How to Use the Program Guide

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

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

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 /talkright 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 2008 AOM Annual Meeting in Anaheim

On behalf of the many members and staff who have worked extremely hard to organize this year’s meeting, we welcome you to Anaheim for the 68th Annual Meeting of the Academy of Management. As a professional association of approximately 18,000 members from 102 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 2008 Call for Papers generated 5,582 scholarly submissions and 429 professional development workshops (PDWs), for a grand total of 5,811 submissions. Over 7,000 people participate on this year’s program, and close to 5,000 members and non-members volunteered as reviewers. We thank everyone who stepped forward to make this exciting program a wonderful reality.

2008 Theme: The Questions We Ask

In 2008, 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 Anaheim provides a festive setting where we welcome our members from all over the world to see some of the fun-filled attractions that this thriving city has to offer.

This year’s theme asks that we identify the questions that define the theoretical and empirical frontiers of our sub-specialties. What puzzles, conundrums, points of confusion, and unanswered questions really bedevil you and your close colleagues? Reconnoiter your field of expertise and articulate the unanswered questions. Be sure to consider the most meaningful questions. Just because a question has yet to be asked or answered does not mean that we need to address it. Some questions are more important than others. Thirty-five years ago, Murray Davis counseled us to turn our assumptions on their head if we are to find interesting questions. But are interesting questions always the most important questions? What makes for a great research question? Indeed, what marks a poor one?

Thus, we hope you will spend your time at the 2008 AOM meetings in Anaheim exploring the questions that have been asked, that are being asked, and that will be asked about our field. We also hope that you will find time to discover this beautiful city and enjoy the relaxing atmosphere of Southern California. If all else fails, then there’s always good old Mickey Mouse himself.

James P. Walsh
2008 Program Chair

Susan E. Jackson
2008 PDW Chair
Academy Program Highlights

All Academy Professional Development Workshops

We are pleased to offer six new professional development opportunities at this year’s conference. These sessions will be labeled "All Academy Professional Development Workshops (PDWs)," and are designed to (a) focus on the conference theme “The Questions We Ask”, (b) be highly interactive, and (c) offer members something that participants can take with them. Although these sessions focus on a variety of topics, one session will address “the questions we don’t ask in our research,” and consider the contributions that management research can make to organizations, employees, and society as a whole.

The Questions We Ask and Don’t Ask in our Research: Where Should We Go from Here?
Organizers: Diana Deadrick, Richard Klimoski, and Gary Latham
Time: 8:00 am, August 9

Another highly innovative session will focus on a discussion of “best practices” in academic administration. One highlight of this session will be a table discussion led by the Vice President of Accreditation for the AACSB. Other table discussions will consider (a) assessment, (b) establishing academic credentials, and (c) the administration of key programs (e.g. international, doctoral, MBA, entrepreneurship).

Sharing Best Practices in Academic Administration: The Questions We Need to Ask Ourselves.
Organizers: Stephanie Newell and Ruth Clarke
Time: 1:00 pm, August 9

We do hope you will take advantage of these new developmental opportunities, and find them beneficial to your career.

Division Program Highlights

Business Policy & Strategy Division

PDW: Fostering Publication in Leading Organization and Strategy Journals
Sunday, August 10, 8:30AM - 12:00PM, Anaheim Convention Center, 207D

Organizers: Sergio Giovanetti Lazzarini, Ibmec São Paulo; Andrea Ordanini, Bocconi U.
Panelists: Anita McGahan; Steven Armstrong; Andrew Delios; William G. Mitchell; Shih-Fen S. Chen; Gianvito Lanzolla; Xavier Martin; Luiz F. Mesquita; Roberto Vassolo

This exciting new PDW is targeted to scholars from diverse countries who seek successful publication of their research in top journals. Exciting, innovative, and relevant research is carried out all around the world. Scholars from many countries nonetheless face important obstacles to publication of their research in leading, high-impact journals. This PDW takes a very practical, hands-on approach to addressing these obstacles, taking into consideration the research traditions of scholars from different parts of the world. Through presentations and individual feedback from a panel of scholars with a wealth of publication experience, participants will receive information regarding how to structure and frame research projects for publication, the distinct requirements of each outlet, how to overcome language difficulties, etc.

Irwin Outstanding Educator Award in Honor of Pankaj Ghemawat
Monday, August 11, 5:30pm - 7:30pm, Anaheim Convention Center: 204B

Distinguished Speaker: Pankaj Ghemawat, IESE Business School, U. of Navarra

The BPS Division’s Irwin Outstanding Educator award honors a person who has demonstrated a long-term commitment to and expertise in educating strategy students. The 2008 award was designed specifically to recognize contributions to teaching students in MBA, undergraduate, and executive education programs. We hope you will join us for this session as we honor the myriad contributions and achievements of Pankaj Ghemawat, this year’s award recipient. The session will feature presentations by colleagues and former students of our honoree. Professor Ghemawat will also share his wisdom and insights on strategy pedagogy through a teaching symposium. A wine and cheese reception follows the award presentation and symposium.

Wiley-Blackwell Outstanding Dissertation Award Finalists
Tuesday, August 12, 4:10pm - 5:20pm, Anaheim Convention Center: 201D

Organizer: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Presenters: Natarajan Balasubramanian; Olivier Chatain; Benjamin Hallen; Dishin Iyer; Evan Rawley; Jianyun Tang.

This session showcases the research of the Wiley-Blackwell Outstanding Dissertation Award finalists. Following an introduction by the BPS Division Chair-Elect Joe Mahoney, each finalist will make a short presentation of his or her dissertation research. The recipient of the award will be announced at the BPS Business Meeting immediately following the session. Don’t miss this opportunity to see some of the most exciting research by the new generation of BPS scholars!

Careers Division

The Careers Division is really offering a fantastic, not-to-miss PDW and Scholarly Program. Recognizing that it is impossible to highlight all deserving activities, we would like to draw special attention to following two:

PDW on The Questions We Ask about Balancing Work and Life: Learning from Our Colleagues
9:00am - 12:00pm Hilton Anaheim: Santa Monica

Organizers: Monique Valcour, Boston College and Jelena Zikic, York
Academy Program Highlights

U. Further, Susan M. Adams, Bentley College; Tammy D. Allen, U. of South Florida; Elizabeth F. Cabrera, Arizona State U.; Charlotte Fritz, Bowling Green State U.; Laura M. Graves, Clark U.; Jeffrey H. Greenhaus, Drexel U.; Monica Higgins, Harvard U.; Steven A. Y. Poelmans, IESE, U. of Navarra; Marian Ruderman, Center for Creative Leadership; Scott Seibert, U. of Melbourne; and Maria Kraimer, U. of Melbourne will participate. Please come and join us at this PDW!

Scholarly Session The Questions that we Ask about the Authenticity and Attainability: How do Values and Beliefs influence our Career Decisions
2:30pm - 3:50pm Hilton Anaheim: Capistrano A
Organizers: Sherry E. Sullivan, Bowling Green State U. and S. Gayle Baugh, U. of West Florida

This session has three major objectives: (1) to help scholars achieve a better understanding of what authenticity means and how it impacts career decision making; (2) to develop a research agenda for studying the under-researched topic of authenticity and careers; and (3) to facilitate research partnerships among individuals with similar interests in studying careers and authenticity. This interactive session will serve as a starting point for developing a dialog about authenticity and careers. Those attending will be asked to help explore such questions as:

What is authenticity?

What should we be studying in terms of authenticity and careers?

How attainable is “authenticity” in the workplace? Are there obstacles, such as the economy or work/nonwork balance, which can prevent an individual from having an authentic career?

What is the intersection between individual authenticity and organizational practices?

Participants will be encouraged to continue the discussion beyond this session throughout the conference and after they have returned to their respective universities and colleges. Moreover, an account of this session and issues explored will be made available via careernet as well as information on how to participate in a continued examination of the issues raised.

Given the potential for inter-disciplinary study of authenticity, we encourage scholars who study authenticity through a lens other than careers (e.g., authentic leadership, spirituality, organizational development) to join careers scholars in this discussion. Please contact Gayle Baugh (gbaugh@uwf.edu) or Sherry Sullivan (reedcareer-center@aol.com) with any questions about the session.

Finally, as always Business Meeting and Social Hour of the Careers Division is at Tuesday Afternoon. Please come and enjoy, reconnect with old friends, and make new connections!

Critical Management Studies Division

Session #232: ‘Teaching in the Age of Web 2.0’
Scheduled: Saturday, August 9, 3:30PM - 6:00PM at Hilton Anaheim in Huntington A

What opportunities do blogs, wikis, podcasts, and interactive websites like You Tube, MySpace and Face book afford management education and teaching? This PDW, sponsored by the Critical Management Studies Interest Group and the Management Education and Development Division, explores the possibilities and problematics of Web 2.0 technologies. Web 2.0 suggests rich user experiences via interactive forms of participation, and a radical decentralization of knowledge. Workshop participants will experience and debate these points using the interactive space of the critical management studies portal (‘www.criticalmanagement.org’). Participants are encouraged to bring their laptops or share a laptop with others.

Session 326: ‘Take a walk on the Dark Side’
Scheduled: Sunday, August 10, 9:00AM - 11:00AM at Hilton Anaheim in Coronado

The dark side of organizations is the perennial focus of management life. But few teaching cases tackle dark side practice directly. Now in its seventh year, the Dark Side Case Competition sponsored by the Critical Management Studies Interest Group brings together the very best teaching cases exploring the dark side of contemporary management and organizational practice. This workshop will showcase the work of this year’s dark side case competition finalists. This year’s cases explore Mattel’s Lead tainted toy scandal, The Graniteville Chlorine Spill, Hugh Connerty and Hooters, and De Beers and the Diamond Industry.

Session 1470: CMS 2008 Keynote Address
‘How Critical is Critical Management Studies?’
Joan Acker, U. of Oregon.
Scheduled: Tuesday, August 12, 4:10PM - 5:20PM at Hilton

Joan Acker’s breakthrough 1990 paper examining the gendered nature of organizational structures has an enduring place in the bibliography of critical management and organization studies. Joan is an outstanding scholar and in this plenary she turns her incisive attention to the question of just how critical is critical management studies- sure to be a highlight of the 2008 CMS programme.

Entrepreneurship Division

This year represents a rich selection of offerings for those in the Entrepreneurship Division … and those just interested in entrepreneurship. One highlight that should be of interest to many is the Division’s Theme session, which focuses on the ways that entrepreneurship research has evolved, and the looks toward its possible futures:

The Questions We Ask About Entrepreneurship: Evolution or Revolution in Studying Entrepreneurship
Monday, August 11, 4:10PM - 5:20PM
Anaheim Convention Center, 204A

Another session relevant to all those who teach entrepreneurship has been organized in cooperation with U.S. Association for Small Business. It will focus on innovative
Academy Program Highlights

approaches to curriculum development and classroom instruction.

Best Practices: Entrepreneurship Program & Teaching Excellence via a USASBE/Academy Partnership
Tuesday, August 12, 2:30PM - 3:50PM,
Anaheim Convention Center, 205B

A third session that every division member is strongly encouraged to attend is the business meeting, where key developments in the division will be discussed, and divisional awards will be presented:

Entrepreneurship Division Business Meeting
Monday, August 11, 5:30PM - 7:00PM,
Anaheim Convention Center, 205B

Come out and see what's happening in the division, and take advantage of the reception that will take place immediately following the business meeting.

Gender & Diversity in Organizations Division

Diversity Research Incubators: Collaboration across Countries
8:00-10:00am Hilton Anaheim: Huntington C

This session combines a focus on diversity research from a global perspective. Each incubator will consist of members from different countries who have interests in the same area of diversity. Members of each incubator will be provided with contact information for all members in their group and dialogue among group members will begin before the Academy meeting. When participants pre-register, they will indicate the country in which they reside and the countries in which they teach and/or conduct research as well as their specific area of interest within the field of gender and diversity (please send this information to Lynn Bowes-Sperry at lubowesspe@wnec.edu by June 25). Research incubators will be designated before the AOM meeting. This PDW is unique in that it will require participants to interact by email and/or teleconference before the Academy meeting in August.

GDO Welcome Continental Breakfast
8:30-10:20am Hilton Anaheim: Malibu

The purpose of this event is to welcome all new, international, and continuing members of the GDO Division. We hope that you will join us!

Coalition on Faculty Diversity Town Hall Meeting
4:10-5:20pm Hilton Anaheim: Malibu

The Coalition on Faculty Diversity is a grass-roots group comprised of Academy of Management divisions and members interested in increasing faculty diversity in business schools and their affiliates within and outside the U.S. The Coalition is concerned with recruitment, retention and promotion, as well as climate and glass ceiling issues faced by AOM members of under-represented groups. What started as an ad hoc group within the GDO Division has blossomed into an Academy-wide endeavor, supported by 18 divisions and interest groups of the Academy, and includes over 100 individual Academy members and 15 advisors representing Academy leadership. Now in its fourth year, this Town Hall session is critical for allowing new members to become active in the Coalition projects, and, as important, offers a platform for us to share our progress and plan our future course, directions and activities. Specifically, progress reports will be provided on three key initiatives: A Diversity Census, a Diversity Best Practice Award, and AoM Member Support.

Health Care Management

We delighted to announce the resumption of the HCMD Doctoral Student/Junior Faculty Consortium. This event will be taking place in conjunction with the regular PDW on August 9 and 10. We have seven exciting sessions covering a range of topics including sustaining a research agenda, working on interdisciplinary teams, and funding your research. There will be a special session giving participants the opportunity to have their work critiqued and to discuss the critique with expert reviewers from HCM. Accompanying the HCMD Consortium, the PDW itself consists of seven sessions sponsored by HCMD and ten sessions that HCM is co-sponsoring with other divisions. These sessions feature a wide variety of topics including conducting management research in health care organizations, using technology effectively in the classroom, assessing teaching performance, using evidence-based medicine more efficiently, and working with practitioners to design research projects. The line-up of PDW sessions and the renewed consortium are designed to appeal to anyone interested at health care management at any stage of their career.

HCM Doctoral Student/Junior Faculty Consortium
HCM Professional Development Work shop
Saturday, August 9 8:00 AM – 6:00 PM
Sunday, August 10 9:00 AM – 12:00 PM
Hilton Anaheim

We have also an exciting scholarly program this year, which includes a showcase symposium, 5 jointly sponsored symposia, 12 paper sessions, 5 interactive paper sessions, and 2 visual paper sessions. In addition, we would like to highlight four special events that will take place on Monday. First, the theme-related session consists of a panel that will address the topic “The Questions that We Ask in Health Care Organizational Research”, and will include a group of health care organizational scholars: Dr. Jeffrey Alexander, Dr. Jacqueline Zinn, Dr. Denise L. Anthony, and Dr. Robert C. Myrtle. Second, we are honored to have Dr. W. Richard (Dick) Scott as our distinguished speaker this year. Third, during our business meeting we will recognize the winners of our best paper awards and reviewer awards. Finally, we will end the evening with our division reception which will provide an opportunity to have great food, in addition to great camaraderie among old and new friends. We are looking forward to seeing you there!

Panel: The Questions that We Ask in Health Care Organizational Research
Monday, August 11, 2008
2:30 PM - 3:50 PM, Hilton Anaheim, Palos Verdes B
“the answers firms need.” This session will briefly overview those findings, examine the extent to which the questions that we in the HR Division are asking address those challenges, consider whether other groups with closely aligned interests are doing any better, and explore synergistic opportunities for collaboration to better allow all of us meet those challenges. The audience will be invited to participate in this discussion.

**International Management**

**Emerging Challenges Confronting Multinational Firms (PDW)**

Sunday, August 10, 8:00AM - 10:30AM,
Anaheim Convention Center, Room 206A

Research suggests that most managers do not have an accurate perception of their firm’s environment. This PDW seeks to inform and update managers and researchers on the emerging major issues confronting multinational firms. It will call for and help to reorient research towards pressing issues. Analysis of recent CEO surveys and interviews with thought leaders highlights eight emerging challenges confronting multinational firms: 1. Developing new growth avenues, 2. Raising productivity, 3. Tightening corporate governance, 4. Sustainability, 5. Competing for talent, 6. Managing diverse risks, 7. Creating new innovation models, and 8. Exploiting new infrastructures. This large and broad set of issues involves new twists on known challenges and the emergence of new challenges. These challenges are demanding because they require new types of non-business expertise, their rules are not yet clear, and they are interdependent.

**Booz Allen Hamilton Eminent Scholar in International Management Award**

Monday, August 11, 4:10 pm – 5:20 pm,
Anaheim Convention Center, Room 213A

Introduction: Timothy Michael Devinney, Australian Graduate School of Management

Distinguished Speaker: Peter Buckley, Leeds University

Discussants: Ram Mukundamb, Temple University; Oded Shenkar, Ohio State University; Art Kleiner, Booz Allen Hamilton

This year, in recognition of his contribution to the field of international management, the Booz Allen Hamilton/strategy and business Eminent Scholar award will be given to Peter J. Buckley, Professor of International Business and Director of the Centre for International Business at University of Leeds, United Kindom.
Academy Program Highlights

IMD-AIB Joint Symposium on “The Future of the Multinational Enterprise”
Tuesday, August 12, 8.30-10.00am,
Anaheim Convention Center, Room 213A

Chair: Anil K. Gupta, Maryland
Panelists:
Yves Doz, INSEAD
Susan E. Fienberg, Rutgers
Alan Rugman, Indiana
Mary Ann Von Glinow, Florida International
Eleanor Westney, York

This is a new session and is intended to increase the linkages and dialog between the IMD and the AIB.

Barry Richman Dissertation Award Finalists Session
Tuesday, August 12, 4:10pm - 5:20pm, Anaheim Convention Center, Room 213A

Knowledge Sharing through Inpatriate Assignments in MNCs: A Social Capital Perspective (Author: B. Sebastian Reiche, IESE)
“Absorptive Capability” of Japanese and European MNCs: Dilemmas in Managing R&D at Home and In US
(Author: Seiko Arai, UC Berkeley)
Global Strategy and International Diversity: A Double-Edged Sword? (Author: Christian Geisler Asmussen, Copenhagen Business School)
Foreign Peer Networks and Subsidiary Performance (Author: Jing’an Tang, Sacred Heart University)

Management Education & Development Division

Katherine Karl, Program Chair
Kenneth Thompson, PDW Chair

This year we were able to accommodate 14 of the 33 PDW proposals submitted. Among these 14 are sessions on how to improve your own teaching and how to manage the classroom environment. We encourage you to review the program and check out all 14, however we would like to single out two that fit the gamut from the cerebral to the practical.

