. Gallen; Simon Grand, U. of St. Gallen
Knowledge Recombination under Uncertainty | Dirk Martignon, 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.

The Dynamics of Firm and Industry Evolution: Historians' Perspectives
2:30pm - 3:50pm Philadelphia Marriott: Room 403
Organizer: Daniel Wadhwa, U. of the Pacific
Coordinator: David A. Kirsh, U. of Maryland
Participants: Matthias Kipping, Schulich School of Business, York U.; Kenneth Lipartito, Florida International U.; David Sicilia, U. of Maryland; Rowena Olegario, Vanderbuilt U.

Environmental Performance and Investment
2:30pm - 3:50pm Loews Philadelphia: Regency Ballroom C2
Chair: Perry Sadowsky, York 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
Session Details – Tuesday

Facilitator: Timothy Michael Devlinney, Australian Graduate School of Management

→ Fortune at the Bottom of the Pyramid: A Mirage | Aneel Karnani, U. of Michigan, Ann Arbor


→ 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 Froman, 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.


→ 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

→ Can’t Block, Must Run: Small Firms and Appropriability | Alja Elina Leiponen, Cornell U.; Justin Byma, Cornell U.

→ The Effects of National Patent Protection on Firm Innovation | Brent B Alford, College of William and Mary


→ 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


→ Designing for Incompleteness | Raghu Garud, Penn State U.; Sanjay Jain, U. of Wisconsin, Madison; Philipp Tuetscher, 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 Minner, U. of Wisconsin, Madison; Yan Gong, U. of Wisconsin, Madison; John Surydk, U. of Wisconsin, Madison; Anthony Sadler, U. of Wisconsin, Madison; Scott D. Graffin, U. of Georgia


→ 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
Session Details – Tuesday

Tuesday 2:45PM

1402 ☼: (Paper Session) - (TIM) Knowledge Seeking: Exploitation and Exploration
2:30pm - 3:50pm Philadelphia Marriott: Room 305
Chair: Anne Nelson, Ecole Superieure de Commerce de Pau
Discussant: Jennifer Spencer, George Washington U.
The Role of Explorative 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 | Annapoornima M Subramanian, National U. of Singapore; Pek-hooi Soh, National U. of Singapore

Exploration and Exploitation in Technology-based Alliance Networks | Victor Gising, Eindhoven U. of Technology; Wim Vanhaverbeke, Eindhoven U. of Technology; Geert Duysters, Eindhoven U. of Technology

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 9
Chair: John Clarry, The College of New Jersey
Discussant: Javier Gimeno, INSEAD


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 10
Chair: Rossana C. Alvarez-Diener, 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


Section D
Session Details – Tuesday

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 Arik, 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.
Polychronically 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

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 | Weiwei Shi, U. of Pittsburgh; John E Prescott, U. of Pittsburgh

1412 : (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 Entreprises (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 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.

4:10pm - 5:20pm Pennsylvania Convention Center: Room 105A
Chair: Gregory K. Stephens, Texas Christian U.
Discussant: Bernadine VanGramberg, Victoria U. of Technology

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.
Session Details – Tuesday

1418 (Paper Session) - (CM) Culture, Personality, and Negative Emotion in Negotiations
4:10pm - 5:20pm Pennsylvania Convention Center: Room 106B
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 (Paper Session) - (CMS) CMS Theme Session: The Past and Future of CMS
4:10pm - 5:20pm Philadelphia Marriott: Grand Ballroom I
Facilitator: Bill Cooke, Lancaster 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
Simulating Serial Entrepreneurship as a Temporal Portfolio | Dietmar Grichnik, Witten/Herdecke U.; Graciela Rodriguez Marine, Witten/Herdecke U.; Anil Menon, ACM; Saras Saravathy, 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

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.; Rith L Sorensen, 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 Hillig, Johann Wolfgang Goethe U. Frankfurt
Entrepreneurial Capabilities and Deliberate Practice | Shruti R Sarasvathy, Rensselaer Polytechnic Institute; Manli Chen, Rensselaer Polytechnic Institute; Ikenna S. Uzuegbunam, Rensselaer Polytechnic Institute; Gautam Kashturirangan, 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 (Paper Session) - (ENT, HCM) Teaching Innovation in Healthcare
4:10pm - 5:20pm Philadelphia Marriott: Franklin 11
Moderator: Jon Chilingerian, Brandeis U.