For the practical, Professors Peluchette, Karl, and Kopf address the issue “Students Behaving Badly: Causes and Possible Strategies for Dealing with Classroom Incivility” (Friday, August 8 – 1:30p, Anaheim Convention Center, 205A). Student incivility seems to be increasing. From cell phone use, dining in class, to creating disruptions student seem to have failed to understand appropriate learning context.
This session focuses on ways to address these behaviors by defining expectations and managing appropriate conduct in the classroom. In a somewhat unique approach, the session leaders will look at high involvement management practices as a way of increasing a culture that will reduce student boorish and disruptive behaviors.

Professors Snively, Cowan, Sawyer, Ledman, and Morgan address the more cerebral aspects of teaching in their session “The Diversity and Depth of Questions We Ask about Teaching: Are There Better Ways?” (Sunday, August 10 – 10a – noon, Anaheim Convention Center, 210D). We sometimes get so involved in the day-to-day teaching responsibilities that we fail to step back and asked essential questions about our own effectiveness and how we might better connect with our audience and with the soul and essence of our own beliefs about teaching. Each presenter will provide a different alternative framework for addressing these essential questions about our effectiveness and provide intriguing and innovative possibilities to enhance our beliefs and learning in the classroom.

In addition to our great PDWs, social events, and invited speakers, this year our exciting program includes 16 paper sessions. MED has also sponsored or co-sponsored 21 symposia, 4 of which were selected as showcase symposia. Two sessions we would like to highlight are:

Organizational Training and Development: How are Managers Learning in the Workplace?
Tuesday, August 12, 2:30PM - 3:50PM
Anaheim Convention Center, 204C

Management Research: Questions of Value, Relevance and Publication Outlets
Monday, August 11, 9:00AM - 10:20AM
Anaheim Convention Center, 211B

These two sessions include the Best Paper in Management Development and the Best Paper in Graduate Management Education, respectively. Finally, don’t miss the keynote address by Timothy Baldwin entitled “Developing Managers Who Build High Performance Cultures: Why Is This So Darn Hard?” which will be held Monday, August 11 from 10:40AM - 12:00PM in ACC 211A. Professor Timothy Baldwin will explore why management competence continues to be so elusive with his ultimate goal to provoke a spirited group discussion of the most critical questions in the MED domain.

Management History Division

Pension Fund Managers at Work: Managing the Agency Problem
Monday, August 11, 10:40 – 12:00
Anaheim Marriott, Elite 1

Conference Theme: THE QUESTIONS WE ASK
The statement of our conference theme challenges us to “attend sessions where theorists and practitioners sit side-by-side and reflect upon their joint and separate puzzles and how they intend to address them.”

Los Angeles is a center for pension fund management and financial services second only to New York. The Management History Division will bring pension fund managers from the large financial services corporations of Los Angeles to respond directly to our Academy of Management presentations.

The session will feature two paper presentations:
The Evolution of Pension Fund Accounting in the US, Robert E. Wright, New York U.
Academy Program Highlights

Sitting side-by-side and reflecting upon these papers will be practitioners:
Berkeley G. Harrison, Wachovia Bank and President, Los Angeles Society of Financial Analysts
Pension fund managers and members of the Los Angeles Society of Financial Analysts

PDW Workshop: Questions We Ask about Ethics in Different Times and Places
Saturday, August 9, 1:00 – 3:00
Anaheim Marriot, Grand Ballroom – Salon K

This PDW workshop addresses the conference theme “the questions we ask.” It explores ethics from a cultural and historical perspective as we try to understand the associated methodological issues and how to incorporate these insights in our research and teaching about ethics.

Managerial and Organizational Cognition

As usual, the MOC Division has an outstanding array of PDW and scholarly sessions on this year’s program. If you research interests include managerial and organizational cognition, or if you are just plain curious about cognition topics, there are probably a number of sessions that you will find both educational and entertaining. They cover a wide range of topics including decision making, sensemaking, mental models, transactive memory, learning, attributions, emotions, and the dynamics of identify, identification, teams, creativity, innovation, and interpersonal relations. How could you not find something of interest in that list?

One of the highlights of the MOC Division, PDW schedule is Cognition in the Rough (CIR). For eleven years CIR has been offered Sunday morning providing scores of cognition scholars the opportunity to get expert assistance on their work-in progress from noted cognition scholars. This year’s experts line-up is once again a stellar group including Fran Ackermann, Andrea Casey, Colin Eden, Dov Eden, Mark Fenton-O’Creevy, C. Marlena Fiol, U. of Colorado, Raghu Garud, Gerard P. Hodgkinson, Susan Houghton, George P. Huber, Lynn A. Isabella, Theresa K. Lant, Mark J. Martinko, Stephen Mezias, Chet Miller, Frances J. Milliken, Rhonda K. Reger, Majken Schultz, and Mary J. Waller. Pre-registration is required; for details please go to http://division.aomonline.org/moc.

Monday’s scholarly program is highlighted by the MOC Welcome Session featuring a presentation by Prof. James G. March, 2008 MOC Distinguished Scholar. The MOC scholarly program is highlighted by 20 paper presentation sessions, 22 visual presentation sessions, 10 Showcase Symposia, 21 jointly-sponsored symposia, and several sessions containing the 24 MOC papers selected by interactive paper presentations.

Tuesday’s MOC schedule concludes with three important events. First, a panel of MOC luminaries including C. Marlena Fiol, Dennis A. Gioia, Joseph Porac, and Michael Pratt will consider “The Questions We Have Asked, Now Ask, and Should Ask” in the MOC domain. That session will be followed by the annual MOC Business Meeting. The excitement of the day concludes with the justly-famous MOC Division Social Hour. You are cordially invited to all of the events above. As we say in the Division: “Think about it!”

Cognition in the Rough
Sunday, August 10, 8:30AM - 12:00PM
Anaheim Convention Center, Room 202B

MOC Welcome Session: Featuring Prof. James G. March, 2008 MOC Distinguished Scholar
Monday, August 11, 10:40AM - 12:00PM
Anaheim Convention Center, Room 210A

The Questions We Have Asked, Now Ask, and Should Ask
Tuesday, August 12, 4:10PM - 5:20PM
Anaheim Convention Center, Room 204A

Management, Spirituality and Religion Interest Group
(Program Chair: Keiko Krahnske; PDW Chair: Debu Mukerji)

MSR domains include research of relationships and relevance of spirituality and religion in management in organizations and life. This year’s programs are based on the Academy theme Questions We Ask. We have put together our most diverse program with many thought-provoking paper sessions and symposia. A unique feature is daily mediation sessions. Based on literature review, field research and case studies; the program presents theoretical advances and empirical evidence on effectiveness of spiritual or religious principles and practices in leadership that nurture human spirit in business management. Some highlights:

The program: Shaping Our Future with the Questions We Ask (Tuesday 2:30–3:50PM; Anaheim Marriott, Platinum 10), a dialogue on navigating our future by asking the right questions is the MSR theme session. We will also host a Pipeline Paper Workshop (Monday 12:20–2:10PM; Anaheim Marriott: Platinum 10) again this year. If you have a paper in progress in the MSR domains, please consider participating in this session. You will be matched with a board member and receive extensive manuscript feedback. For more information, contact Keiko Krahnske at keiko.krahnske@unco.edu. We hope you will join us for the MSR social hour (Tuesday 6:30–8:00PM; Anaheim Marriott, Platinum 10) and enjoy connecting with friends and colleagues over refreshments.

One example amongst many interesting PDWs: Linear and Spiritual Strategies for Making Decisions in Turbulent Times (Sunday 8.30–11.30AM; Anaheim Marriott, Platinum 10), will investigate frameworks and blue prints for speedy and accurate decision making by a synergy of linear rational perspectives and non-linear spiritual perspectives. We will workshop comprehensive decision-making model and managers’ learning, spiritual awareness wheel to access wisdom from inner self and infuse into the decision making process. Other spiritual models including muscle testing, intuition, and Ignition discernment will be explored. Participants will be exposed to real world decision-making situations for application of appropriate strategies and models. Participants will be invited to present their decision selections, critique the process, and
discuss adaptation of models for effective outcomes in work and life. For more information, contact Debu Mukerji at debum@optusnet.com.au

Organizational Behavior Division

The OB Division is highlighting three very special events this year. First, Barry Staw, this year's recipient of the OB Division's Lifetime Achievement Award, will be presenting an invited address on Tuesday, 9am. The title of his address is “Organizational Research as an Eccentric Activity: Some Reflections on the Past, Present, and Future of OB”.

Second, the OB Division is sponsoring a Making Connections Coffee Break, on Tuesday 10:10am. This is a terrific opportunity for new and international members to meet and mingle with non-international and not-so-new members. We encourage everyone to come out and make some connections.

Finally, we encourage our members to join us for the OB Awards on Monday at 6:30, to be followed by our Division Celebration and Social Hour. In this annual event, we will celebrate the accomplishments of our award winners, offer our thanks to the division members who have served the division in the last year (especially our dedicated reviewers), and have a chance to see old friends and meet new ones.

Ob Division Lifetime Achievement Award Invited Address
Tuesday, August 12, 9-10:10am
Marriott, Platinum 7

Making Connections Coffee Break
Tuesday, August 12, 10:10-11:10am
Marriott, Platinum 8

OB Division Awards and Celebration/Social Hour
Monday, August 11, 6:30-8:30pm
Hilton, Pacific Pavilion C

Organizational Communication & Information Systems Division

Please join us for a Gathering and Welcome on Monday morning at 8:00am. Later in the day, Professor Vallabh Sambamurthy will present the Keynote entitled, “The Digital Enterprise - Questions in Organizational Communication and Information Systems.” This session will be followed by the OCIS business meeting, during which we will honor the winners of the OCIS paper and reviewer awards. The business meeting is a great venue for finding out what is going on in the division and how you can become more involved. New members and PhD students are especially encouraged to attend. We hope everyone will then join us for a social hour, during which the OCIS visual papers will be on display. Come to enjoy some refreshments and vote on the best visual paper presentation. In total, OCIS is sponsoring 20 division paper sessions and several interactive paper sessions. The division is also co-sponsoring two symposia. We hope you will find the program interesting and enriching.

OCIS Gathering and Welcome
Monday, August 11, 8:00AM - 8:30AM
Anaheim Convention Center, 207A

OCIS Keynote – Dr. Vallabh Sambamurthy
Monday, August 11, 4:10PM - 5:20PM
Anaheim Convention Center, 207A

OCIS Business Meeting
Monday, August 11, 5:30PM - 6:30PM
Anaheim Convention Center, 207A

Organization Development & Change Division

Distinguished Speakers
ODC Breakfast Keynote Theme Speaker: All are invited to the ODC Breakfast, Monday, August 11th at 8 am in the Anaheim Marriott, Platinum 2, to kick off our conference program. Immediately following, at 8:30, we are fortunate to have Dr. William Torbert who will present “The Questions We (Ought to) Ask.” The session promises to be one that will inspire, provoke reflection and allows us to honor the work of Bill. He has served as ODC Chair and is moving to Professor Emeritus of Leadership at The Carroll School of Management at Boston College this year.

ODC Distinguished Speaker: On Tuesday afternoon, at 4:10 pm, Anaheim Marriott, Platinum 2, Dr. Warren Bennis will present “The Questions We Don’t Ask.” Warren is the Distinguished Professor of Business Administration at USC’s Marshall School of Business. He is regarded as one of the world’s experts on leadership and is a prolific author. For those who have been interviewed by Warren, or heard him speak, there is always a new insight that emerges.

Theme Session
A panel of practitioners, scholars and educators will provide an interactive setting on Tuesday morning, Anaheim Marriott, Elite 3, at 8:30 am to explore questions we (ought to) ask. The session promises to be one that will inspire, provoke reflection and allows us to honor the work of Bill. He has served as ODC Chair and is moving to Professor Emeritus of Leadership at The Carroll School of Management at Boston College this year.

PDWs
We have a full and exciting schedule of 16 PDWs for which we are the lead sponsor and 20 more that we co-sponsor. In total there are 64 different affiliations with other divisions in support of PDWs. Space here does not allow mentioning of all these wonderful sessions. Please consult the Conference Program and note that some PDWs require pre-registration to ensure space. A few program highlights include our most widely co-sponsored PDW (8 divisions), “Ways of Seeing: AI, Visuals, Aesthetics and World Café as Change Agents” chaired by Kuo Frank Yu (August 8 from 1-5 pm), the return of the ever popular “That Was Great! High Impact Exercises for Teaching and Consulting in Organization Change” chaired by Gavin Schwarz (August 10 from 8:30-10:30 am), and “Skills and Methods for Collaborative Research that Make a Difference for Theory and Practice” chaired by Susan Mohrman (August 10 from 8-10 am).
Business Meeting and Social
We also encourage everyone to attend our ODC Business meeting on Tuesday, August 12th at 5:30 pm, Anaheim Marriott, Elite 3, where we will update everyone on the status of the ODC Division and give our awards. The business meeting will be followed by the ODC social – a popular event among all academy members – Marriott Platinum 2.

Operations Management Division
This year we will be hosting 14 regular paper sessions. These include our annual JOM Best paper session and what is likely to be a particularly intriguing Theme session oriented toward novel applications and extensions of theory in OM. We will also have 16 papers presented in interactive sessions and another 16 hosted as visual presentations. Along with paper presentations, we will also be involved with three excellence symposia this year, including one devoted to a discussion of how extant paradigms in Project Management may hold the key to new theory and innovative research in the area. As with the IP sessions, co-sponsored PDWs and symposia in past years, these provide an excellent opportunity for interacting with the other disciplines at AoM.

We invite all current and prospective OM members to join us in our annual Welcome Breakfast at 8:30 AM in room 207C of the Anaheim Convention Center. We will have paper sessions in the same room beginning at 9:20, but also, again given the increase in the number of submissions this year, we will host parallel sessions in rooms 207B and 209A at various points in the day. Our annual Business Meeting and Awards Presentations, including Best Student Paper and Chan Hahn Best Paper awards, will be held at 4:10 (again in 207C), to be followed at 6:00 by the OM Division Social in the same room; plenty of time to change into more comfortable clothes in the interim.

Tuesday’s schedule starts with coffee and a 9am symposium (Nine Schools of Project Management Research) in 207C once again. This will be followed by the JOM Best Paper session, same room. Three excellent papers will be presented in this session, with, by tradition, the best paper award made at the end. The remaining sessions that day will either be held in 207C or 209A, with a coffee break in the afternoon.

As in past years, Wednesday also welcomes attendance at two excellent morning paper presentations sessions to wrap the program together. Coffee will accompany the start of the first of these morning sessions (8:30), each of which will be held in the Newport Beach and Rancho Las Palmas rooms of the Anaheim Marriott (just across the street from the convention center; Area map provided on the OM division site om.aomonline.org).

Nine Schools of Project Management Research
Tuesday, August 12, 9:00am
Anaheim Convention Center, 207C

Journal of Operations Management Best Paper Session
Tuesday, August 12, 10:30am
Anaheim Convention Center, 207C

Modern Perspectives in OM {Theme Session}
Tuesday, August 12, 2:30am
Anaheim Convention Center, 207C

Organization and Management Theory Division
The OMT division has a very diverse and exciting program this year, and we hope you will join our PDW, Paper Sessions (including Visual and Interactive), and Symposia. Our PDW program includes a PWD on the real and intended audiences of business school research organized by Hoffman and Worline.

In addition to our many symposia and paper sessions, our scholarly program includes some sessions that are special because they are opportunities to celebrate career-long accomplishments in the field of Organization and Management Theory. We would like to celebrate the 2008 OMT Distinguished Scholar, Walter W. Powell, at the OMT Breakfast and Distinguished Scholar Presentation. Our business meetings include awards for the best papers and symposium proposal, best reviewers, and the inaugural Martin Trailblazer Award winner, Arie Y. Lewin.

Who Are We Reaching? The Real and Intended Audiences for Business School Research
Sunday, August 10, 8:00am - 12:00pm
Anaheim Convention Center: 204A
Organizers: Andrew J. Hoffman, U. of Michigan; Monica C. Worline, Emory U.

OMT Breakfast and Distinguished Scholar Presentation
Monday, August 11, 8:30am - 10:20am
Anaheim Convention Center: 210D
Presentation by the 2008 OMT Distinguished Scholar Walter W. Powell.

OMT Business Meeting and Artifact
Monday, August 11, 5:40pm - 6:30pm
Anaheim Convention Center: 210D
Division reports, award presentations, and The Artifact.

Practice Theme Committee

Session 26: Ethics Expertise
The workshop considers the ways that ethical values are understood in various forms of expert work in transnational organisations. Particular emphasis is given to areas of expert work that specifically address frameworks of ethics and ethical issues. We will consider role plays of global project teams and task forces specifically addressing ethical systems and issues, and explore practice and ethical concerns within certain occupational and professional groups. We hope to explore productively how ethics and expertise become subjectively combined in practice.

Session 143: Epistemology of Practice
The purpose of this PDW is to seek common ground to shape future management education delivery and inquiry along practice lines. It will focus on two critical questions: 1. How do different epistemological traditions introduce real-world practice into academic management education pedagogy and research? 2. How might they do so such
that they make a pervasive impact? The PDW will bring together a prestigious list of panelists representing these diverse traditions but in keeping with the tradition of the topic, the session will limit platform time in favor of fishbowl and roundtable strategies to ensure full participant engagement.

Session 344: Questioning for Relevance
This PDW will provide a space to discuss and critically reflect on the recent initiatives to bridge the research-practice gap, and to inspire extensions of current efforts to increase the relevance of academic work. Presenters have volunteered based on their work, recent experience and research interests. We approach the research-practice gap from several angles, including researcher, editor, teacher, and practitioner perspectives. We seek to interactively explore with participants how each role contributes to the creation, translation, and dissemination of research that achieves relevance. Reports from founding participants in the Evidence Based Management Collaborative will be included.

Social Issues in Management Division

SIM/SBE Keynote Speaker: The Past as Prologue: The Professionalization Project in American Business Education
Rakesh Khurana, Associate Professor, Harvard Business School
Saturday, August 9, 6:00 – 7:30pm with reception following, Doubletree Guest Suites Anaheim Resort/Convention Center.

In his award-winning book, *From Higher Aims to Hired Hands: The Social Transformation of American Business Schools and the Unfulfilled Promise of Management as a Profession*, Rakesh Khurana shows that university-based business schools have backed away from their early efforts to train a professional class of managers and, in so doing, have left a moral hole at the center of business education.

Panels on the Fields:
The SIM welcome session leads right into two panels that should be of very high interest to all SIM scholars: How are research domains within SIM framed or constructed? As our fields develop, how should they be framed? Leading researchers in several SIM areas will address these questions, and several senior scholars in SIM will contribute their insights as well.

The Questions SIM Asks: Continuing the Dialogue
Monday, August 11, 2008, 10:40am - 12:00pm
Anaheim Marriott in Orange County 1.

This panel joins the insights of several senior scholars in SIM who contributed to the development of the literature in SIM as well as to the development of the Division itself, with the comments of the scholars who examined several fields of study within SIM in the earlier panel. The purpose of this panel is to move the discussion from the questions SIM has asked to the questions SIM should address in the future: How should we frame or understand our field? This panel will discuss the nature of research in SIM and how it has and could be realized at the intellectual level at which we seek to understand the world, at the disciplinary/field level as a body of knowledge, at the community level as a group of scholars, and at the administrative level as a formal organized entity, SIM.
THE ACADEMY of MANAGEMENT ANNALS

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Volume 2, 2008

The Academy of Management is proud to announce the second volume of The Academy of Management Annals. This exciting new series follows one guiding principle: the advancement of knowledge is possible only by conducting a thorough examination of what is known and unknown in a given field. Such assessments can be accomplished through comprehensive, critical reviews of the literature - crafted by informed scholars who determine when a line of inquiry has gone astray, and how to steer the research back onto the proper path.

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Welcome to Anaheim!

The Local Arrangements Committee of the Academy of Management welcomes you to Anaheim and the 2008 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 Anaheim has to offer. The two host hotels are the Anaheim Marriott and Hilton Anaheim all located close to one another and the convention center.

A Little Bit of History
Anaheim, a city in Orange County, California, is located 28 miles southeast of Los Angeles. As of 2007 figures, the city had a total population of 345,556, making it the tenth-largest city in California. Anaheim is the second largest city in Orange County and is known for its theme parks, sports teams and convention center. Over 20 million visitors come to Anaheim each year.

Anaheim was founded by fifty families in 1857 as a colony of German farmers and vintners and incorporated on February 10, 1870 with a population of 881. The city’s name is a composition of “Ana” from the nearby Santa Ana River and the “heim” which is German for home. The early settlers considered this to be their “home by the river.” Previously, the settlement was known as Campo Alem (Spanish for German Camp).

By 1887, the Santa Fe depot was constructed and gave Anaheim’s citrus growers a link to the East and access to critical new markets. The orange growers used their orange crate labels to identify and market their brand along with the golden California lifestyle. Today, Anaheim is the 10th largest city in California and 59th largest city in the nation.

In the 1950’s, Walt Disney, who was reminded of his boyhood home in Marceline Missouri while driving down the Santa Ana Freeway to Orange County, had an idea for a wonderful playground for families. This playground would serve as a magical place to escape from the pressures of the day and find happiness. Disneyland opened in July, 1955 and the rest is history! The latest changes to the area have been the renovation of the resort and redevelopment of the vibrant downtown area and the building of Disney’s California Adventure Theme Park.

Anaheim developed into an industrial center, producing electronics, aircraft parts, and canned fruit. It is the site of the Disneyland Resort, a world-famous grouping of theme parks and hotels which opened in 1955, Angel Stadium, the Arrowhead Pond, and the largest convention center on the American West Coast. Anaheim has been transformed from a small farming community to a major entertainment, sports, recreational, and industrial community in the heart of Orange County with its 42 miles of beaches. (Sources: http://www.anaheimusa.com/; http://www.anaheim-chamber.org/history.asp; http://www.anaheimcolony.com/anaheimthesis.htm. (Picture source: http://www.sunkist.com/img/about/crate/low-doria.jpg)

Helpful Information for Your Stay in Anaheim

Access for People with Disabilities
The two conference hotels are within easy walking distance of each other. Conference events will be held in the Anaheim 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 Orange County/John Wayne Airport (SNA) is located 15 miles southeast of the Convention Center. Shuttles, limousines and taxis are readily available near the baggage claim. Los Angeles International Airport (LAX) is located 35 miles northwest. Shuttles, limousines and taxis are also available outside baggage claim from any terminal.

T-Shirts
T-Shirts are available for purchase while registering. T-Shirts are only available in X-Large to reduce production costs. The cost is $15.00, and ALL proceeds will be forwarded to Homeboy Industries (http://www.homeboy-industries.org/).

Homeboy Industries mission is to assist at-risk and former gang involved youth to become contributing members of our community through a variety of services in response to their multiple needs. Free programs -- including counseling, education, tattoo removal, job training and job placement -- enable young people to redirect their lives and provide them with hope for their futures.

T-shirts will be available for pick-up in the registration area when the conference starts.

Tours
The Anaheim 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 Anaheim Convention and Visitors Bureau to assist members with their touring plans. We will have a link from the Academy website to some Anaheim attractions and touring websites to allow members to start their planning early.

Shopping
A wide variety of shopping experiences are available in Anaheim, including Downtown Disney, the Block at Orange and Orange County’s famous South Coast Plaza and Fashion Island.

Downtown Disney, walking distance from the Convention Center includes great restaurants and multiple
The famous South Coast Plaza, Orange County’s answer to Rodeo Drive in Beverly Hills and 5th Avenue in New York, has all the top stores and boutiques, and lots of fantastic restaurants. South Coast Plaza is about 12 miles from the Anaheim Convention Center.

About 18 miles south of the Convention Center is Fashion Island. It, too, has outstanding shopping and dining. What South Coast Plaza does not have is Fashion Island does.

Main Place is about 5 miles down Interstate Highway 5 from the hotel and offers excellent shopping, as well. Bring a no-limit credit card.

In addition, Orange County is home to many ethic neighborhoods (Vietnamese, Korean, Hispanic, Indian among others) where you can get hard-to-find in Kansas ethnic items and foods. For more details log on http://www.aguidetoanaheim.com/index.php?p_id=55.

Entertainment and Recreation
For the baseball fan, the Angels play host to the NY Yankees and Seattle Mariners during the convention. Tickets may be ordered from the Angel website <http://www.laangels.com> or <ticketmaster.com> Angel Stadium is one mile east of the convention center.

Across the street from South Coast Plaza is the Orange County Center for the Performing Arts with several musical and stage venues. About 45 miles northwest is the Los Angeles Music Center which includes Disney Hall. The Block of Orange is about two miles south of the convention center and offers a 35-theater multiplex.

Southern California also has multiple music venues such as the Hollywood Bowl, http://www.hollywoodbowl.com/Gibson Amphitheatre at Universal City Walk, Irvine Meadows/Verizon Wireless Amphitheater and the Greek Theater that are perfect for a summer evening. See www.ticketmaster.com for the latest show information.

Disneyland is across the street. Need we say more?! Knotts (Berry Farm) is a theme park about 6 miles northwest of the Convention Center.

Southern California has several world class museums including the New Getty near UCLA, the Old Getty up the Pacific Coast in Malibu, The Museum of Tolerance, Skirball Center, the Los Angeles County Museum of Art, The Norton Simon Museum in Pasadena and many others. The Getty requires advance reservations on many days and for parking every day. The Bowers Museum is a must-see facility with major exhibits on California, Asia, and elsewhere. Long Beach has the Long Beach Museum of Art and the Latin American Museum of Art about 20 miles due west.

Laguna Beach is about 30 miles from the hotel and will be in the middle of the famous Laguna Beach Festival of the Arts. The Festival of the Arts which includes the Sawdust Festival during the day and Pageant of the Masters at night takes place in Laguna Beach (26 miles from convention). The Pageant of the Masters does sell out so go to http://www.foapom.com for information and tickets. Buy your tickets ASAP for this popular event. It sells out every year. Laguna Beach has many art galleries and a good museum.

And don’t forget our great beaches in Southern California even if you don’t want to surf.

Southern California is the Los Angeles Times Calendar section, especially on Sunday. Essentially there is arts, entertainment and recreation for every taste and every budget within easy distance of the convention center. For those who do not want to drive to downtown LA or San Diego, Amtrack has a station about one mile or so from the convention center.

Anaheim is a great city for families. There is much to see and experience in the area. Here are some great examples of fun activities for the whole family to enjoy: Sporting events, the Disney Parks, the breathtaking beaches. You can log onto the following sites for more details about great family things to do in Anaheim and the surrounding areas: http://disneyland.disney.go.com for all things Disneyland; http://www.anaheimoc.org for all information about fun things to do in the O.C. area.; The Anaheim Convention and Visitors Bureau at http://www.anaheim-conventioncenter.com

Anaheim is also within easy driving distance of both Los Angeles in the north and San Diego in the south if you would like to vacation with your families before or after the conference. Go to http://www.anaheimoc.org for more information and a visitor’s guide.

Weather
The weather in Anaheim in August is HOT! You can expect it to reach into the 90’s and possibly higher. Fortunately, most businesses and all of the hotel venues are air conditioned so your comfort should be assured. Be sure to bring sunscreen, maybe a hat, and wear loose clothing if you decide to venture out to some of the theme parks or other recreational activities. Also be sure to drink plenty of water as many are surprised at the humidity. We look forward to having you here in beautiful Southern California. By early evening, ocean breezes will begin to cool the air dropping the overnight temperatures into the 60s.

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

Volunteers:
James Spec (LAC Chair), Kathy Duncan, Gemma George, Christina Giannantonio, Randy Harris, Amy Hurley-Hanson, Ellen Kaye-Gehrke, Don McCormick, Jon Monat, Rajnandini Pillai, Lisa Prosser, Jyotsna Sanzgiri, Carol Sawyer, V. Seshan, Teri Tompkins, Barbara Walling, Nancy Wallis

Staff Support:
Taryn Fiore, AOM Meetings Manager
Jimmy Le, AOM Program Specialist
Jel Hampson, AOM Registrar
Anaheim Hotel Map

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Hilton Anaheim
777 West Convention Way, Anaheim, CA 92802
(co-headquarters hotel)

Anaheim Marriott
700 West Convention Way, Anaheim, CA 92802
(co-headquarters hotel)

Clarion Hotel Anaheim Resort
616 Convention Way, Anaheim, CA 92802

Doubletree Guest Suites Anaheim Resort
2085 South Harbor Boulevard, Anaheim, CA 92802

Sheraton Park Hotel at the Anaheim Resort
1855 South Harbor Boulevard, Anaheim, CA 92802

Red Lion Anaheim Maingate Hotel
1850 South Harbor Boulevard, Anaheim CA 92802

Disney’s Paradise Pier Hotel
1717 South Disneyland Drive, Anaheim CA 92802

Anabella Hotel
1030 West Katella Avenue, Anaheim CA 92802

Desert Palm Hotel & Suites Anaheim
631 West Katella Avenue, Anaheim CA 92802

Cortona Inn & Suites
2029 South Harbor Boulevard, Anaheim CA 92802

Portofino Inn & Suites
1831 South Harbor Boulevard, Anaheim CA 92802

Courtyard Anaheim at Disneyland
2045 South Harbor Boulevard, Anaheim, CA 92802

Best Western Raffles Inn & Suites
2040 South Harbor Boulevard, Anaheim, CA 92802

Holiday Inn Express Anaheim Maingate
435 West Katella Avenue, Anaheim CA 92802

Ramada Plaza Anaheim Resort
515 West Katella Avenue, Anaheim CA 92802

Howard Johnson Plaza
1380 South Harbor Boulevard, Anaheim CA 92802

Best Western Stovall’s Inn
1110 West Katella Avenue, Anaheim CA 92802

Crowne Plaza Anaheim Resort
12021 Harbour Boulevard, Anaheim CA 92840
Greetings from the Governor of California

August 8, 2008

Academy of Management

Greetings to all who have gathered for your Annual Meeting, and welcome to California.

I applaud your outstanding efforts to further innovative research and techniques in the field of management. Your hard work translates into professionals who are better equipped to tackle the various challenges they face, and I thank you for your service to management leaders around the world.

While you are here, I hope you will take time to enjoy the Los Angeles area. Whether it is thrilling amusement parks, first-class entertainment or exciting sporting events, there is something for everyone to enjoy.

On behalf of all Californians, I extend my best wishes for a pleasant stay in the Golden State, an enriching meeting and every continued success.

Sincerely,

Arnold Schwarzenegger
Greetings from the Mayor of Anaheim

CITY OF ANAHEIM
MAYOR CURT PRINGLE

August 8, 2008

Academy of Management
Anaheim, CA

To All Attendees:

On behalf of the Anaheim City Council, I am delighted to welcome all attendees to the 2008 Annual Meeting being held from August 8 – 13 in the City of Anaheim. We are delighted to host this important event and extend our hospitality to everyone attending this meeting.

As the leading professional organization for scholars dedicated to the knowledge of management and organizations, this is an excellent opportunity to come together to learn about the latest developments that are shaping the future of management education and research, including processes, structures and behaviors as well as the dynamics of industries, economies, cultures and other environmental factors that affect organizations. The theme of your annual meeting, The Questions We Ask, underscores your commitment to continually develop a better understanding of the practice of management knowledge. I applaud your commitment to provide a supportive and dynamic community for your members to share and learn from one another. This conference affords members time to exchange vital information on the latest trends and renew their dedication to the field of management.

By coming to Anaheim, you will have joined the more 43 million people who annually visit this area every year. World-class attractions, major league sports franchises, and amazing weather are just some of the amenities that await you. As California’s 10th largest city and the sports, entertainment and hospitality heart of Orange County, Anaheim is uniquely capable of providing you, your family and your fellow delegates with a diverse range of experiences during your stay. Whether you go to a sports event, take in a concert, hike through the local hillsides, dine in one of our outstanding restaurants or stroll through one of our theme parks, Anaheim is a fun-filled City for all.

Please enjoy your stay with us and remember to return to visit us again soon.

Sincerely,

Curt Pringle
Mayor

200 South Anaheim Boulevard, Anaheim, California 92805
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The Society for Human Resource Management (SHRM)

The Society for Human Resource Management (SHRM) is the world’s largest professional association devoted to human resource management. Our mission is to serve the needs of HR professionals by providing the most current and comprehensive resources, and to advance the profession by promoting HR’s essential, strategic role. Founded in 1948, SHRM represents more than 225,000 individual members in over 125 countries, and has a network of more than 575 affiliated chapters in the United States, as well as offices in China and India. Visit SHRM at www.shrm.org.

Pepperdine University
The Graziadio School of Business and Management

Pepperdine University’s Graziadio School of Business and Management (http://bschool.pepperdine.edu) is committed to developing values-centered business leaders for contemporary business practice through education that is entrepreneurial in spirit, ethical in focus, and global in orientation. As a professional school growing out of the tradition of a Christian University, we seek to positively impact business and society at large, and the organizations and communities in which our students and graduates are members. Therefore, we affirm a higher purpose for business practice than the exclusive pursuit of shareholder wealth. We believe that successful management should seek social and environmental responsibility along with the pursuit of profit. Our focus on the development of values-centered leadership is grounded in the core values of integrity, stewardship, courage, and compassion. With an enrollment of approximately 2,000 students, 86 full-time faculty, and an alumni base of more than 30,000 professionals, the Graziadio School is one of the ten largest AACSB accredited graduate business schools in the United States. Graziadio School programs have been ranked by the Aspen Institute, BusinessWeek, the Financial Times, Forbes, the Los Angeles Business Journal, US News and World Report, and the Wall Street Journal.

Pepperdine University was founded in 1937 by George Pepperdine, a successful entrepreneur, who imparted a vision to build an institution of higher learning that strengthens lives of purpose, service, and leadership.

Almost half a century later, another successful entrepreneur, George L. Graziadio, Jr., provided the generous endowment that led to the naming of the Graziadio School of Business and Management. We honor their entrepreneurial spirit and vision by delivering a learning experience that is both academically rigorous and relevant to practice. Our pedagogical approach is highly personal, experiential, collaborative and results-oriented. The learning process is designed to develop the interpersonal and analytical skills necessary for solving problems of future importance as well as those focused on immediate need. We affirm that this is best accomplished through personal relationships with our students as well as small-group learning environments. Courses are structured to balance theoretical rigor with practical application. Our faculty bring a combination of excellent academic credentials and extensive business experience. Graziadio School programs aim to educate, challenge, inspire, and enable full-time students and working professionals from diverse cultural, academic, and experiential backgrounds to achieve their full potential for educational, professional, and personal growth. Our degree program portfolio includes full-time MBA and International MBA programs based at Pepperdine’s Malibu campus, a Fully-Employed MBA, Executive MBA, Presidential MBA program and Bachelor of Science in Management degree completion programs that are offered at Pepperdine’s five graduate campuses located around the greater LA area, and a Master of Science in Organization Development that is offered through week-long residential sessions held in the US, Europe and China. In addition, new full-time Master of Science in Applied Finance and Master of Science in Global Business programs, and a new part-time Master of Science in Management and Leadership program are being launched in Fall 2008.

University of St Andrews
School of Management

A UNIVERSITY CELEBRATING 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 mediaeval and coastal townscape.

MANAGEMENT EDUCATION AT ST ANDREWS

Management teaching has been established within the University for 25 years. It is built on the solid foundations of a strong suite of flexible undergraduate programmes 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

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 more than 6,000 students, 150 full-time faculty members and over 51,000 alumni.

Accredited by AACSB (Association to Advance Collegiate Schools of Business) International, 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 provides a student-centered education and professional development relevant to today’s digital, global economy; is committed to the integration of technology into the curriculum and classroom; and encourages entrepreneurship and innovation.

The Fox School’s programs continue to be ranked nationally and internationally by leading business publications and organizations. For the fourth consecutive year, the Financial Times ranked the Fox School’s MBA among the Top 10 programs in the U.S. for “Value for Money.” The Economist ranked the Fox MBA program among the top programs globally and among the top 50 programs in the nation. U.S. News and World Report ranked Fox School’s undergraduate Risk, Management and Insurance program and its undergraduate International Business program in the Top 10 in the U.S. Entrepreneur magazine and Princeton Review jointly ranked the Fox School’s undergraduate Entrepreneurship program in the Top 10 and its graduate Entrepreneurship program in the Top 15.

Fox is committed to creating and disseminating knowledge in the business disciplines, particularly in subject areas like Accounting, Entrepreneurship, Finance, Human Resources, International Business, Management Information Systems, Marketing and Risk Management/Insurance. This research is accomplished by Fox’s internationally renowned faculty, such as Rajiv Banker (Accounting), David Cummins (Risk), Masaaki Kotabe (International Business), Ram Mudambi (International Business), Fred Murphy (Operations Management), Arvind Parke (International Business), MB Sarkar (Management) and Jackie Zinn (Healthcare Management), among others. For our quality research, Academic Analytics ranked The Fox School in the Top 10 for Research Productivity of Management Information Systems Faculty in 2008. Additionally, Interfaces recently ranked us 6th in the U.S. for its contributions to Operations Research literature in INFORMS from 2000-2006.