1424 (Paper Session) - (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
Session Details – Tuesday

Turkish Entrepreneurs in Germany – The Role of Ethnicity, Gender, and Entrepreneurship | Participants: Robert Brent Anderson, U. of Regina; Nachiket Bhave, U. of Minnesota, Twin Cities

1425 (GDO) Mentoring within Diverse Ethnic and Sexual Identity Relationships | Discussant: Bernardo M. Ferri, Alliant International U.
4:10pm - 5:20pm Pennsylvania Convention Center: Room 104B
Chair: Marjorie L McInerney, Marshall U.; Discussant: Daniel Altman, Virginia Tech; Vincenzo Gagliardi, EUR
Identity Orientations and Peer Supportive Relationships in Demographically Diverse Organizations | Raymond N. Trau, Monash U.; Charmine E. J. Hartel, Monash U., Clayton
Discussant: Adrienne Colella, Tulane U.
The Ethics of Disability Accommodation: Legal but Not Necessarily Doing Well? | Karen S Markel, Oakland U.; Lizabeth A Barclay, Oakland U.

1426 (GDO) More Than Meets the Eye: Faultline Perceptions and Realities | 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
Emerald’s Best Student Paper Award
Surface and Deep level Faultlines and Network Ties in Multicultural Teams | Hong Ren, Pennsylvania State U.

1427 (GDO) Diversity Management and Performance | 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 (GDO) Are Organizations Doing Well by Disabled Workers? | Chair: Jean V. Neblett, Chapman U.
Discussant: Brian R. Dineen, U. of Kentucky
Organizers: Karen S Markel, Oakland U.; Lizabeth A Barclay, Oakland 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 (HCM) Dynamic Perspectives on the (Re-)Structuring of Health Care Organizations | 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.

HCM Best Paper Award Nominee
The Effect of Organizational Structure on the Operating Room Scheduling Process | Maresi Berry, U. of Heidelberg; Thomas Berry-Stößl, U. of Cologne; Alexander Schleppers, U. of Heidelberg

1430 (HR) HR and Teams | 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 (HR) Predictors of Individual Performance | Chair: James V. Neblett, Chapman U.
Discussant: Brian R. Dineen, U. of Kentucky
Organizers: Matthew Pigg, Leiden U.; Antonio Iozzi, U. of Chicago; Anthea Williams, U. of Tennessee
The Ethics of Disability Accommodation: Legal but Not Necessarily Doing Well? | Karen S Markel, Oakland U.; Lizabeth A Barclay, Oakland 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.

Session Details – Tuesday

*e* An Examination of Ability-based Emotional Intelligence and Job Performance | Donald H. Kluepfer, Louisiana State U.; Timothy DeGroot, Oklahoma State U.


*A Fresh Perspective on Extraversion and Automobile Sales Success | Richard Robert Bacha, Pennsylvania State U., York; Cathy Dubois, Kent State U.

*e* 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**

Chair: Martín 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
- 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**

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**

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


**1435 : (IM) Barry Richman Dissertation Award Finalists Session**

Chair: Julian Birkinshaw, London Business School

Division Chair: Ravi Ramamurti, Northeastern U.

- The Evolution of International JVs: Multiple Waves of Structural Change, Performance, and Survival | Chris Changwya 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**

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**

Chair: Karen Hesse, Stanford U.

Discussant: Richard J. Nason, University of Oklahoma

Session Details – Tuesday

**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
- **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 Kroecck, Florida International U.