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, and Small Business Development Center, among others.

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.

**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 2008-2009 of almost 1400. 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 officially founded in October 2002 on the initiative of 25 leading German companies and institutions. Based in vibrant and highly liveable Berlin, it is an international private business school with a distinct European focus, offering a Full-time MBA program (since 2006), an Executive MBA program (since 2007), as well as executive education (since 2003). The School also features an in-house research-oriented consulting unit specializing in the economic analysis of competitive and regulatory cases. Research output from ESMT’s faculty is published in top international academic journals. These research findings also provide cutting-edge and profound insights for the business community as well as the classroom through managerial publications and case studies. Our Faculty comes from a wide variety of international, academic, and professional backgrounds and collaborates in a first-rate academic environment. This rare integration of research and practice makes ESMT an outstanding location for generating relevant and ground-breaking knowledge.

**Bronze Sponsors**

**Alliant International University**

**Marshall Goldsmith School of Management**

The Marshall Goldsmith School of Management (MGSM) is a unique institution—built for the multicultural and global society in which we live. Alliant combines the traditions of two path-breaking, pioneering institutions: United States International University and the California School of Professional Psychology. Before joining to form Alliant – MGSM, each of these legacy institutions had pushed the boundaries of traditional higher education. Our goal is to continue to push boundaries with innovative degree programs and new methods of teaching and learning.

**OUR MANAGEMENT SCHOOL:**

Includes an important emphasis on the human element
organizational psychology degree programs on several campuses
the only doctorate in OD in the country
Executive education courses and programs in Leadership Development
top rated Ph.D. in the nation in Consulting Psychology

Is truly international
degree programs in International Relations
study abroad at our facilities in Mexico City
cross-border cooperation with our Baja California initiative
important study opportunities for those interested in NGOs

Aims at a broader business agenda
MBA with sustainability emphasis
A chance to work with Marshall and other Thought Leaders
Social Entrepreneurship studies and opportunities carrying on the Igor Ansoff tradition with our DBA in Strategic Management

Our school is just the right size – providing a good variety of study opportunities, with individual attention and a chance to interact closely with faculty. We help students with career choices, or career enhancement. Our mutual goal is a supportive environment, with successful outcomes for you. Give us a call today, and let’s get started! Phone: 858-271-4300; Website: mgsm.alliant.edu

California State University San Marcos
College of Business Administration

The College of Business Administration at the California State University San Marcos, a young and rapidly growing campus in North San Diego County, offers programs designed to prepare students for a successful career in the world of business.

The College of Business Administration’s commitment is to provide a high quality business education. The programs we offer are creatively structured through an integrated approach. We have focused our program on the key areas of employment in the San Diego region: Accounting, Finance, Global Business Management, Information Systems, Management, Marketing and Operations Management.

Our small class sizes allow students to get personal attention and to develop professional relationships with faculty and fellow students. Perhaps the most unique aspect of our program is our Senior Experience, required of all business students. Working in teams under a faculty supervisor, students work on real-life projects, which are submitted by local businesses and not-for-profit organizations. The results of these projects often have a lasting impact on the sponsoring organization.

Our MBA program is designed to meet the needs of working professionals. The curriculum emphasizes the general management knowledge and skills required of today’s managers and tomorrow’s leaders.

Our Center for Leadership Innovation and Mentorship Building (CLIMB) is dedicated to recognizing and fostering the development of leadership through innovative program offerings.

The excellence in our programs is recognized and supported by local businesses and the community. Employers are pleased with the knowledge and skills of our graduates.

University of Redlands
School of Business

Originally founded in 1976 as the Alfred North Whitehead College for Lifelong Learning, the University of Redlands School of Business offers business and management education in an accelerated format for professionals and working adults. The unifying theme of the School’s programs is the integration of the liberal arts tradition with professional education. Students graduate from Redlands possessing not only functional skill sets, but also higher-order qualities that industry craves—the ability to critically analyze and solve problems creatively; to articulate the results and solutions of that analysis clearly and effectively, and to collaborate with others productively.

Business education at Redlands combines the methods of inquiry that have endured for centuries with the best of 21st-century business knowledge. Four areas of particular focus in the School are Geographic Information Systems (GIS), Global Business, Sustainability, and the ongoing research in the Banta Center for Business, Ethics, and Society.

In addition to the University’s 160-acre main campus in Redlands, the School maintains seven corporate campuses at convenient locations across Southern California.
Among the programs we offer at those locations are a Professional MBA, a M.A. in Management, and a M.S. in Information Technology, as well as a B.S. in Business and, beginning in Fall 2008, a new B.A. in Management. We also offer executive coaching, international learning programs in Cambridge, India and Asia, and specialized business certificates.

**Pewter Sponsors**

**Kaplan University**

Kaplan University is an institution of higher learning dedicated to providing innovative undergraduate, graduate, and continuing professional education. Our programs foster student learning with opportunities to launch, enhance, or change careers in a diverse global society. The University is committed to general education, a student-centered service and support approach, and applied scholarship in a practical environment.

The University offers master’s, bachelor’s and associate’s degrees, as well as certificates designed to provide students with the necessary skills to qualify them for employment in fields such as business, criminal justice, education, health-care, information technology and paralegal studies. Based in Davenport, IA, Kaplan offers more than 100 online and on-ground academic programs. It is regionally accredited by the Higher Learning Commission (HLC) and is a member of the North Central Association of Colleges and Schools (NCA).

Kaplan University has grown from 34 online students in 2001 to more than 41,000 online and on-ground students in 2008.

The average age of a KU online student is 34.

Approximately 75 percent of KU students are female, 25 percent are male.

The University offers rich academic support through tutoring, and online writing and mathematics labs, as well as a distinct virtual community comprised of honor societies, professional clubs and associations.

The University also offers non-credit certificate programs in the healthcare and business fields through Kaplan Continuing Education.

Kaplan University was among the first participants in the Department of Education’s Distance Education Demonstration Program, enabling students in its online degree programs to apply for Title IV funding.

Web URL: www.kaplanuniversitynews.com

**Chapman University**

**The George L. Argyros School of Business and Economics**

**REALITY BASED EDUCATION**

**The Best in Business Theory. The Best in Business Practice.**

The George L. Argyros School of Business and Economics at Chapman University delivers reality-based education. Students are challenged in the classroom and apply business concepts in experiential settings through field study projects, internships, internal and external competitions, and international experiences. Some of the unique features of the Chapman business experience are:

- A stimulating intellectual environment featuring top faculty including 2002 Nobel Laureate Vernon L. Smith;
- The widely cited and award winning Chapman Economic Forecast;
- Top ten ranked undergraduate and graduate programs in entrepreneurship;
- State-of-the-art facilities located in a park-like setting in Orange County, California; Foreign internships in London and Australia; International travel courses to China, Vietnam, Czech Republic, Mexico, and Spain; The Argyros School offers undergraduate degrees in accounting, business administration and accounting as well as the MBA and EMBA.

**Franklin University**

**Business & Management Programs**

Since 1902, Franklin University has provided working adults with the education to expand their careers and achieve their peak leadership potential. Franklin’s business and management undergraduate majors, along with its innovative Vantage MBA® program, expose students to a broad range of disciplines, problem-solving techniques, and methods of inquiry that help construct a solid framework of business knowledge and understanding.

By putting theory into practice through courses taught by industry experts, students can apply relevant business concepts immediately in the workplace and become practical and highly adaptive leaders. Franklin University offers
a collective leadership perspective that is authoritative, comprehensive, and visionary, developing forward-thinking leaders with the ability to positively transform a work environment.

Franklin University is located in Columbus, Ohio where it offers four convenient locations. In addition, students from across the nation and around the world attend Franklin online through the Virtual Campus. Online courses at Franklin are held to the same academic rigor as on-campus courses, so students graduate with a respected degree that is highly valuable in the workplace. Seventeen of Franklin’s undergraduate majors, as well as the Vantage MBA Program, can be completed entirely online.

Franklin is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. Franklin’s undergraduate business and management majors, as well as its online MBA have earned a “Best Buy” designation from Geteducated.com for providing high-quality distance education at a tuition rate well below the national average. For more on Franklin University, visit www.franklin.edu.

Benedictine University

Benedictine University in Lisle, Illinois is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our excellence in science. U.S. News & World Report named Benedictine among the top schools in the Midwest and ranked Benedictine sixth in the Midwest for Campus Diversity for 2006.

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

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

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
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.

California State University Channel Islands
Martin V. Smith School of Business & Economics

Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives. The Martin V. Smith School of Business & Economics at CSUCI has a liberal arts and interdisciplinary focus. The School is built on the three Cs: critical thinking, cooperation (working with others), and communication (oral and written English). Students learn the fundamental principles of accounting, economics, finance, information systems, management, and marketing as applied in a variety of organizational settings. A distinguishing aspect of the School is the requirement to take courses developed in conjunction with disciplines outside the traditional business and economics curriculum.

University of South Florida St. Petersburg
College of Business

Opening Minds. Expanding Opportunities.

The College of Business at the University of South Florida St. Petersburg educates current and future professionals in the effective management and ethical leadership of organizations. The College is accredited by AACSB International - The Association to Advance Collegiate Schools of Business. The Program of Accountancy is separately accredited through AACSB.

The College of Business 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 offers an interdisciplinary approach that develops communication, technology, decision-making and teamwork skills. Students’ career goals are supported through student honor societies and organizations as well as workshops to enhance professional development.

Since 2003, the Social Responsibility and Corporate Reporting (SRCR) Program of Distinction at the College 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. In the Fall of 2007, the MBA Program was ranked 34th in the “Global 100” by Beyond Grey Pinstripes 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, visit our website at: www.stpt.usf.edu/cob.

University of Southern California
School of Policy, Planning, and Development

The University of Southern California School of Policy, Planning, and Development (SPPD) ranks among the top academic institutions in the nation. SPPD is currently No. 7 in U.S. News and World Report’s public affairs rankings. Our school has a successful record of designing and delivering quality leadership and management programs — fully enriching the leadership skills needed at the individual, group, organizational, community, and institutional levels. In addition, SPPD is dedicated to educating the next generation of leaders in ways that best blend public, business, nonprofit, and philanthropic resources. With degree programs in leadership, public administration, public policy, healthcare administration, urban planning, and real estate development, SPPD’s structure reflects the multidisciplinary approach needed to find sustainable solutions to today’s critical issues. SPPD also encourages innovation, entrepreneurship, experimentation and collaboration in all facets of teaching, research, and student involvement. Our mission is to educate students and train professionals to manage organizations and devise policies that make the world – as well as the communities in which they live and work – better places for all.
OBTS Teaching Society for Management Educators

The OBTS Teaching Society for Management Educators promotes high quality teaching and learning across the management disciplines and provides leadership to ensure that teaching and learning activities receive the institutional appreciation and support they deserve at the student, classroom, and organizational levels.

OBTS affirms teaching as a noble calling that spans boundaries between art and science. It maintains that effective management education links theory and practice, research and application, design and delivery, and instruction and assessment.

OBTS creates opportunities for educators at all career stages to value teaching. It fosters the establishment of supportive learning environments where individuals take risks to develop their own skills and support growth in others.

OBTS leads the way in promoting appreciation and support for teaching. It convenes essential conversations that explore quality management education and foster the scholarship of teaching.

The Society disseminates teaching and learning resources—best practices, experiential pedagogy, and innovations—through its award-winning publication, *Journal of Management Education*, the annual OBTC Teaching Conference and Doctoral Institute, scheduled online “webinars” with noted scholars and teachers, teaching and learning resources available on its website, and sponsorship and support for regional and international conferences focusing on management education and teaching.

Members are faculty and doctoral students at universities and colleges throughout the world, as well as business educators and consultants in the profit and non-profit sectors. OBTS welcomes all those with a passion for teaching and learning excellence. Interested individuals may join the Society online at www.obts.org.

The William Davidson Institute at the University of Michigan

The William Davidson Institute (WDI) is a non-profit, independent, research and educational institute which is dedicated to developing and disseminating expertise on business issues in emerging economies. It was established at the University of Michigan in 1992, and today integrates research, executive education, and practical project-based assistance in order to:

- generate knowledge of and management skills for emerging economies
- offer unique educational opportunities to individuals and both indigenous and multinational companies which operate in emerging economies
- provide a forum for managers and public policy-makers to discuss business issues in emerging economies

For more information: www.wdi.umich.edu

*GlobalLens* is the William Davidson Institute’s online resource for international business educators. It features:

- a searchable catalogue of international business cases, exercises, and other teaching materials
- a searchable library of syllabi for developing international business courses
- an interactive space for discussing international business cases, courses, and teaching issues

For more information: www.globalens.com

AOM 2009 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) 2009 Annual Meeting. AOM 2009 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 2008 Leadership University Sponsors

University of Washington
Foster School of Business
(Supporting AOM President Thomas W. Lee)

Founded in 1917, the Michael G. Foster School of Business at the University of Washington is one of the nation’s great business schools. The Foster School of Business offers a rich array of graduate and executive programs: a full-time and evening MBA program, Executive MBA, Technology Management MBA, Global EMBA, and research-based Doctoral Program to train scholars who will contribute to the future advancement of business education and practice. Approximately 2,750 students are enrolled in the School’s undergraduate and graduate programs each year, and over 1,000 participate in our executive education seminars and lifelong learning programs for working professionals.

The Michael G. Foster School of Business is recognized for alumni who roll up their sleeves and solve complex, unstructured real-world problems. Leveraging Seattle’s dynamic business community, we foster a learning environment with a unique blend of competition and collaboration. Bringing together the highest-caliber faculty, innovative business people, and a diverse student body, we develop leaders who think differently and make a difference.

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

The Stephen M. Ross School of Business at the University of Michigan is a dynamic, distinctive learning community that is consistently ranked among the world’s leading business schools. Ross develops ideas that shape—and people who lead—complex, global organizations. Ross faculty impact the way business is taught and practiced around the world. Ross students develop their leadership talent through action-based learning programs that connect the world of ideas to the world of practice. Our goal is to prepare graduates to lead globally diverse teams, consider the role of business in society, and build organizational cultures that foster innovation. In addition to world-class academic departments in core business disciplines, the Ross School houses research institutes and centers that provide extraordinary thought leadership and learning opportunities. Ross academic programs include Full-time MBA, Evening MBA, Executive MBA, Global MBA, MAcc, BBA, and PhD degree programs, as well as non-degree Executive Education programs. In late 2008, the Ross School will open a new, state-of-the-art facility that will support the school’s commitment to delivering a transformational educational experience.

Rutgers University
School of Management and Labor Relations and
Graduate School of Business Administration (GSBA)
Zürich
(Supporting AOM Vice President-Elect and Program Chair-Elect Susan E. Jackson)

The School of Management and Labor Relations (SMLR) was founded in 1947 as a legislatively-created Institute on the New Brunswick Campus of Rutgers University. Chartered in 1766 as Queen’s College, Rutgers University is the eighth-oldest institution of higher education in the United States. A member of the Association of American Universities, it serves more than 62,000 graduate and undergraduate students. Today, SMLR’s 30 faculty teach and conduct research in the areas of Human Resource Management and Labor and Employment Relations. Degree programs offered at SMLR address a variety of student needs and interests, and include a PhD degree, two professional masters’ degrees, a global executive masters degree, and an undergraduate degree. SMLR also houses the Center for Human Resource Strategy, which is dedicated to shaping and advancing the field of human resource management through collaboration between SMLR’s world-renowned HR faculty and senior HR thought-leaders in successful global and local corporations. Topics of joint interest to the faculty and executives involved include Global HRM, Workforce Diversity, HR Metrics, Knowledge Management, Teamwork, Employee Engagement, and HR Architecture, among others.
Since 1968, the Graduate School of Business Administration—Zürich (GSBA) has been committed to bringing together the worlds of global business practice and academic theory so as to put forward creative and sound innovations for an increasingly complex business reality. GSBA—Zürich offers international part-time degree programs for executives from middle and upper management levels. It was the first business school in German-speaking Europe to offer an MBA degree program in cooperation with a university from the United States. Today, it also has cooperative degree programs with European universities for other degrees, including the Master of Science (with the University of Wales) and PhD (with the University of Leiden). These programs have prepared nearly 10,000 alumni to anticipate and manage change as well as to develop integrated solutions for entrepreneurial challenges in the complex international environment.

University of Redlands, School of Business (Supporting AOM Local Arrangements Chair James C. Spee)

Originally founded in 1976 as the Alfred North Whitehead College for Lifelong Learning, the University of Redlands School of Business offers business and management education in an accelerated format for professionals and working adults. The unifying theme of the School’s programs is the integration of the liberal arts tradition with professional education. Students graduate from Redlands possessing not only functional skill sets, but also higher-order qualities that industry craves—the ability to critically analyze and solve problems creatively; to articulate the results and solutions of that analysis clearly and effectively, and to collaborate with others productively. Business education at Redlands combines the methods of inquiry that have endured for centuries with the best of 21st-century business knowledge. Four areas of particular focus in the School are Geographic Information Systems (GIS), Global Business, Sustainability, and the ongoing research in the Banta Center for Business, Ethics, and Society.

In addition to the University’s 160-acre main campus in Redlands, the School maintains seven corporate campuses at convenient locations across Southern California. Among the programs we offer at those locations are a Professional MBA, a M.A. in Management, and a M.S. in Information Technology, as well as a B.S. in Business and, beginning in Fall 2008, a new B.A. in Management. We also offer executive coaching, international learning programs in Cambridge, India and Asia, and specialized business certificates.

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.
# 2008 Academy of Management Exhibitor Relations Committee

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

Dr. George Solomon, The George Washington University  
Dr. Erik Winslow, The George Washington University  
Dr. Geralyn Franklin, University of South Florida St. Petersburg  
Ivan El Tarabishy, The George Washington University

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Exhibit Hall Layout & Schedule

Exhibit Schedule:
To protect exhibitor samples, no one is allowed into the Exhibits Area when it is not open.
No one is admitted without a badge.
The Exhibits Area will remain open during the Presidential Luncheon on Tuesday.
Exhibitor Café will be open 10:30 am – 2:30 pm during Exhibits Hours.
Email Stations in the Exhibits Area are available during Exhibits Hours only.

**BOOTH SET-UP HOURS** (open only to registered exhibitors wearing badges):
*Saturday, August 9*
Hours: 9:00 a.m. - 5:30 p.m.

**EXHIBITS HOURS** (open to all delegates wearing conference badges):
*Sunday, August 10*
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 11*
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 12*
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.

**BOOTH DISMANTLING HOURS** (open only to exhibitors wearing badges):
*Tuesday, August 12*
Hours: 5:30 p.m. - 9:00 p.m.
Placement Services

Placement Services for the 2008 annual meeting will be located in the Hilton Anaheim, 777 West Convention Way, Anaheim, CA 92802. Although the Online placement services are now on a rolling basis it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the Conference—our summer career fair. You must “buy” this option and a table when you put in your new add beginning in May and continuing through the meeting in Anaheim. We will have training available on-site in Anaheim if you are unsure on how to place your add and the involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

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

Applicants: You do not have to pay extra for the summer career fair but you do need to register for it. If you have any problems registering please bring your information to the Anaheim meeting and we will be able to help you. If you have not yet paid your annual applicant fee of $35 then you will need to pay it and then you can register for the summer career fair.

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

Tables are provided for conducting interviews during the Academy of Management’s meeting in Anaheim. They are located in small-medium size rooms (6–15 tables/room) and will be available from Saturday, August 9 until Tuesday, August 12. Because of limited tables and small rooms, the cost to reserve a table for the meeting is $125. We may have some tables available on a daily rental basis at a prorated cost. Table layouts and reservations will be available online at http://careers.aomonline.org/placement/ beginning June 1st on a first come first served basis. Tables may be reserved on-site if space is available.

We will have several workshops to help recruiters and applicants with the registration and interview processes.

Ins and Outs of Faculty Recruiting Workshop
Saturday, August 9th: 8:00 - 9:30am
Hilton Anaheim, California Pavilion D
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.

Ins and Outs of Recruiting International Doctoral Candidates
Saturday, August 9th: 10:00 - 11:30am
Hilton Anaheim, California Pavilion D
This session will address the issues related to recruiting international candidates. These issues would include such topics as determining the equivalency of doctoral programs, assessing publishing in international journals, the logistics of travel and campus visits, and work visas and U.S. residency requirements. It is designed for both recruiters and international doctoral candidates and all Academy members are invited.

Placement for Applicants Workshop
Saturday, August 9th: 5:30 - 7:00pm
Hilton Anaheim, California Pavilion D
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. (continue on next page)
Placement Services

We will also be having small group sessions on these same topics and on how the new system works that you may sign up for in the Placement Services Waiting Area. They will take place near the Placement Services Waiting area.

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 Marshall Schminke (U. of Central Florida) selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Donald Bergh (Denver U.), Pamela Haunschild (U. of Texas, Austin), Gary Latham (U. of Toronto)

Here are the 2008 William H. Newman Award Nominees:

**BPS**
*On the Origins of Competitive Advantage: Factor Markets and Heterogeneous Resource Complementarity*
Tunji Adegbesan, Lagos Business School, Pan-African U.

**CAR**
*Consequences of Work-Family Facilitation and Conflict for Objective Employee Health and Performance*
Elianne Florence Van Steenbergen, Utrecht U.

**CM**
*The Ethical Dangers of Rational Decision Making*
Chen-Bo Zhong, U. of Toronto

**CMS**
*Gender Fatigue – Camouflaging Gender Discrimination in Organizations*
Elisabeth K Kelan, London Business School

**ENT**
*Trust, Rule of Law, and New Firm Formation*
Michael Louis Troilo, U. of Tulsa

**GDO**
*Negotiating Gender Stereotypes: Other-Advocacy Reduces Social Constraints on Women in Negotiations*
Emily T. Amanatullah, UT - Austin

**HCM**
*Knowledge Sharing Networks Related to Hospital Quality Measurement & Reporting*
Pavani Rangachari, Medical College of Georgia

**HR**
*A Real Options Theory of Human Resource Management*
Francesco Baldi, U. of Rome La Sapienza, Lenos Trigeorgis, U. of Cyprus

**IM**
*The Market- and Stage-bound Firm-specific Advantages in Diversification of Developing Country MNCs*
Lin Yuan, National U. of Singapore

**MC**
*Client and Consultant Interaction: Capturing Social Practices of Professional Service Production*
Natalia Nikolova, U. of Technology, Sydney, Markus R. Reihlen, RWTH Aachen U.

**MED**
*How Project Management Office Leaders Facilitate Cross-Project Learning*
Jerry Julian, Teachers College, Columbia U.

**MH**
*A Relational Account of the Valuation and Management of UK Defined Benefit Pension Funds (1948-2008)*
Yally Avrahampour, U. of Essex

**MOC**
*Why Is It so Hard to Do My Work? The Challenge of Attention Residue when Switching Between Tasks*
Sophie Leroy, U. of Minnesota

**OB**
*Knowledge Creation in Groups with Diverse Composition*
Rebecca Mitchell, U. of Newcastle

**OCIS**
*Organizing Technology: Toward a Theory of Sociomaterial Imbrication*
Paul M. Leonardi, Northwestern U.

**OM**
*Reducing Risk of Unacceptable Project Performance in NPD*
Jeffrey N. Street, Idaho State U.

**OMT**
*Fitting in or Starting New? Invention, Constraint, and New Categories in the Software Industry*
Elizabeth G. Pontikes, U. of Chicago

**PNP**
*Are Network Ties a Factor in Government Funding to NGOs?: A Case in Korea*
Chang Bum Ju, U. of Southern California

**SIM**
*Conceptualizing corporate social responsibility: An Indian perspective*
Shiban Khan, U. of St. Gallen

**TIM**
*Conflict or Complementarity? A Comparative Analysis of Capital and Performance in Two Contexts*
Suechin Yang, National Cheng Kung 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, Claire Simmers, St. Joseph’s U. The other Dexter Award Committee members are: Jacob Eisenberg (U. College Dublin), David Lamond, Guido Moellering (Max Planck Institute), Rosa Nelly Trevinyo-Rodriguez (TEC De Monterey - EGADE).

Here are the 2008 Carolyn Dexter Award nominees:

**BPS**
The Managerial Power Theory of Executive Pay: A Cross-National Test and Extension
Otten, Jordan, RSM Erasmus U., Heugens, Pursey, RSM Erasmus U.

**CAR**
Towards Culture-Sensitive Theories of the Work-Family Interface
Powell, Gary, U. of Connecticut, Storrs, Francesco, Anne Marie Hong Kong Baptist U., Ling, Yan, George Mason U.

**CM**
Beyond the Friend-Stranger Dichotomous Relationships in the Inter-Cultural Negotiations
Wang, Xiao, GSM, Peking U.

**CMS**
Emergence of AIDS Policy Field in Brazil
Mendonca, Patricia, EAESP-FGV Campos, Luiz EAESP, Fundação Getúlio Vargas, Alves, Mario, EAESP-FGV

**ENT**
Individual, Organizational & Environmental Drivers of Job Creation in New Firms

**GDO**
The Effects of Faultline Activation on Coalition Formation, Conflict, and Group Outcomes
Jehn, Karen, Leiden U., Bezrukova, Yekaterina, Rutgers U.

**HCM**
Sense-making by Clinical and Non-Clinical Executive Directors within New Governance Arrangements
Holton, Richard, Open U. Business School Storey, John, The Open U.

**HR**
National Values, Performance Appraisal and Organizational Performance: A Study Across 21 Countries
Peretz, Hilla, ORT Braude College Fried, Yitzhak, Syracuse U.

**IM**
Multinational Firm Knowledge, Use of Expatriates and Foreign Subsidiary Performance
Fang, Yulin, City U. of Hong Kong Jiang, Guo-Liang, U. of Western Ontario Makino, Shige, Chinese U. of Hong Kong Beamish, Paul U. of Western Ontario

**MC**
Rolesharing in the Managerial Workplace
Harste, Roland, European Business School Richter, Ansgar, European Business School

**MED**
Promises from Afar: Nature of International Student Psychological Contracts in Management Education
Bordia, Sarbani, U. of South Australia Bordia, Prashant, U. of South Australia

**MH**
Genealogy of Brazilian Industrial Management
Vizeu, Fabio, Universidade Positivo - UP
The Carolyn Dexter Award

MOC
Does Nationality Matter in Transnational Teams? Conceptualizing Barriers to Knowledge Seeking
Cummings, Jonathon, Duke U.
Haas, Martine, U. of Pennsylvania

MSR
Unfolding the Relationship between Religion and Socially Responsible Business Conduct
Mazereeuw - vd Duijn, Corrie, Tilburg U.
Graafland, Johan, Tilburg U.
Kaptein, Muel, RSM Erasmus U.

OB
A Cross-Cultural Examination of the Motivational Differences in Feedback Seeking
MacDonald, Heather, U. of Waterloo
Brown, Douglas, U. of Waterloo
Sulsky, Lorne, Wilfrid Laurier U.

OCIS
Do Citizen’s Emotions and Trust Matter in E-Government Continuance Decisions?: Case of Singapore
Srivastava, Shirish, National U. of Singapore
Teo, Thompson, National U. of Singapore
Halim, Zaheed, National U. of Singapore

ODC
Determinants and Temporal Dynamics of Strategic Divergence: Evidence from Europe
Brauer, Matthias, U. of St. Gallen
Heitmann, Mark, U. of St.Gallen

OM
Relationship Between Transaction-Specific Asset Investment and Supply Chain Opportunistic Behavior
Zhao, Xiande, Chinese U. of Hong Kong
Liu, Yi, Xian Jiaotong U.
Qian, Liping, Chongqing U.
Flynn, Barbara, Indiana U.

OMT
Cleaning up the Water Law of British Columbia: A Problemistic Approach to Rule Change
Schulz, Martin, U. of British Columbia
Jennings, P Devereaux, U. of Alberta
Patient, David, Catholic U. of Portugal - FCEE

ONE
Organizational Adaptation and Resilience To Extreme Weather Events
Linnenluecke, Martina, U. of Queensland
Griffiths, Andrew, U. of Queensland
Winn, Monika, U. of Victoria

PNP
Legitimacy-seeking Breeds Variation: Differential Effect of Network Connectedness on NGO Advocacy
Ju, Chang Bum, U. of Southern California

RM
Research in Emerging Economies: Reading Small Type in Dim Light in a Speeding Train?
Pant, Anirvan, Indian Institute of Management Bangalore
Gunta, Srinivas, Indian Institute of Management Bangalore
Ramachandran, J, Indian Institute of Management Bangalore

SIM
Social Responsibility of MNCs: Effects of Stakeholder Pressures on Affiliated Firms’ Behavior
Surroca, Jordi, U. of Carlos III Madrid
Tribó, Josep, U. of Carlos III Madrid

TIM
Interrelated Path Dependence of Technological Systems and Organizational Power Relations
Valorinta, Mikko, Helsinki U. of Technology
Lamberg, Juha-Antti, Helsinki U. of Technology
Schildt, Henri, Imperial College of Science, Technology and Medicine
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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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<th>Papers Submitted</th>
<th>Division Acceptance</th>
<th>Visual Acceptance</th>
<th>Interactive Papers</th>
<th>Proceedings Acceptance</th>
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Table 2: Sessions & Participants

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Table 3: Affiliations with 30+ Participants

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

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43
## Friday Morning, August 8, 2008

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## Friday Afternoon, August 8, 2008

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
Friday Evening, August 8, 2008

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Morning, August 9, 2008

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<td>ACC: Exhibit Hall C - Reg. 70 AAA: Registration</td>
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<td>MAR: Grand Ballroom - Salon A 101 PNP/MED/CMS: The Unscripted Future</td>
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<td>MAR: Grand Ballroom - Salon K 118 MCD/ODC/PTC: New Paradigms for Change</td>
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<td>MAR: Orange County 4 147 MH: Managing Your Dissertation</td>
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<td>MAR: OMC &amp; Co-Sponsors: M&amp;A Dx: What's Missing?</td>
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<td>MAR: Suite 312 114 IO: USASBE 2008 Board Meeting</td>
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<td>HIL: California Pavilion B 99 OB: OB Junior Faculty Workshop</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Conference Program Guide – Saturday, August 9, 2008

### Saturday Morning, August 9, 2008 (cont.)

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<th>Time</th>
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<td>HIL: California Pavilion D, 67: AAA: Ins/Outs of Faculty Recruiting</td>
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<td>HIL: Capistrano A, 120: OB: Methods for Temporal Research</td>
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<td>HIL: Huntington A, 88: RM: Qualimetrics RM</td>
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<td>HIL: Huntington B, 131: RM/OB: Application of Phenomenography</td>
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<td>HIL: Laguna A, 110: CM &amp; Co-Sponsors: Managing Emotional Negotiation</td>
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<td>HIL: Laguna B, 115: ICW: Human Relations Editorial Team</td>
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<td>HIL: Manhattan, 109: CM: CM Doctoral Consortium</td>
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<td>HIL: Santa Monica, 133: RM/Ob/HR: Second-Order</td>
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<td>HIL: Sunset, 111: GDO &amp; Co-Sponsors: Questions that Transform Lives</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
# Conference Program Guide – Saturday, August 9, 2008

## Saturday Afternoon, August 9, 2008

<table>
<thead>
<tr>
<th>Time</th>
<th>Events</th>
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<tbody>
<tr>
<td>12:00</td>
<td>179 MED/NDS: When the Advisor isn’t Looking</td>
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<tr>
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<td>238 IM: Meet the Editors</td>
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<td>226 CONSORTIUM</td>
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<tr>
<td>12:30</td>
<td>161 ENT/ICT: Entrepreneurial Exit</td>
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<tr>
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<td>209 MED/TT/IM: Developing Leadership Skills</td>
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<tr>
<td>1:00</td>
<td>169 TIM/MED: Tools for Service Innovation</td>
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<td></td>
<td>225 MED &amp; Co-Sponsors: Innovative Teaching Ideas</td>
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<tr>
<td>1:30</td>
<td>200 OMT/CM: Structuration Theory</td>
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<td>209 MED/TT/IM: Developing Leadership Skills</td>
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<td>238 IM: Meet the Editors</td>
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<td>2:00</td>
<td>221 TIC/IM/ED: Teaching International Issues</td>
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<td>228 OM: Junior Faculty Workshop</td>
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<td>2:30</td>
<td>191 TIC/MED/PNP: Experiential Learning</td>
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<td>225 MED &amp; Co-Sponsors: Innovative Teaching Ideas</td>
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<tr>
<td>3:00</td>
<td>204 BPS: BPS Doctoral Consortium</td>
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<td>225 MED &amp; Co-Sponsors: Innovative Teaching Ideas</td>
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<td>3:30</td>
<td>176 IAM/IM: Intellectual Capital</td>
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<td>218 TTC &amp; Co-Sponsors: Teaching Multicultural</td>
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<td>4:00</td>
<td>160 BPS &amp; Co-Sponsors: Teaching Strategy Vol. II</td>
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<td>216 ENT/BPS: Corporate Venturing</td>
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<td>4:30</td>
<td>226 OCIS: Virtual Organization Workshop</td>
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<td>167 OCIS: Virtual World Collaboration</td>
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<td>203 BPS: Dissertation Consortium</td>
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<td>211 OMT/BPS: Simulation in Org. Theory</td>
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<td>199 OCIS: Doctoral Consortium</td>
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<td>205 BPS &amp; Co-Sponsors: M&amp;A as a Research Context</td>
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<td>201 TIM: Junior Faculty Consortium</td>
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<td>204 BPS: BPS Doctoral Consortium</td>
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<td>205 BPS &amp; Co-Sponsors: M&amp;A as a Research Context</td>
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<td>166 A: AMJ Editors’ Meeting</td>
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<td>207 ENT: Entrepreneurship Databases</td>
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<td>169 OCIS: Doctoral Consortium</td>
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<td>203 AAM: Japanese Business Research</td>
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<td>168 OCIS: Consortium</td>
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<td>208 ENT: women’s entrepreneurship</td>
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<td>5:00</td>
<td>170 AAW: Sharing Best-Practices</td>
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<td>192 AAW: Bringing Practice Back</td>
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<td>171 AAW: Questions We Have Not Asked</td>
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<td>237 ICW: IACMR event</td>
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<td>230 IM: Meet the Editors</td>
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<td>158 AAA: Membership</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

Section B
### Saturday Afternoon, August 9, 2008 (cont.)