- **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. Shenhav, Stevens Institute of Technology; Richard 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**: 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.
- **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 Casselmann, U. of Melbourne
- **TIM**: Winning the Race | Xing Zhong, U. of Chicago
- **OM**: In Search of Innovation: Beyond Local Neighborhoods and Rigid Ties | Riitta Katila, Stanford U.; Risto Mikulaainen, U. of Texas, Austin
- **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 Fambrone, Alliant International U.
- **GDO**: Legal Recognition of Same-Sex Domestic Partnerships: The Challenge to MNCs | Kathryn Lee Blackmon, Oxford 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 Fambrone, 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 Poudre, Appalachian State U.
- **GDO**: 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.

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**Section D**

- Teaching-oriented
- Practice-oriented
- International-oriented
- Theme-oriented
- Research-oriented
- Visual Presentation
- Best Paper Proceedings
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


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 Mitsushashi, U. of Tsukuba

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 Brouthers, U. of Texas at El Paso


BPS: Thinking Locally, Acting Locally: Crony Capitalism and the Strategy of Brazilian Domestic Actors | Sergio Giovanniatti Lazzarini, Ibmec São Paulo


1448: (Paper Session) - (IP) Recruitment and Selection
4:10pm - 5:20pm Sheraton Philadelphia City Center: Liberty C - Table C4
Facilitator: Donna Maria Biancero, National Society of Hispanic MBAs

GDO: The Role of Sociolinguistic Cues in the Evaluation of Job Candidates | Eileen Kwsigisa, Bryant U.


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? | Berin Erdogan, Portland State U.; Talya N. Bauer, Portland State U.

1449: (Paper Session) - (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

Session Details – Tuesday

1450 → (Paper Session) - (MC) Relationships in Consulting: Building Theory and Developing Research
4:10pm - 5:30pm 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 Lohi, 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 Waldor, QUT

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

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.
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 Pescepolo, U. of New Hampshire

Holding the Group Together, Getting Little of the Credit: The Role of the "Guile Guy" | Alexander Bolinger, U. of Utah
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

Change Leader Retention: Social Capital, Organizational Commitment and Balancing Career Commitment | Tara 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
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 & Tecnologico de Monterrey; Mui Dora Luk, City U. of Hong Kong; Sergio Madero, Tech De Monterrey; Terrel G. Manyak, Nova Southeastern U.; Bahadin Muftaja, Nova Southeastern U.; Arnal Onesimo O. Uy, De La Salle U.; Shaista Ehsan Khilji, George Washington U.; Mark David Woodhull, Touro U. International

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 - FCEE
Organizational 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.

1460 : (Paper Session) - (OB) Person-Organization Fit: New Directions

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. Sablinsky, 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 Center
Social Networks and Group Effectiveness: The Role of External Network Ties | Diego Maria Macri, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, U. of Bologna
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.
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 & Technology
Toward 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

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 Papalos, 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.
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

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 Ostfeld, 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: Grand Ballroom J
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; José Luis Galan, U. of Seville
Online Reverse Auctions Use and the Dance of Trust: Maintaining or Deteriorating Relationships | Mohamed Hedi Charki, EDHEC Business School/Paris Dauphine University - Crèpe 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) - (OCIS) 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.
Session Details – Tuesday

1469: (ODC) ODC Distinguished Speaker, David Cooperrider: "Business as an Agent of World Benefit"
4:10pm - 5:20pm Philadelphia Marriott: 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 Kouliloff-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.

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
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 Jett, 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 | Betzalui 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

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 Alschler, U. of St. Gallen/U. of California, Los Angeles; Matthias F. Brauer, U. of St. Gallen
Recombination and Variability as Organizations Grow | Xiaoyu 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 | Matthais F. Brauer, U. of St. Gallen; Alexander Alschler, 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
The Impact of Leadership on Organizational Performance: An Empirical Examination between Servant, Transformational, and Transactional Leadership | Rynetta Washington, Auburn U.
Session Details – Tuesday

Images of Organizational Leadership: Constructing a Visual Theory | Eric Guthy, 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.


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 Welpe, Ludwig-Maximillians U., Munich

1478 (Paper Session) - (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, SantAnna School of Advanced Studies
Participants: Greta Hsu, U. of California, Davis; László Pólos, U. of Durham; Martin Ruef, Princeton U.