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<td>MAR: Suite 312</td>
<td>ICW: USASBE 2008 Board Meeting</td>
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<tr>
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<td>HIL: Balboa D</td>
<td>AAA: BOG Meeting</td>
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<td>1:00</td>
<td>HIL: California Pavilion A</td>
<td>GDO: GDO Doctoral Consortium</td>
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<td>HIL: California Pavilion B</td>
<td>OB: OB Junior Faculty Workshop</td>
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<td>2:00</td>
<td>HIL: California Pavilion D</td>
<td>202 AAA: Chairs, Fac. &amp;</td>
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<tr>
<td>2:30</td>
<td>HIL: Capistrano A</td>
<td>OB: Methods for Temporal</td>
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<tr>
<td>3:00</td>
<td>HIL: Capistrano B</td>
<td>210 OBITCRM: Advancing Leadership Research</td>
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<td>HIL: Coronado</td>
<td>AAA: BOG Meeting</td>
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<td>HIL: El Capitan A</td>
<td>OB/HR/CM: PE Fit</td>
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<td>HIL: El Capitan B</td>
<td>HR: SHRM Networking Lunch</td>
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<td>HIL: Huntington A</td>
<td>RM/CM/HR: Qualitative</td>
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<td>173 CM/MED/OB: Improving Ethical Behavior</td>
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<td>HIL: Huntington C</td>
<td>222 HR: SHRM Focus on HR Education II</td>
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<td>186 RM/HR/IRA and IRR Indices</td>
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<td>206 CAR: International EBM Mentor</td>
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<td>235 HR/PT/CM: Research-Practice</td>
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<td>HIL: Oceanside</td>
<td>183 OB/HR/CM: Emotions at Work</td>
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<td>HIL: Pacific Pavilion A</td>
<td>166 HCM: Interdisciplinary Research</td>
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<td>HIL: Pacific Pavilion B</td>
<td>217 HCM: Feedback from the Experts</td>
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<td>HIL: Pacific Pavilion C</td>
<td>AAA: BOG Appreciation Luncheon</td>
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<td>HIL: Pacific Pavilion D</td>
<td>OB: Doctoral Consortium</td>
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<td>HIL: Palos Verdes A</td>
<td>184 OB &amp; Co-Sponsors: Studying Interdependent Work</td>
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<td>236 HR/TC/OB: Teaching-Related</td>
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<td>HIL: Redondo</td>
<td>196 MEN/GDO: Latina/Life Stories</td>
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<td>HIL: San Clemente</td>
<td>175 HCM/BPS: Using Technology to Answer the</td>
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<td>HIL: Santa Monica</td>
<td>221 HCM/MED: Mechanisms Used in Assessment</td>
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<td>HIL: Sunset</td>
<td>187 RM: Zero to Coding Within Hours</td>
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<td>OS: Chapman U.</td>
<td>174 CMS: CMS meets journal editors</td>
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<td>219 GDO &amp; Co-Sponsors: Workplace Sexual</td>
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<td>OS: Huntington/Newport Beach</td>
<td>CAR: Beach Boys and Girls.</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Evening, August 9, 2008

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<td>ACC: 201B MED/TTC/TIM: Developing</td>
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<td>6:00</td>
<td>ACC: 201D AAC: PTC Welcoming Reception</td>
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<td>ACC: 202A OM: Junior Faculty Workshop</td>
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<td>7:00</td>
<td>ACC: 202A 251 BPS: BPS Mid-Career Workshop</td>
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<td>ACC: 202B 261 OM: OM Junior Faculty</td>
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<td>ACC: 204A 244 ICW: IACMR Business Meeting</td>
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<td>ACC: 207A 266 ICW: IACMR/MOR</td>
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<td>ACC: 207B BPS: BPS Mid-Career Workshop</td>
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<td>ACC: 209A 243 IAM: IAM Business Meeting</td>
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<td>MAR: Orange County 2 PNP/TTC: Sustainable Practice</td>
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<td>MAR: Orange County 2 SIM/PNP/ICIS: Pol Influence &amp; Jr Fac/PhD</td>
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<td>HIL: California Pavilion D 245 AAA: Placement for Applicants</td>
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<td>HIL: Coronado 255 ICW: NSU Doctoral Student Mgt II</td>
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<td>HIL: El Capitan A 248 ODC: ODC Reception</td>
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<td>HIL: Huntington A CMS/MED: Teaching in the Age</td>
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<td>HIL: Malibu 252 CMS: CMS Social</td>
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<td>HIL: Oceanside 242 HCM: ALPHA’s Role in Education</td>
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<td>HIL: Pacific Pavilion A 247 OB: OB/HR Jr Fac/PhD 265 HR/DB: HR/DB Welcome</td>
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<td>HIL: Palos Verdes B HR/TT/COB: Teaching-Related</td>
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<td>HIL: Redondo MENGDQ: Latina Life Stories</td>
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<td>OS: Astor Classics Museum 253 ENT: ENT Social Event</td>
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<td>OS: Doubletree Hotel Anaheim/Orange County 263 SIM: SIMSBE Keynote Speaker</td>
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<td>OS: Huntington/Newport Beach 264 CAR: Career Night At The Beach</td>
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*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
### Sunday Morning, August 10, 2008

<table>
<thead>
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<th>Session</th>
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**Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.**

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**Section B: Conference Program Guide – Sunday, August 10, 2008**
### Sunday Morning, August 10, 2008 (cont.)

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<tr>
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<tr>
<td></td>
<td>MAR: California Pavilion A</td>
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<tr>
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<tr>
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<tr>
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<td>HIL: Ventura E</td>
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<td>HIL: Ventura F</td>
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<td>HIL: Ventura G</td>
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<tr>
<td>11:00</td>
<td>HIL: Ventura H</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>1:00</td>
<td>MAR: Elite 3</td>
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<td>MAR: Grand Ballroom - Salon B</td>
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<tr>
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<td>2:30</td>
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<td>MAR: Grand Ballroom BAC</td>
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<td>MAR: Marquis Northwest</td>
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<td>MAR: Orange County 4</td>
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<td>MAR: Suite 312</td>
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<td>MAR: Suite 315</td>
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<td>11:00</td>
<td>HIL: Coronado</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Afternoon, August 10, 2008 (cont.)

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>12:00</td>
<td>ICW: OMJ Editorial Meeting</td>
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<td>12:30</td>
<td>HR: HR Executive Committee</td>
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<tr>
<td>1:00</td>
<td>OB/IM/CM: Meso-Modeling Research</td>
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<td>1:30</td>
<td>GDO: GDO Executive Committee</td>
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<tr>
<td>2:00</td>
<td>AAC: EAMI Advisory Board Meeting</td>
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<tr>
<td>2:30</td>
<td>AAC: SMA Board Meeting</td>
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<tr>
<td>3:00</td>
<td>ICW: JMI Editorial Board Meeting</td>
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<td>AAC: Western AOM Meeting</td>
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<tr>
<td>4:00</td>
<td>RM: RMD Executive Committee</td>
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<tr>
<td>4:30</td>
<td>ICW: Organization</td>
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<tr>
<td>5:00</td>
<td>RM/CMS: Ask The Experts: Qual. Res.</td>
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<tr>
<td>5:30</td>
<td>AAA: Placement Services</td>
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<td>6:00</td>
<td>AAC: Mentoring Committee Meeting</td>
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<td>HCM: HCM Executive Committee</td>
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<td>CAR: CAR Executive Committee</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.
## Sunday Evening, August 10, 2008

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<tbody>
<tr>
<td>ACC: 206B</td>
<td>AAM: AAM Reception</td>
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<tr>
<td>ACC: 208B</td>
<td>AAA: 2008 LAC</td>
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<td>ACC: 303C</td>
<td>OCIS: OCIS Executive Committee</td>
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<tr>
<td>MAR: Grand Ballroom - Salon E</td>
<td>ICW: Human Relations Reception</td>
<td>GDO: LGBT and Friends</td>
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<tr>
<td>MAR: Marquis Northeast</td>
<td>ICW: Management Reception</td>
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<tr>
<td>MAR: Marquis Northwest</td>
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<tr>
<td>MAR: Orange County 1</td>
<td>ICW: NUS Party</td>
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<td>MAR: Platinum 1</td>
<td>AAA: AMLE Reception</td>
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<td>MAR: Platinum 9</td>
<td>ICW: NLS Award</td>
<td>IABS Executive Board Meeting</td>
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<td>HIL: California Pavilion B</td>
<td>ICW: Journal of Mgmt</td>
<td>CMS: CMS Social Evening</td>
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<td>ICW: Organization Science-ERB</td>
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<td>OS: BY INVITATION ONLY</td>
<td>GDO: GDO Executive Committee Dinner</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Monday Morning, August 11, 2008

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<th>Time</th>
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<td>7:00</td>
<td>ACC: 201A 507 BPS: Structure and Configuration</td>
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<td>ACC: 201B 400 BPS/OMT/ENT: Upper Echelons Research</td>
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<td>ACC: 201C 599 BPS: Acquisition Performance</td>
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<td>ACC: 201D 590 BPS: Influences of TMT</td>
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<td>ACC: 202A 422 BPS/OMT/ENT: Knowledge Integration Process</td>
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<td>8:15</td>
<td>ACC: 202B 590 BPS: Influences on Innovation</td>
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<td>ACC: 203A 591 BPS: Learning through Alliances</td>
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<td>ACC: 203B 592 BPS: Opportunity and</td>
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<td>ACC: 204A 539 MOC/DMC: Consultant’s Responsibility</td>
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<td>ACC: 204B 489 AAS: Issues in Management Education</td>
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<td>ACC: 204C 539 ENT/MCM:OC: Culture and Entrepreneurship</td>
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<td>ACC: 205B 595 ENT: Entrepreneurial Orientation</td>
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<td>ACC: 206A 596 ENT: International Entrepreneurship</td>
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<td>ACC: 207B 539 OCIS/OMT/MOM: Offshore Service Delivery</td>
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<td>ACC: 207C 562 OM: CM</td>
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<td>ACC: 209B 543 MOC: Decision Effectiveness</td>
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<td>ACC: 212B 522 IM: International Joint Ventures</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Morning, August 11, 2008 (cont.)

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<td>OM: Acquisition Policies</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>OB: Reactions to Mistreatment</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Monday Afternoon, August 11, 2008 (cont.)

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<td>HIL: California Pavilion A</td>
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<td>HIL: Capitolano A</td>
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<td>HIL: Coronado</td>
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<tr>
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<td>HIL: Laguna A</td>
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<tr>
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<td>HIL: Malibu</td>
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*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
### Monday Afternoon, August 11, 2008 (cont.)

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<th>Time</th>
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<td>HIL: Mezzanine 3: IP: Corporate Governance 786</td>
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<td>HIL: Mezzanine 7: IP: IT Dev. &amp; Gov. Issues 792</td>
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<td>HIL: Mezzanine 10: IP: Conflict Resolution 801</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<th>Time</th>
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<td>ACC: 204A</td>
<td>ENT: Ent Div Reception</td>
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<td>ACC: 204B</td>
<td>BPS: Irwin Outstanding Educ. Award</td>
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<td>ACC: 205B</td>
<td>ENT: Entrepreneurship Bus Meeting</td>
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<td>ACC: 207A</td>
<td>OCIS: OCIS</td>
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<td>ACC: 207B</td>
<td>OCIS: OCIS Social Hour</td>
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<td>ACC: 207C</td>
<td>OCIS: OCIS Visual Papers</td>
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<td>ACC: 207D</td>
<td>OM: OM Division Social</td>
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<td>ACC: 208A</td>
<td>AAA: 2008 LAC</td>
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<td>ACC: 210D</td>
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<td>9:30</td>
<td>ACC: 304B</td>
<td>TIM: Business</td>
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<td>ACC: 304C</td>
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<td>MAR: Elta 1</td>
<td>MH: MH Division Business Meeting</td>
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<td>MC: MCD Business</td>
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<td>MAR: Marquis Northeast</td>
<td>ICW: BAM reception at AOM</td>
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<td>SIM: SIM/ONE/PNP Joint Reception</td>
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<td>ICW: ESMT Reception</td>
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<td>ICW: OBTS/JME Reception</td>
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<td>ICW: Industry Studies Reception</td>
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<td>HIL: California Pavilion A</td>
<td>AAS: The Questions We Don’t Ask</td>
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<td>CMS: CMS Business</td>
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<td>7:00</td>
<td>HIL: California Pavilion D</td>
<td>AAA: President’s Dessert Reception</td>
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<td>HIL: Capistrano A</td>
<td>CARH/RIM: Immigrant Careers</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Conference Program Guide – Tuesday, August 12, 2008

### Tuesday Morning, August 12, 2008

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<td>ACC: 201D</td>
<td>BPS: Board Composition</td>
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<td>ACC: 202A</td>
<td>BPS/OMT: Financial Markets</td>
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<td>ACC: 202B</td>
<td>BPS/OMT: Strategy and Time’s Arrow</td>
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<td>BPS: Contract Structure</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Morning, August 12, 2008 (cont.)

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<td>HIL: Oceanside 1194 RM/OMT/BPS: Mixing Qual. and Quant</td>
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<td>HIL: Pacific Pavilion A 1100 AAA: AOM Past Presidents</td>
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<td>HIL: Pacific Pavilion B 1107 OMT/BPS/ENT: Novelty in Adaptation</td>
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<td>HIL: Palisades 1224 AAA: Placement Services</td>
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<td>HIL: Palos Verdes A 1123 CMS: Dark side</td>
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<td>HIL: Palos Verdes B 1133 HCM: Org. &amp; Env. Determin. Serv. In</td>
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<td>HIL: Redondo 1131 GDO: Gender Disparities</td>
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<td>HIL: San Clemente 1132 GDO: Diversity Practices</td>
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<td>HIL: Santa Barbara 1119 CAU: Paths to Org. Diversity</td>
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<td>HIL: Santa Monica 1121 CM: Deviance and Deception</td>
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<td>HIL: Sunset 1134 HCM: Work Environments and Paths</td>
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<td>HIL: Ventura 1120 CAU: Retirement and the AOM</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 12, 2008

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<td>BPS: Organizational Behavior</td>
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<td>BPS: Mobility and Technology</td>
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<td>ACC: 204A</td>
<td>AOM/IM: A Conference</td>
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<td>AAS: Changing the Questions</td>
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<td>MED: Organizational Training</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
**Tuesday Afternoon, August 12, 2008 (cont.)**

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<td>MAR: Grand Ballroom - Salon G 1342 BPS: Context &amp; Venture 1453 BPS: Variations on</td>
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<td>MAR: Grand Ballroom - Salon J 1364 ENT: Human resources in ent. 1471 ENT: Risking</td>
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<td>MAR: Grand Ballroom - Salon K 1302 CMS: Critical International</td>
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<td>MAR: Marquis Ballroom 1 AAA: Presidential Luncheon</td>
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<td>MAR: Orange County 1 1441 SIM: The Influence of the 1545 SIM: Boards and CEOs</td>
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<td>MAR: Platinum 2 1434 ODC: Change Management 1529 ODC: ODC Distinguished</td>
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<td>HIL: Balboa C 1337 CAU: Neuroeconomics and 1437 CAU: Sport Research</td>
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<td>HIL: Carriano A 1354 CAR: Career Decisions 1433 CAR: Hughes Award</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>MAR: OB/ODC: Loading-Up</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>HIL: San Clemente</td>
<td>1585 GDO: Diversity Perceptions</td>
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<td>8:00</td>
<td>HIL: Santa Monica</td>
<td>1591 CM: Conflict Management</td>
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<td>HIL: Sunset</td>
<td>1598 HCM: HCM</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### All Academy Activities

**Program Chair:** James P. Walsh, U. of Michigan, Ann Arbor  
**Professional Development Workshop Chair:** Susan E. Jackson, Rutgers U.  
**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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<tbody>
<tr>
<td>Fri</td>
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<td>Anaheim 2008 LAC</td>
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<td>3</td>
<td>HIL:Coronado</td>
<td>Board of Governors' Meeting</td>
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<td>4</td>
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<td>45</td>
<td>MAR:Marquis Northeast</td>
<td>New Member Orientation: Session 1</td>
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<td>Sat</td>
<td>8:00am</td>
<td>67</td>
<td>HIL:California Pavilion D</td>
<td>The Ins and Outs of Faculty Recruiting</td>
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<td>106</td>
<td>HIL:Balboa C</td>
<td>Board of Governors' Meeting (Breakout)</td>
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<td>108</td>
<td>HIL:Palisades</td>
<td>Placement Services</td>
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<td>132</td>
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<td>Recruiting Intro Doc Candidate</td>
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<td>157</td>
<td>MAR:Suite 304</td>
<td>Academy of Management Journal Editors’ Meeting</td>
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<td>HIL:Pacific Pavilion A</td>
<td>BOG Appreciation Luncheon for Outgoing Volunteers</td>
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<td>Manuscript Central Training Session</td>
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<td>AOM Affiliates &amp; Associates</td>
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<td>AMJ Editorial Board</td>
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<td>PD Training for Prog Chairs</td>
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<td>President’s Reception (Invitation Only)</td>
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# Affiliate Activities & Committees

**Program Chair:** James P. Walsh, U. of Michigan, Ann Arbor  
**Professional Development Workshop Chair:** Susan E. Jackson, Rutgers U.  
**Program Coordinator:** Jimmy Le, Academy of Management

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|     | 9:30am| 128| ACC:212B | AAM: Dirty to Study "Dirty Work"???

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## Showcase Symposia

**Program Chair:** James P. Walsh, U. of Michigan, Ann Arbor  
**Professional Development Workshop Chair:** Susan E. Jackson, Rutgers U.  
**Program Coordinator:** Jimmy Le, Academy of Management

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### Caucuses

Program Chair: Paul Adler, U. of Southern California

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### Professional Development Workshop Chair: Dianna L. Stone, U. of Texas at San Antonio

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# Session Information

## Business Policy & Strategy

### Program Chair: Joanne Oxley, U. of Toronto

### Professional Development Workshop Chair: Tammy L. Madsen, Santa Clara U.

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**Business Policy & Strategy Acknowledgements**

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# Careers

Program Chair: Hetty Van Emmerik, Utrecht U.
Professional Development Workshop Chair: Wolfgang Mayrhofer, WirtschaftsU. Wien

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<td>MAR:Marquis Northwest</td>
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<td>MAR:Marquis Northwest</td>
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<td>11:00am</td>
<td>148</td>
<td>OS:Huntington/Newport Beach</td>
<td>Beach Boys and Girls.</td>
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Careers Acknowledgements

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Nancy Yanchus, Georgia Southern U.
Margaret Yap, Ryerson U.
Jennifer Yugo, Bowling Green State U.
Thomas Zagenczyk, Clemson U.
# Conflict Management

**Program Chair:** Kathleen O'Connor, Cornell U.  
**Professional Development Workshop Chair:** Deanna Geddes, Temple U.

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</tbody>
</table>
Conflict Management Division Acknowledgements

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jacqueline williams, Cameron U., UNITED STATES
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Frank De Wit, Leiden U., NETHERLANDS

Day Start Time Location # Session Information
Tue 8:30pm 1554 HIl. Santa Monica Conflict Management Division Business Meeting
6:30pm 1568 HIl. California Pavilion B Conflict Management Division Social Hour
Wed 8:30am 1581 HIl. Santa Monica (Mis)Handling Conflict: Aggression and Avoidance
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Kyung-Hee Yu, Massachusetts Institute of Technology
Jennifer Ziegler, Valparaiso U.

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# Day | Start | Location | Session Information
--- | --- | --- | ---
Fri 12:00pm | 5 | OS:Argyros School of Business & Economics, Chapman U. | ENT Junior Faculty Consortium (+ dinner)
Fri 1:00pm | 7 | ACC:203A | Entrepreneurship and family business
Fri 3:00pm | 30 | ACC:213C | Neuroeconomics & Entrepreneurs
Fri 4:00pm | 41 | ACC:206A | Support for "The Questions We Ask"
Sat 8:00am | 72 | ACC:201D | The Business Model: In Search of Meaning
Sat 1:00pm | 3 | ACC:211B | Sustainability in the Rough
Sat 3:00pm | 31 | ACC:209A | Creating New Access to Business Data
Sat 4:00pm | 207 | ACC:212A | Entrepreneurship Databases
Sat 5:00pm | 208 | ACC:303D | Women’s entrepreneurship
Sat 6:00pm | 253 | OS:Astor Classics Museum | ENT Social Event
Sun 8:00am | 276 | ACC:211B | Same Question/Different Answer
Sun 9:00am | 300 | ACC:210A | Leadership Development
Sun 9:00am | 302 | HIL:Laguna A | Qualitative Comparative Analysis
Sun 11:00am | 152 | HIL:Palos Verdes A | Introduction to Social Networks Research
Sun 12:00pm | 161 | ACC:201B | Entrepreneurial Exit
Sun 2:00pm | 207 | ACC:212A | Entrepreneurship Databases
Sun 3:00pm | 225 | ACC:201C | Innovative Teaching Ideas for Management Educators
Sun 6:00pm | 253 | OS:Astor Classics Museum | ENT Social Event
Mon 8:30am | 490 | ACC:201B | Upper Echelons Research
Mon 9:00am | 504 | ACC:205A | Understanding Entrepreneurial Exits
Mon 10:00am | 506 | ACC:206A | International Entrepreneurship 1
Mon 11:00am | 507 | ACC:206B | Antecedents and Outcomes of Corporate Venturing
Mon 9:00am | 508 | MAR:Grand Ballroom - Salon J | Historical Foundations of ENT
Mon 10:00am | 509 | ACC:204C | SHCS: Culture and Entrepreneurship
Mon 11:00am | 529 | HIL:Mezzanine 12 | IP: All About Family Business
Mon 1:00pm | 544 | ACC:210A | JS: Is Homo Economicus a Myth?
Mon 2:00pm | 596 | ACC:Exhibit Hall C - ENT 1 | Gender, Ethnicity, and Entrepreneurship
Mon 3:00pm | 624 | ACC:202A | Entry Responses by Incumbents
Mon 4:00pm | 639 | MAR:Grand Ballroom - Salon J | Human Factors
Mon 5:00pm | 640 | ACC:205A | Traits, States and Tensions
Mon 6:00pm | 641 | ACC:205B | Entrepreneurial Action in Response to Uncertainty
Mon 7:00pm | 642 | ACC:206A | International Ent 2
Mon 8:00pm | 643 | ACC:206B | Influences on Venture Capitalists’ Deal Decisions
Mon 9:00pm | 644 | ACC:Exhibit Hall C - ENT 1 | Networks and Networking
Mon 10:00pm | 665 | HIL:Mezzanine 12 | IP: Demographics Issues in Entrepreneuring
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</tbody>
</table>

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Joerg Zimmermann, Max Planck Institute of Economics, Jena,
Ronan Zolin, Queensland University of Technology, AUSTRA
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<td>So You Are Going to Teach?!</td>
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</table>
Gender & Diversity in Organizations Acknowledgments

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Sabrina Volpone, U. of Houston
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Doan Winkel, U. of Wisconsin, Milwaukee
Margaret Yap, Ryerson U.
Gunna Yun, U. of Baltimore
Connie Zheng, Central Queensland U.
Monique Ziebro, U. of Illinois
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**Health Care Management**

**Program Chair:** Robert Weech-Maldonado, U. of Florida

**Professional Development Workshop Chair:** Eric S. Williams, U. of Alabama
MONA AL-AMIN, TEMPLE U., UNITED STATES
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Amit Nigam, U. of Calgary, CANADA
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Reid Orton, U. of North Florida, UNITED STATES
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Thanos Papadopoulos, Doctoral Student, UNITED KINGDOM
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Candido Perez, IESA-Tulane U., UNITED STATES
Lori Peterson, Texas Tech U., UNITED STATES
Jose Pena, Widener U., UNITED STATES
Keith Provan, U. of Wisconsin Milwaukee, UNITED STATES
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Tom Sanders, U. of Montevallo, UNITED STATES
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Rebecca Wells, U. of North Carolina, UNITED STATES
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Eileen McCaffrey, U. of Western Australia, AUSTRALIA
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Kathleen Montgomery, U. of California, Riverside, UNITED STATES
Robert Myrtle, U. of Southern California, UNITED STATES
Priya Nambisan, SUNY. ALBANY, UNITED STATES
Ingrid Nemeth, Yale U., UNITED STATES
Amit Nigam, U. of Calgary, CANADA
Stephen O'Connor, U. of Alabama, Birmingham, UNITED STATES
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Thomas Vaughan, U. of Iowa, UNITED STATES
Emanuele Vendramini, Catholic U. and SDA Bocconi School of Management, ITALY
Peter Wel, American College of Healthcare Executives, UNITED STATES
# Human Resources

Program Chair: Howard J. Klein, The Ohio State U.
Professional Development Workshop Chair: John E. Delery, U. of Arkansas

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</table>

### Human Resources Acknowledgements

- **Rakesh K Agrawal**, Institute of Management Technology, INDIA
- **Khadjia Al Arkoub**, New Mexico State U., UNITED STATES
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- **Charles H Fay**, Rutgers U., UNITED STATES
- **Erch C Fein**, Wilmington College of Ohio, UNITED STATES

### Section C
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International Management Acknowledgements

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Jose Luis Abrantes, Escola Superior de Tecnologia do Instituto Politecnico de Viseu
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Hadi Alhorr, Saint Louis U.
Carlos Almeida, Brazil
Nakahori Ando, Nagasaki Prefectural U.
St. Hwee Ang, U. of Auckland
Mahfroz Ansari, U. of Lethbridge
Peter Antoniou, CSU - San Marcos, Pomegranate International
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Andrew Barton, Nottingham Trent U.
Cordula Bazant, ESG Toulouse Business School
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Greg Bell, U. of Texas at Arlington
Lorna Berent, ALTS Postgraduate School Business and Society
Alain Berranger, Schulich School of Business
Heather Berry, U. of Pennsylvania
Anne Berthelot, U. of Texas, El Paso
Helene Bertrand, Pontifical Catholic U. of Rio de Janeiro
Aleta Best, U.S. Department of Transportation
Constant Beugre, U. of Luxembourg
Sanjay Bhownik, U. of Auckland
Tajinder Billing, Virginia State U.
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Janine Black, Temple U.
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r/t/ Roger Blakeney, U. of Houston
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Carmen Martinez-Soler, City U. of New York/BCMC
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International Management

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Eric Mong, Walden U.
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Eterine Musonera, Eastern New Mexico U.
Lilach Nachum, Baruch College
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M. Neace, Mercer U.
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David Nicol, Ferris State U.
Bo Nielsen, Copenhagen Business School
Sabina Nielsen, Copenhagen Business School
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Marshall Patte, Towson U.
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Ranfeng Qiu, Rutgers U.
Khondaker Rahman, International Management, Human Resources Management, Non-profit Organization
C.M. Ramesh, Goa Institute of Management
Padma Rao Sahil, U. of Groningen
Catalin Ratcu, Concordia U.
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Lena Zander, Stockholm School of Economics
Yanli Zhang, Montclair State U.
Yingying Zhang, ESADE / Rutgers U.
Fang Zhao, RMIT U.
Congcong Zheng, San Diego State U.
Wei Zheng, Northern Illinois U.
Jian Zhou, Nankai U. Business School
Yu Zhou, Rutgers U. - Dept. of HRM
Hong Zhu, Texas A&M U.
Yunxia Zhu, U. of Queensland
Joerg Zimmermann, Max Planck Institute of Economics, Jena

Section C 118
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<tr>
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<td>15</td>
<td>MAR:Grand Ballroom - Salon C</td>
<td>Core Consulting Skills</td>
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<td>Creating &amp; Sustaining Change</td>
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<td>21</td>
<td>MAR:Marquis Northwest</td>
<td>Ways of Seeing</td>
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<td>MAR:Orange County 4</td>
<td>Are Consultants Truly Professional?</td>
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<td>Sat</td>
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<td>ACC:201D</td>
<td>The Business Model: In Search of Meaning</td>
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<td>What is Strategic about Knowledge Management?</td>
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<td>HIL:Sunset</td>
<td>Questions that Transform Lives</td>
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<td>MAR:Newport &amp; Rancho Las Palmas</td>
<td>M&amp;A Dx: What's Missing?</td>
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<td>MAR:Grand Ballroom - Salon K</td>
<td>New Paradigms for Change</td>
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<td>Weak Signals and Noise</td>
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<td>Energy and Thriving at Work</td>
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<td>More High Impact Exercises</td>
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<td>Rapid Business Review</td>
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<td>MAR:Los Angeles</td>
<td>Managing Without Authority</td>
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</tbody>
</table>
Management Consulting Acknowledgements

<table>
<thead>
<tr>
<th>Day</th>
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<tr>
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</tr>
</tbody>
</table>

Fran ACKERMAN, Strathclyde U., UNITED KINGDOM
Avshalom ADAM, School of Business Administration, College of Management, ISRAEL
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Achraf AYAD, Institut National des Télécommunications, FRANCE
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Maria KAMENI, U. of St. Gallen, UNITED STATES
Alfred KIESER, Mannheim U., GERMANY
Christina KIRSCH, U. of Technology Sydney, AUSTRALIA
Geraldine KISIEL, Central Michigan U., UNITED STATES
Rita KOLAWSKI, Work Life Consulting LLC, UNITED STATES
Michael KONOPASKI, Trent U., CANADA
Mary Lou KOTECKI, Benedictine U.Deene & Company, UNITED STATES
Daniel KOWALSKI, Kowalski Consulting and Management LLC, UNITED STATES
Aziza LAGUECIR, Bordeaux Business School, FRANCE
Carole LALONDE, U. Laval, CANADA
Jan-Peter LECHNER, First Global liaison, GERMANY
David LONGSTREET, Avila U., UNITED STATES
Jeff LOWENTHAL, Northeastern State U., UNITED STATES
Richard LUTZ, Quinquapic U., UNITED STATES
Federico MARINELLI, IESE, U. of Navarra, SPAIN
Angelica MARTE, U. of Zurich, SWITZERLAND
Douglas Mc, U. of Alberta, CANADA
Drum McNAMATH, The Change Leader, Inc., UNITED STATES
Zeeva MILLMAN, A & M Human Resources Consultants, CANADA
Carlos MIRANDA, IBM Business School, BRAZIL
Kevin MOLE, Warwick Business School, UNITED KINGDOM
Dennis MORRISON, American InterContinental U., UNITED STATES
Kurt MOTAMEDI, Pepperdine U., UNITED STATES
Rochelle MUCHA, Business as Performance Art, Founder, UNITED STATES
Salkhivin MUNASAMY, Warwick Business School, BAHRAIN
Venkata MUPPANI, IITB, INDIA
Mark NAGY, Xavier U., UNITED STATES
Jeff NEUMANN, Tarstick Institute, UNITED KINGDOM
Jennifer NIEMAN-GONDER, Farmingdale State College, UNITED STATES
Ernest NORRIS, Kaplan U., UNITED STATES
Eva OLSSON, Carnegie Mellon U., UNITED STATES
Freda OMER, Stockholm School of Economics, SWEDEN
Kevin O'NEILL, USC, UNITED STATES
Michael POBAT, The George Washington U., UNITED STATES
Lionel QUARSHIE, Pepperdine U., UNITED STATES
Wilt WINKELMAN, Argosy U./Chicago, UNITED STATES
Jason WOLF, Benedictine U., UNITED STATES
Xiao Qiao, Hong Kong Polytechnic U., HONG KONG
Wechu Xu, Old Dominion U., UNITED STATES
Theresa YAESER, Benedictine U., UNITED STATES
John ZIMMERMAN, Pepperdine U., UNITED STATES
Zita ZOLTAY-PAPRIKA, Corvinus U. of Budapest, HUNGARY

Marko Rillo, Tallinn U. of Technology, ESTONIA
Nella Ann ROBERTS, Florida International U., UNITED STATES
Sandra ROTHEBIRGER, U. of Innstruck, Department for Strategic Management, AUSTRIA
Khala SAIID, IAE de CAEN, FRANCE
Jose Maria SALLAN, U. Politica de Catalunya, SPAIN
Apurva SANARIA, ICICI Prudential Life Insurance Company, INDIA
Debra SANTOS, U. of Phoenix, UNITED STATES
Andrea SCHAEFER, H racki Pacific U., GERMANY
Aline SCOURNEC, IAE de CAEN, FRANCE
Tom SECHREST, St. Edward's U., UNITED STATES
Posya SEIFZADEH, Ivey School of Business, CANADA
Matthew SEMADENI, Kelley School of Business, Indiana U., UNITED STATES
David SHAW, China Imperative, UNITED STATES
Philip SHUM, William Paterson U., UNITED STATES
Stuart SIDLE, U. of New Haven, UNITED STATES
Knud SINDING, U. of Southern Denmark, DENMARK
Sally SLEDGE, Troy U., UNITED STATES
Julie SMENDZIK, Fielding Graduate U.Minnesota State Colleges and U, UNITED STATES
Peter SORENSEN, Benedictine U., UNITED STATES
Michael STADLOBER, U. of Klagenfurt, AUSTRIA
Timothy STALEY, Keller Graduate School of Management, UNITED STATES
B. Irin SUMMERS, Retired, UNITED STATES
Hui TECH, Malaya U / Sarawak Foundation, MALAYSIA
Daniela TRUTY, northeastern Illinois U., UNITED STATES
Rossem van, Vlerick Leuven Gent Management School, BELGIUM
Glenn VARNEY, Bowling Green State U., UNITED STATES
Patrice VOLL, REIMS Management School, FRANCE
Gary WAGENHEIM, Simon Fraser U., CANADA
Nancy WALLIS, Pepperdine U., UNITED STATES
Isaac WANASAKA, New Mexico State U., UNITED STATES
Donald WARRICK, U. of Colorado, Colorado Springs, UNITED STATES
Barbara WILLIAMS, Capella U., UNITED STATES
Walt WINKELMAN, Argosy U./Chicago, UNITED STATES
Jason Wolf, Benedictine U., UNITED STATES
Qu Xiao, Hong Kong Polytechnic U., HONG KONG
Wechu Xu, Old Dominion U., UNITED STATES
Theresa YAESER, Benedictine U., UNITED STATES
John ZIMMERMAN, Pepperdine U., UNITED STATES
Zita ZOLTAY-PAPRIKA, Corvinus U. of Budapest, HUNGARY
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Robert L. Tang, DLS-CSB
David W. Taylor, Manchester Metropolitan U.
Marilyn L. Taylor, U. of Missouri
Scott N. Taylor, Boston U.
Bruce T. Teague, Eastern Washington U.
Julia Teahen, Baker College
Steven Tello, U. of Massachusetts Lowell
Nick L. Tex, U. of Phoenix
Kenneth R. Thompson, DePaul U.
Teresa Torres-Coronas, U. Rovira i Virgili
Daniela Truty, Northeastern Illinois U.
Craig A Tunwall, SUNY Empire State College
J. Michael Tyler, Baker College
Tony Ungaretti, Johns Hopkins U.
David D. Van Fleet, Arizona State U.
Guillermo E Vanderlinde, Pontificia U. Catolica Madre y Maestra
Marco Van-Gelderen, Massey U. New Zealand
Francisco Giovanni David Vieira, U. Estadual de Maringa - UEM
Russ Vince, U. of Bath
Consuelo Luisa Waght, U. of Houston
Jennifer Walinga, U. of Victoria
Christopher A. Walker, Northeastern U.
Chingning Wang, National Sun Yat-Sen U.
Stephanie Ward, St. Mary's U.
Kathleen Hanold Watland, Saint Xavier U.
John D. Watt, U. of Central Arkansas
Steven M. Weingarden, Blue Cross Blue Shield of Michigan
Ellen L. West, Portland State U.
Lee E. Weyant Kutztown, U. of Pennsylvania
Robert Wheeler, Indiana Wesleyan U.
Carolyn Wiley, Roosevelt U.
Barbara Butts Williams, Capella U.
Michael Paul Williams, Capella U.
Sue Williams, U. of Gloucestershire
Steven A. Williamson, U. of North Florida
Marie Elaine Gea Wilson, U. of Auckland
Paige Wolf, George Mason U.
Joseph Wolfe, Experiential Adventures LLC
Peter Robert Woods, Griffith U.
Nilay Yajnik, Narsee, Monjee Institute of Management Studies, Deemed U. Mumbai
Shahid N. Yamin, United Arab Emirates U.
Yuji Yoshida, Chiba U. of Commerce
Kenneth Zantow, U. of Southern Mississippi
# Management History

**Program Chair**: Curt H. Stiles, U. of North Carolina- Wilmington  
**Professional Development Workshop Chair**: David A Lamond, Wuhan U.

<table>
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</table>

**Management History Acknowledgements**

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- **Sanjoy Mukherjee**, Indian Institute of Management, Calcutta, India
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- **Susan L Kirby, Texas State U., United States**
- **Robert W. Kolodinsky, James Madison U., United States**
- **Frank La Pira, U. of Ballarat, Australia**
- **Teslimi Ademri Lawanso, Fuller Theological Seminary Pasadena, United States**
- **Jeffrey Lenn, George Washington U., United States**
- **Kathy Lund Dean, Idaho State U., United States**
- **Sanjoy Mukherjee, Indian Institute of Management, Calcutta, India**
- **Zubin Rumi Mulla, Welinking Institute of Mgmt Dev & Res, India**
- **Faith Wambura Ngunjir, Yale U., United States**
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- **Karen Norum, Gonzaga U., United States**
- **Ashish Pandey, Pragati Leadership Inst. Pvt. Ltd., India**
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- **Ashish Pandey, Pragati Leadership Inst. Pvt. Ltd., India**
- **Catherine L. Pastille, Alliant International U., United States**
- **Richard Perepoy, U. of Dallas Graduate School of Management, United States**
# Managerial & Organizational Cognition

Program Chair: Richard Blackburn, U. of North Carolina, Chapel Hill  
Professional Development Workshop Chair: Gerard P. Hodgkinson, U. of Leeds

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Ryszard Stocki, Jagiellonian U.
Denise Sumpf, Social Commission for Asia and the Pacific
Kathleen Sutcliffe, U. of Michigan, Ann Arbor
Cynthia Sutton, Metropolitan State College of Denver
Pamela Swearengen-King, Strayer U.
John Szymska, CorVirtus
Linda Terry, Capella U.
David Tobey, New Mexico State U.
Jennifer Todd, New York U.
Ashlea Troth, Griffith U.
Jordi Trullen, ESADE
Chen-yi Tsai, I-Shou U., Taiwan
Kathleen Tully, Wells Fargo Auto Finance
Stephane Tywonak, Queensland U. of Technology
Daniel Uiterweij, Netherlands Defence Academy
Toni Ungaretti, Johns Hopkins U.
Diemo Urbig, Max Planck Institute of Economics, Jena
Diederik Van Liere, Erasmus U.
Johan Van Rekom, Erasmus U.
Allard Van Riel, U. of Liège
Annick Van Rossem, Vlerick Leuven Gent Management School
Virajanaard Varma, Auburn U.
Patricia Vidal, Universidade Presbiteriana Mackenzie
Ricardo Vidigal Da Silva, APGC
Natalya Vinokurova, New York U.
Paul Vlaar, Vrije U. Amsterdam
Markus Vodosek, U. of Utah
Heather Vough, U. of Illinois, Urbana-Champaign
Jennifer Walinga, U. of Victoria
Mary Waller, U. of Maastricht
Jack Walters, Dakota State U.
Rachael Wells, Columbia U.
Tara Wernsing, U. of Nebraska, Lincoln
Shellwyn Weston, New York U.
Frank Wit, Leiden U., The Netherlands
Jaana Woiceshyn, U. of Calgary
Anita Woolley, Harvard U.
Monica Worline, Emory U.
Robert Wright, Hong Kong Polytechnic U.
Hanhua Xu, Hong Kong Polytechnic U.
Maia Young, U. of California, Los Angeles
Kuo Frank Yu, U. of California, Berkeley
Y. Connie Yuan, Cornell U.
Congcong Zheng, San Diego State U.
Zita Zoltay-Paprika, Corvinus U.
Xi Zou, Columbia U.