1479 (Paper Session) - (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

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.; Merelyn Emery, Concordia U.

1480 (Paper Session) - (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: Commonwealth A2
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-Francoise Turcotte, Universite du Quebec a Montreal
Motivations, Barriers, and Incentives for Voluntary Environmental Action by Small Business | Kevin A Fletcher, Skidmore College

1482 (Paper Session) - (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.
1483: (Paper Session) - (PNP) Governance, Accountability and Adaptation Among Nonprofit Organizations
4:10pm - 5:20pm Loews Philadelphia: Howe
Chair: Judit L. Millesen, Ohio U.
Discussant: Mary Tscharn, Syracuse U.
- The Intricate Implementation of Performance Measurement in Professional-Service Organizations | Christine Teelken, Radboud U. Nijmejen
- Nonprofit Governance in the Transition from Introspection 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 - 5:30pm Pennsylvania Convention Center: Room 103C
Organizer: Paul S. Goodman, Carnegie Mellon U.
Facilitator: Fernando Oliveira, Warwick Business School
- 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.
- The Use of Statistical Control in Non-Experimental Studies | James A. Breaugh, 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.

1485: (Paper Session) - (RM) Measurement Scales, Statistical Control, & Common Method Variance
4:10pm - 5:20pm Philadelphia Marriott: Franklin B
Chair: Ronald S Landis, U. of Memphis
Discussant: Seth A. Kaplan, George Mason U.
- The Intricate Implementation of Performance Measurement in Professional-Service Organizations | Christine Teelken, Radboud U. Nijmejen
- Nonprofit Governance in the Transition from Introspection 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

1486: (Paper Session) - (SIM) Emotions and Ethical Behavior
4:10pm - 5:20pm Loews Philadelphia: Washington A
Facilitator: Scott J. Reynolds, U. of Washington
- 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 Menci, 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 Sunhine Coast; Xiaohua Yang, Queensland U. of Technology
- Global Corporate Social Responsibility: Toward a Theory for the MNE | Duane Windsor, Rice U.

1488: (Paper Session) - (SIM) Stakeholder-Based Perspectives
4:10pm - 5:30pm 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 Wemp, 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. Lakhan, 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

Session Details – Tuesday

- 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 (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 (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 (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

- 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:** Cherylyn Skromme Granrose, Berry College
**Division Chair-Elect:** Barbara A. Ribbens, Western Illinois U.
**Program Chair:** Jon P. Briscoe, Northern Illinois U.
**Past Chair:** Kerr Insko, 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 Devinney, 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.
Session Details – Tuesday

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 Krahne, 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. Schwartz, 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

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

1508: (CAR) Careers Division Social
6:30pm - 8:00pm Pennsylvania Convention Center: 13th Street Foyer
Division Chair: Cheryln 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
Wellcomers: 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

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.
Wednesday 7:00AM

1516: (MED) MED Executive Breakfast Planning Meeting
7:00am - 8:10am Pennsylvania Convention Center: Room 106B
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. Zygilopoulos, 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, Technion Israel Intitute of Technology

Competitive Absorptive Capacity, Top Management Teams and Firm Performance | Danny Vatnik, 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


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
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 Integens | Weiss
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.
Organizational Configurations and Firm Performance: A Research Model | Jack Mititello, U. of St. Thomas; Michael Sheppeck, U. of St. Thomas
The Balanced Scorecard & Long-Term Profitability | Suzanne Christine Tucker, Innovativa 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. Garlant, Rockhurst U.
Discussants: Raghu Garud, Penn State U.; Constantinos Markides, London Business School
Organizing Networks for Path Creation and Extension in Semiconductors 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 Kamoe, Copenhagen Business School
Fossilized Routines, Lock-In And Architectural Innovation: The Case Of Physician Record Keeping | Myles P. Garlant, 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

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
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 Ozobilgin, U. of East Anglia; Meltem Ozkaya, Celal Bayar U.
Physical and Psychological Career Mobility Under Transition from the Old to New Deal at Work in Japan | Tatsuya Uenoyma, 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 Vehkalahvi, 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
Session Details – Wednesday

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 Enterpriseing Self Within Organizations | Claudia Groß, U. of Mannheim; Nicole Reiffenscheidt, U. of Mannheim
Leadership and Boredom: the ‘Undiscussable’ Imperative | Brigid Jan Carroll, U. of Auckland; Polly Parker, U. of Queensland


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 Arelius, Turku School of Economics and Business Administration
Does networking work? How industry events shape the 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 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 Khaval, U. of Texas at Arlington
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
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

Section D 372
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.


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. Galton, Tiffin U.; Gary A. Kustis, Watterson, Aldridge & Associates, Inc.

1538 (Paper Session) - (HCM) Hospital Strategic Behavior and Performance
8:30am - 10:20am Pennsylvania Convention Center: Room 113C
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 Intergovernmental 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 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, Naional Kaohsiung U. of Applied Sciences; Yi-Ping Lin, Naional Kaohsiung U. of Applied Sciences; Yi-Jung Chen, Naional Kaohsiung U. of Applied Sciences
An Exploratory Study for Measuring Individual Grieving Stages During a Worksite Crisis | 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.

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; Malaya 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 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

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 (Paper Session) - (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.

Session Details – Wednesday

1544 → (Paper Session) - (IM) Country Characteristics and Firm International Performance
8:30am - 10:20am Philadelphia Marriott: Room 415
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); Anning Zhang, U. of British Columbia
→ 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; 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

1546 → (Paper Session) - (IM) Another Glimpse into Internationalization
8:30am - 10:20am Philadelphia Marriott: Room 414
Chair: Elisabeta Marafioti, Bocconi U.
Discussant: J. Muir Macpherson, Georgetown U.
→ 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

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; Sugun 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: 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.

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
→ SIM: Conceptualizing the Dynamics of Social Responsibility: Evidence from the case study of Estonia | Kylili 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.

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 Ngjio, Ecole Superieure 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 B - Table B4
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

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.
TIF: 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.; Hongsek Oh, Yongseul 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/UPEMF
ENT: Evolution of the NYC New Media Ecosystem: An Institutional/Entrepreneurial Perspective | Cliff Wymbus, 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.
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; 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
**Session Details – Wednesday**

8:30 am - 10:20 am 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? | Stepanne A. Tywoniak, Queensland U. of Technology

**ENT:** Social Networks in a Competitive Environment | Umut E. Wirtenberg, Fairleigh Dickinson U.; Jeana Wirtzberg, Jeana Wirtzberg, Ph.D., LLC; Joel I Harmon, Fairleigh Dickinson U.; William G. Russell, SKN Worldwide

1557: (Paper Session) - (IP) Social Networks in a Competitive Environment

8:30 am - 10:20 am 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

**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

8:30 am - 10:20 am Sheraton Philadelphia City Center: Liberty C - Table C3

**Facilitator:** Asli Musaoglu Arikan, Georgia State U.

**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

1559: (Paper Session) - (IP) Strategic Role of HR

8:30 am - 10:20 am 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, Pontificial Catholic U. of Sao Paulo; Felipe Mendes Borini, U. of Sao 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 Delmote, Katholieke U. Leuven; Luc Sel, Katholieke U. Leuven; Sophie De Winne, Lessius Hogeschool - K.U.Leuven

1560: (Paper Session) - (MED) Teaching Management: Issues and Practices

8:30 am - 10:20 am Pennsylvania Convention Center: Room 109A

**Chair:** George A. Redmond, Franklin U.

**Disscussant:** Sabine Junginger, Lancaster Institute for Contemporary Arts, Lancaster U.

**OMT:** LATERAL THINKING IN MANAGEMENT EDUCATION: EMIC ANALYSIS OF A GRADUATE PROGRAM PEDAGOGICAL EXPERIENCE | Hiroshi Shimazuki, U. of Lethbridge; Atulya Venkatramanan, U. of Lethbridge

**OMT:** An Evaluation of "Intesity" in Skill Development Using Experiential Learning Methodologies | Robert C Giambatista, Lehigh U.; J Duane Hoover, Texas Tech U.

**OMT:** Brining management down from the heavens: Day to day decision making | Greg Clydesdale, Massey U.

**OMT:** 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

8:30 am - 10:20 am Pennsylvania Convention Center: Room 109B

**Chair:** Tammy MacLean, Suffolk U.

**Disscussant:** 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

8:30 am - 10:20 am Pennsylvania Convention Center: Room 107B

**Chair:** Fran Ackermann, Strathclyde U.

**Disscussant:** Jennifer Jordan, Kellogg School of Management, Northwestern U.
Leadership: Impact on Individual, Group, and Firm

Discussant:

Chair: 8:30am - 10:20am Philadelphia Marriott: Room 309

Halos or Horns? Effects of a Wrongdoer's Status on Attributions of Wrongdoing and Punishments | Iryna Onychuk, 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 W. Weisband, U. of Arizona

Discussant: David V. Day, Singapore Management U.

→ Dissimilarity 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 | Mamtta 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.


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 Sprangal, Lawrence Technological U.

Discussant: Kevin B. Lowe, U. of North Carolina, Greensboro


→ Transformational Leadership and Subordinates' Performance: Examining Mediating Variables | Simon C. H. Chan, Hong Kong Polytechnic U.; Edward Snape, Hong Kong Polytechnic U.; Wai-ming Mak, Hong Kong Polytechnic U.

→ Unlocking the Performance Potential of Diverse Teams Through Transformational Leadership | Eric Kearney, Technical U. Berlin; Diether Gebert, Korea 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 | Yunhuyng (Yun) Chung, Rutgers U.; Sunesh 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.


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

SESSION DETAILS – WEDNESDAY

Section D

Session Details – Wednesday

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


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 ☯: (OB, MOC, HR) Emotions Research: Pushing Theoretical and Empirical Frontiers
8:30am - 10:20am Pennsylvania Convention Center: Room 103A


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 | Cheri Shigaki, 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 Alatta, Purdue U.

1571 ☯ ☯: (OCIS, IM) Achieving Coordination in Distributed Work
8:30am - 10:20am Philadelphia Marriott: Grand Ballroom J

Organizer: Kannan Srikantas, 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

Common Ground as a coordination mechanism across geographic distances and firm boundaries | Kannan Srikanta, 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 Ereva, 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 ☯ ☯: (OCIS, 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 Metersko, 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; David C. Mohr, U.S. Department of Veterans Affairs; Sue Dyrenforth, U.S. Department of Veterans Affairs

Session Details – Wednesday

1574 ◊: (Paper Session) - (OMT) Corporate Strategies for International OD Work
8:30am - 10:20am Philadelphia Marriott; Room 402
Chair: Peter Sorensen, Benedictine U.
Coordinator: Therese F. Yang, Benedictine U.
Participants: Thomas C. Head, Roosevelt U. Chicago-Schaumburg; Robert Kjar, Takeda Pharmaceuticals; Linda Sharkey, GE Capital; Philip Terry Anderson, Johnson-Divmyer
→ Raising 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

1575 ◊: (Paper Session) - (OMT) Lean Manufacturing & Quality Processes
8:30am - 10:20am Philadelphia Marriott; Room 403
Chair: Dayna Simpson, U. of Melbourne
Discussant: Hale Maynak, U. of Texas, Pan American
→ Six Sigma and Absorptive Capacity: A Review of Literature | Shirley Ann Hazlett, Queens U. Melbourne; 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 Terziovska, 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; Room 404
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; Henrik W. Volberda, Erasmus U.; John P Ulhøi, 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; Room 405
Chair: Eric J. Neuman, U. of Michigan, Ann Arbor
Discussant: Christopher Marquis, Harvard U.

1578 ◊: (Paper Session) - (OMT) Socially Constructed Reality in Organizations and Markets
8:30am - 10:20am Philadelphia Marriott; Room 406
Chair: Azita Hirsu, Rensseleer 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
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 407
Chair: David Lanier Major, U. of Maryland, College Park
Discussant: Lydia S. Bigelow, U. of Utah
→ Imitative Behavior: Network Antecedents and Performance Consequences | Giuseppe Soda, SDA Bocconi U.; Akbar Zaeer, U. of Minnesota; Alessandra Carlone, Bocconi U.
Copy if you dare: The contingent value of imitability capabilities | Felice Czaszay, 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 ◊: (OMT, BPS) Managerial Jobs and Managerial Mobility: Linkages to Organizational Structure and Performance
8:30am - 10:20am Philadelphia Marriott; Room 408
Chair: Joseph Broschak, U. of Arizona; Michael G. Katz, Goizueta Business School
Discussant: Warren Boeker, U. of Washington Seattle


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Session Details – Wednesday

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 Hameprecht, 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 Olfshski, 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

Combative 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 Turini, 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 Desreux, U. of Paris I Sorbonne

Prison Governance Structures: Public vs. Private | Sandro Cabral, Federal U. of Bahia; Paulo Furquim Azevedo, FGV-SP


1584 (Paper Session) - (RM) Philosophy of Science
8:30am - 10:20am Philadelphia Marriott: Franklin 8
Chair: Christiane Spitzmueller, U. of Houston
Discussant: Rasa A Mir, William Paterson U.


1585 (Paper Session) - (SIM) Predicting Corporate Social Performance
8:30am - 10:20am Loews Philadelphia: Washington C
Facilitator: Jeanne M Logsdon, U. of New Mexico


Legitimacy, Visibility and the Antecedents of Corporate Social Performance | Mark P Sharman, 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. Politecnica de Madrid
Discussant: Douglas J. Miller, U. of Illinois at Urbana-Champaign

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 | Marko 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

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; Henriette Pirmecz, Corvinus U. of Budapest; Katalin Topçu, Corvinus U. of Budapest
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 Knoben, Tilburg U.

IT Competency and Financial Performance: Moderated by Managerial Knowledge and Low Cost Strategy | Jarrod M. Haar, U. of Waikato; Jenny Gabb, U. of Waikato

Virtuosity 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 Namhisan, 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 - 10:00am 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 - 10:00am 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. Windelcr, 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 U.

Wednesday 9:00AM

1591 ☐ ☐ ☐ JS: (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 ☐ ☐ ☐ JS: (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 Damaoiseau, 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 ☐ ☐ ☐ JS: (Paper Session) - (SIM) Organizations and Communities

9:00am - 10:20am Loews Philadelphia: Washington A

Facilitator: Ann K. Buchholz, 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 | Siddhesh Shivaranj, Temple U.; Lynne Andersson, Temple U.; Michael E Johnson-Cramer, Bucknell 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
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 Hoherberger, ESADE- Ramon Llull U.
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 Brueke, 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

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
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.
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-Nordveldt, U. of Texas at Arlington; Ben L Kedia, U. of Memphis; Deepak K Datta, U. of Texas, Arlington; Abdul Rasheed, U. of Texas, Arlington

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
**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  
- Corporate Synergy Effects in Diversified Firms: Tangible vs. Intangible Relatedness | Artur Baldauf, U. of Bern; Christian Bischof, U. of Bern  
The 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 Acquaah, U. of North Carolina, Greensboro  
Discussant: 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.  
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 Oregon  
Performance Implications of Dual Sourcing: Managing the Efficiency and Adaptability Trade-Off | Carmen Weigelt, Rice U.; Mitarbarun Sarkar, U. of Central Florida  
The 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 Forward Integration in Cases of Uncertainty | John Stanley Marsh, Rensselaer Polytechnic Institute

**1603**: *(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.
Session Details – Wednesday

1607 (Paper Session) - (ENT) New Developments in Institutional Entrepreneurship
10:40am - 12:00pm Philadelphia Marriott: Room 410
Chair: Jaime Villanueva, U. of Minnesota
Discussant: Dara Szyliowicz, U. of the Pacific

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

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

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.

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.

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

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
1614: (Paper Session) - (IM) Strategic Idiosyncrasies in Emerging Markets
10:40am - 12:00pm Philadelphia Marriott: Room 413
Chair: Stephanie Hurst, 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, Tel Aviv; 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; Tefik 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) JIV: 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. Gaister, 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 Changwa 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

1618: (Paper Session) - (IP) Attributes of Entrepreneurs III
10:40am - 12:00pm Sheraton Philadelphia City Center: Liberty A - Table A2
Facilitator: Kelly Moyer, 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: 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
**Session Details – Wednesday**

**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 |  
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:** 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 Locoal 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 |  
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  

**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? Clarifying 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 Keone, 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 Obşej, 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.  
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 toward 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 Motamed, 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

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-Spery, 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 Perez Santana, U. de Valladolid; Juan Hernangomez Barahona, U. de Valladolid; Celia Martin 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.
Session Details – Wednesday

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 Rezania, Grant MacEwan College; Tony Lingham, ESADA

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


Situation Awareness, Decision Making Style and Performance in Tasks of Varying Complexity | Bjern Takkak Bakken, Norwegian Defence Academy; Thorvald Haerem, Norwegian School of Management; Ingvid 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  ◼: (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

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


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


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.


Section D

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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 Jämsen, 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 JS: (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.

1644 JS: (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 JS: (Paper Session) - (OCIS) 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.
Session Details – Wednesday

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 Philadelphia Marriott: Franklin 5
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


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; Ruyey-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

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 | Xuefi Ma, National U. of Singapore; Xiaotao Yao, X’ian Jiaotong U; Youmin Xi, X’ian 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 Suhominova, 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 Fujjwara-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.

1653 📚: (Paper Session) - (OMT) Trends in and Approaches to Organization and Management Theory
10:40am - 12:00pm Philadelphia Marriott: Room 403
Chair: Ralph Stabilein, Massey U.
Trends in Management Research: A Comparative Review | 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. Acero, 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
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. Linnemuecke, 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.
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.

1657 📚: (Paper Session) - (PNP) Harnassing 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 Favreau, Groupe ESC Toulouse Business School
Session Details – Wednesday

**1658**: (Paper Session) - (RM) Research Design, Measurement, & Context
10:40am - 12:00pm Philadelphia Marriott: Franklin B

**Chair**: Mark Stanley, 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

**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 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

**1661**: (Paper Session) - (SIM) Corporate and Personal Values
10:40am - 12:00pm Loews Philadelphia: Washington C

**Facilitator**: Danielle E. Warren, Rutgers U.
- Doing Well by Doing Good: Does Economic Development Make a Difference? | Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarto, Middle Tennessee State U.; Adebowale Akanle, International Institute of Research; Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzubaidi, Sultan Qaboos U.; Mahfouz 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-Shiuain Cheng, National Taiwan U.; Randy K-Wan Chiu, Hong Kong Baptist U.; Linzhi 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; Ching-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 Obujalu Nnduem, Nnamdi Azikiwe U.; Johnste O. Osajie, 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 Pitaru, 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, Affinion 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.

**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
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


A Holistic Model of the Drivers of Innovation and R&D Investment | Jason Michael Pattit, Syracuse U.; Todd Alessandri, Syracuse 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


- 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

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**Abbreviations used in the Program Guide**

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

### Other Abbreviations
- **AAA** All Academy Activities
- **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
- **IP** Interactive Papers
- **ITC** International Theme Committee
- **JS** Joint Symposia
- **MEN** Mentoring Committee
- **NDSC** New Doctoral Student Consortium
- **PTC** Practice Theme Committee
- **SHCS** Showcase Symposia
- **TTC** Teaching Theme Committee
- **-** Affiliation Not Available/Not Specified

### Hotels and Other Locations
- **LW** Loews Philadelphia
- **MT** Philadelphia Marriott
- **CC** Pennsylvania Convention Center
- **SH** Sheraton Philadelphia City Center
- **OS** Off Site

### Symbols
- 🕵️ 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
Special Thanks

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 2007 Philadelphia, Pennsylvania Annual Meeting:

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