Courtesy of Chris Poulson, University of Tasmania, Australia
## Operations Management

Program Chair: Elliot Bendoly, Emory U.
Professional Development Workshop Chair: Kathryn Lee Blackmon, Oxford U.,
Professional Development Workshop Chair: Hale Kaynak, U. of Texas Pan American

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Operations Management

Operations Management Acknowledgements

Kamrul Ahsan, Auckland U. of Technology
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Maria Argyropoulou, Brunel Business School
Nieves Arranz, UNED
Achraf Ayadi, Institut National des Télécommunications
Susana Azevedo, U. of Beira Interior
Lydia Bals, European Business School
Claretha Banks, U. of Arkansas
Kimberly Bates, Trent U.
Eliott Bendoly, Emory U.
Vikram Bhakoo, Monash U.
Diogenes Bido, U. Presbiteriana Mackenzie
Kathryn Blackmon, Oxford U.
Sakun Boon-Itt, Thammasat U.
Linda Brennan, Mercer U.
Aloeu Camargo Jr, U. de São Paulo
Carmen Carlos Ornelas, Instituto Tecnológico de Aguascalientes
Amélia Carr, Université de Lausanne
Helene Caudill, St. Edwards U.
Araivind Chandrasekaran, U. of Minnesota
Karen Chmander Dye, Florida Atlantic U.
Adrian Choo, Rensselaer Polytechnic Institute
Karen Chinander Dye, Florida Atlantic U.
Aravind Chandrasekaran, U. of Minnesota
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Amelia Carr, Université de Lausanne

Susan Azevedo, U. of Beira Interior
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Helene Caudill, St. Edwards U.
Amelia Carr, Université de Lausanne

Section C 132
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Shelley Robbins, Capella U., UNITED STATES
Gary Robinson, Capella U., UNITED STATES
Gerhard Roodt, U. of Johannesburg, SOUTH AFRICA
George Roth, MIT, UNITED STATES
Jyotsna Sangri, Alliant International U., UNITED STATES
Manuela Sarmento, U. Luissata, PORTUGAL
James Schaep, U. of Nevada, Reno, UNITED STATES
Patricia Schmakel, Lourdes College, UNITED STATES
Achim Schmit, HEC Geneve, SWITZERLAND
Sharon Schneider-Borwitz, Benedictine U., UNITED STATES
Geor Schrroyd, Freie u. Berlin, GERMANY
Lilian Schumacher, U. of Saint Francis, UNITED STATES
Gavin Schwartz, U. of New South Wales, AUSTRALIA
Megan Seyedzai, Capella U., UNITED STATES
Leatrice Schenz, Schatz Consulting, UNITED STATES
William Sharbrough, Country School of Business Administration, UNITED STATES
Zachary Sheaffer, Open U. of Israel, ISRAEL
Walter Sherman, Texas A&M U., Corpus Christi, UNITED STATES
Philip Shum, William Paterson U., UNITED STATES
Liannne W.L. Simonse, Utrecht U., NETHERLANDS
Sanjay Singh, Institute of Management Technology, Ghaziabad, India, INDIA
Clive Smallman, Lincoln U., NEW ZEALAND
Julie Smendzuik-O’Brien, Fielding Graduate U./Minnesota State Colleges and U., UNITED STATES
Budi Soetjipto, U. of Indonesia, INDONESIA
David Solin, ESCP-EAP European School of Management, United Kingdom
Peter Sorensen, Benedictine U., UNITED STATES
George Soto, New Worlds Enterprise, LLP, UNITED STATES
Janice Spangenberg, Capella U., UNITED STATES
Bert Specter, Northeastern U., UNITED STATES
Gretchen Speirer, U. of Michigan, Ann Arbor, UNITED STATES
Richard Stedman, U. of San Francisco, UNITED STATES
Jacqueline Stavros, Lawrence Technological U., UNITED STATES
Inger Stensaker, Norwegian School of Economics and Business Administration, NORWAY
Meryn Statte, Purdue U., UNITED STATES
Christie Struckman, U. of San Francisco, UNITED STATES
Barry Sugerman, Society for Organizational Learning, UNITED STATES
Ranjini Swamy, Goa Institute of Management, INDIA
Noora Taii, eBMS-Scuola Superiore ISUFI-U. of Salento, ITALY
Ram Tenkasi, Benedictine U., UNITED STATES
Jordi Trullen, ESADE, SPAIN
Fu-Sheng Tsai, Cheng Shiu U., TAIWAN
Jacqueline Turner, Colorado Technical U., UNITED STATES
Leslie Twingor, Nova Southeastern University, UNITED STATES
Toni Ungaretti, Johns Hopkins U., UNITED STATES
Joan Van Aken, Eindhoven U. of Technology, NETHERLANDS
Woody Van Offen, RSM Erasmus U., NETHERLANDS
James Vartaman, U. of Memphis, UNITED STATES
Viranand Varma, Aubum U., UNITED STATES
Glenn Varney, Bowling Green State U., UNITED STATES
Helin Vassallo, WPI, UNITED STATES
subir verma, Management Development Institute, INDIA
Frances Vigniani, Alfred U., UNITED STATES
Gary Wagner, Simon Fraser U., UNITED STATES
Nancy Waideck, U. of Toledo, UNITED STATES
Lynne Waidera, Infomomentum, Inc., UNITED STATES
William Wallick, U. of Scranton, UNITED STATES
Nancy Wall, Pepperside U., United States
Ian Walsh, Boston College, UNITED STATES
Yu-Lin Wang, U. of Illinois at Urbana-Champaign, UNITED STATES
Donald Warrick, U. of Colorado, Colorado Springs, UNITED STATES
Christopher Wassen, The George Washington U., UNITED STATES
Robert Waters, The George Washington U., UNITED STATES
John Watson, St. Bonaventure U., UNITED STATES
Nelson Weart, York U., CANADA
Steven Weigarten, Blue Cross Blue Shield of Michigan, UNITED STATES
Susen White, Hepburn Axelrod & White, LLC, UNITED STATES
Elden Wiebe, Saint Mary’s U., CANADA
Barbara Williams, Capella U., UNITED STATES
Sue Williams, U. of Gloucestershire, UNITED KINGDOM
Jason Wolf, Benedictine U., UNITED STATES
Julie Wolfram Cox, Deakin U., AUSTRALIA
Karen Wollard, Kelly, Wollard & Associates, Inc., UNITED STATES
Evan Wood, Taylor U., UNITED STATES
Chris Worley, U. of Southern California, UNITED STATES
Qu Xiao, Hong Kong Polytechnic U., HONG KONG
Theresa Yaeger, Benedictine U., UNITED STATES
Chen-Yen Yao, National Chengchi U., TAIWAN
James Yu, Beijing Jiaotong U., Old Dominion U., UNITED STATES
Stephen Zaccaro, George Mason U., UNITED STATES
Danielle Zandee, Nyenrode Business Universiteit, NETHERLANDS
Xinxing Zu, Morgan State U., UNITED STATES
Danielle Zandee, Nyenrode University, UNITED STATES
Jude Olesen, Lockheed Martin, UNITED STATES
Ian Palmer, U. of Technology, AUSTRALIA
Jill Paine, Columbia U., UNITED STATES
Amy Y. Ou, Arizona State U., UNITED STATES
Ram Tenkasi, Benedictine U., UNITED STATES
Barry Sugarman, Society for Organizational Learning, UNITED STATES
Christie Struckman, U. of San Francisco, UNITED STATES
Inger Stensaker, Norwegian School of Economics and Business Administration, NORWAY
Meryn Statte, Purdue U., UNITED STATES
Christie Struckman, U. of San Francisco, UNITED STATES
Barry Sugerman, Society for Organizational Learning, UNITED STATES
Ranjini Swamy, Goa Institute of Management, INDIA
Noora Taii, eBMS-Scuola Superiore ISUFI-U. of Salento, ITALY
Ram Tenkasi, Benedictine U., UNITED STATES
Jordi Trullen, ESADE, SPAIN
Fu-Sheng Tsai, Cheng Shiu U., TAIWAN

Jean Neumann, Tavstock Institute, UNITED KINGDOM
Jose Gongalves Neves, ISCTE- Instituto Superior de Ciencias do Trabalho e da Empresa, PORTUGAL
Jann Nielson, U. of Aarhus, DENMARK
Kohei Nishikawa, Konan U., JAPAN
Dr. Ernest Norris, Kaplan U., UNITED STATES
Karen Nonum, Gonzaga U., UNITED STATES
Frank Novakovski, Davenport U., UNITED STATES
Nwankama Nwankama, AOM, UNITED STATES
Alice Obermiller, U. of Chicago, UNITED STATES
Ken Ogata, York U., Toronto, CANADA
Michael O’Leary, Boston College, UNITED STATES
Jude Olsen, Lockheed Martin, UNITED STATES
Francina Ortia-Sintes, U. of Isla Balears, SPAIN
Debra Orr, Roosevelt U., UNITED STATES
Margaret Orr, Barst College Street of Education, UNITED STATES
Amy Y. Ou, Arizona State U., UNITED STATES
Jill Paine, Columbia U., UNITED STATES
Padmaja Palkar, Fellow (Indian Institute of Management Bangalore), INDIA
Ian Palmer, U. of Technology, AUSTRALIA
Thanos Papatopoulos, Doctoral Student, UNITED KINGDOM
Kizzy Parks, DEOMI PAFB, UNITED STATES
Sotinos Paroudis, Warwick Business School, UNITED KINGDOM
Nicole Pearce, Federal Management Partners, Inc., UNITED STATES
Maury Peiper, IMD, SWITZERLAND
Vincent Pelletiere, Aurora U., UNITED STATES
Sandy Kristin Prident, Case Western Reserve U., UNITED STATES
Norma Piveta, U. Catolica Argentina, ARGENTINA
Latha Poonamalle, Michigan Technological U., UNITED STATES
Edward Powley, Naval Postgraduate School, UNITED STATES
Ryan Quinn, U. of Virginia, UNITED STATES
Sabine Raeder, ETH Zurich, SWITZERLAND
Anthony Raia, U. of California, Los Angeles, UNITED STATES
Tr Ramanathan, Northumbria U., UNITED STATES
C.M. Ramesh, Goa Institute of Management, INDIA
Humayun Rashid, Case Western Reserve U., UNITED STATES
Lora Reed, Eckerd College, UNITED STATES
Richard Reeves-Ellington, State U. of New York, Binghamton, UNITED STATES
Edryce Reynolds, Self-employed, UNITED STATES
Theresa Rich, General Motors Corp., UNITED STATES
Alison Rieple, U. of Westminster, UNITED KINGDOM
Jeff Rightmer, Lawrence Technological U., UNITED STATES
Olga Rivera, Professor of Strategy, SPAIN
Amanda Roan, U. of Queensland, AUSTRALIA

Xingxing Zu, Morgan State U., UNITED STATES
Danielle Zandee, Nyenrode Business Universiteit, NETHERLANDS
Jian Yu, Beijing Jiaotong U., Old Dominion U., UNITED STATES
Stephen Zaccaro, George Mason U., UNITED STATES
Davide Sola, ESCP-EAP European School of Management, United Kingdom
Julie Smendzuik-O’Brien, Fielding Graduate U./Minnesota State Colleges and U., UNITED STATES
Budi Soetjipto, U. of Indonesia, INDONESIA
David Solin, ESCP-EAP European School of Management, United Kingdom
Peter Sorensen, Benedictine U., UNITED STATES
George Soto, New Worlds Enterprise, LLP, UNITED STATES
Janice Spangenberg, Capella U., UNITED STATES
Bert Specter, Northeastern U., UNITED STATES
Gretchen Speirer, U. of Michigan, Ann Arbor, UNITED STATES
Richard Stedman, U. of San Francisco, UNITED STATES
Jacqueline Stavros, Lawrence Technological U., UNITED STATES
Inger Stensaker, Norwegian School of Economics and Business Administration, NORWAY
Meryn Statte, Purdue U., UNITED STATES
Christie Struckman, U. of San Francisco, UNITED STATES
Barry Sugerman, Society for Organizational Learning, UNITED STATES
Ranjini Swamy, Goa Institute of Management, INDIA
Noora Taii, eBMS-Scuola Superiore ISUFI-U. of Salento, ITALY
Ram Tenkasi, Benedictine U., UNITED STATES
Jordi Trullen, ESADE, SPAIN
Fu-Sheng Tsai, Cheng Shiu U., TAIWAN

Section C

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<th>Start</th>
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<th>Location</th>
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<td>GLOBE and Beyond</td>
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Organizational Behavior Acknowledgements

Ikhlas Abdalla, Arab Open U., KWUWAIT
Hojo Adam, INSEAD, FRANCE
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Nancy Carter, U. of Toronto, CANADA
Tania Casado, U. of Sao Paulo, BRAZIL
Vincent Caspar, Sirotta Survey Intelligence, MALTA
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Organizational Communication & Information Systems

Organizational Communication & Information Systems Acknowledgements

Marisa Adelman, U. of North Carolina - Charlotte
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Vivekanand Kochikar, Infosys Technologies
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Federico Rajola, Catholic U., Milan
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Ulrike Schultze, Southern Methodist U.
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N. Sadat Shami, Cornell U.
Kathy Ning Shen, Abu Dhabi U.
Karina Sesh, Texas Southern U.
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Clare Simmers, St. Joseph’s U.
Harminder Singh, Michigan State U.
Sandra Slaughter, Georgia Institute of Technology
Shirish Srivastava, National U. of Singapore
Taryn Stanko, U. of California, Irvine
James Stephenson, Capella U.
Theophanis Stratopoulos, U. of Waterloo
Anjana Susarla, U. of Washington, Seattle
E. Burton Swanson, U. of California, Los Angeles
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Organizations & the Natural Environment

Acknowledgements

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Brent McKenzie, Southern Illinois U., Carbondale
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Alan Murray, U. of Sheffield
M. Neace, Mercer U.
Dr. Aloysus Nevenham-Kahindi, Haskayne School of Business, U. of Calgary
Marc Ortclcy, Nottingham U. Business School
Raymond Paquin, Boston U.

Section C 158
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Public & Nonprofit Acknowledgements

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Marvin Washington, U. Alberta
Marti Watson, De Montfort U.
Kent Springdal, Kingston U.
Joy Smith, Elizabeth City State U.
Leatrice Shacks, Shacks Consulting
Karen Samuel, Florida State U.
Carlos Rufin, Suffolk U.
Amit Srivastava, Indian Institute of Management, Ahmedabad, India
Pauline Stanton, La Trobe U.
Edmund Stazyk, U. of Kansas
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Hsin-Ning Su, Science and Technology Policy Research and Information Center
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Fiona Te Momo, Massey U.
Gerry Treuren, U. of South Australia
Theodore Tsukahara, Saint Mary’s College of California
Daniel Utenwik, Netherlands Defence Academy
Bernadine VanGramberg, Victoria U. of Technology
Emanuele Vendramini, Catholic U. and SDA Bocconi School of Management
Feng Wang, U. of Southern California
Marvin Washington, U. Alberta
Marti Watson, De Montfort U.
Kent Springdal, Kingston U.
# Research Methods

Program Chair: Timothy Hinkin, Cornell U.
Professional Development Workshop Chair: Stephanie L. Castro, Florida Atlantic U.

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Research Methods Acknowledgements

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Matthew Monnot, Central Michigan U.
Jacqueline Mitchelson, Auburn U.
Matthew Monnat, Central Michigan U.
Erik Monsen, Max Planck Institute of Economics
Jennifer Mueller, U. of Pennsylvania
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Xiaohua Zhou, U. of Hong Kong
David Zoogah, Morgan State U.
Ambika Zutshi, Deakin U.
# Social Issues in Management

Program Chair: Ann K. Buchholtz, U. of Georgia  
Professional Development Workshop Chair: Barry M Mitnick, U. of Pittsburgh

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## Technology & Innovation Management

**Program Chair:** Shawn M. Carraher, Cameron U.  
**Professional Development Workshop Chair:** Fernando Suarez, Boston U.

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32x69]Mike Karchesky, Aston Business School, UNITED KINGDOM
Saji K.B., Indian Institute of Management Lucknow, INDIA
Maheshkumar Joshi, George Mason U., UNITED STATES
Simcha Jong, U. College London, UNITED KINGDOM
Nannette Jones, Colorado Technical U., UNITED STATES
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Tor Johannessen, Norwegian School of Econ. and Bus. Admin., NORWAY
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Mazhar Islam, U. of Minnesota, UNITED STATES
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Conor Horan, Dublin Institute of Technology, IRELAND
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Shan Liu, Huazhong U. of Sci. & Tech., CHINA
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Xueyuan Liu, Wuhan U., CHINA
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Lin HUA LU, Department of Business Administration, National Cheng Kung U., TAIWAN

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Dali Ma, Drexel U., UNITED STATES
Amr Madaour, U. of North Texas, UNITED STATES
Berta Madrigal, U. de Guadalajara, MEXICO
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Tarik Maiz, U. of London, UNITED KINGDOM
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Vincent Mangematin, INRA/UPMP, FRANCE
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Irene Martín-Rubio, U. Politecnica de Madrid, SPAIN
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Mary Mathew, Indian Institute of Science, INDIA
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Judy Matthews, Queensland U. of Technology, AUSTRALIA
Andrew Maxwell, CANADA
James Maxwell, Ashland U., UNITED STATES
Jessika McDonnell, Cameron U., UNITED STATES
Ann McFadyn, U. of Texas at Arlington, UNITED STATES
Mark Meckler, U. of Portland, UNITED STATES
John Medcof, McMaster U., CANADA
Sanjay Mehta, CIGI, CANADA
Mahour Mellati-Parsar, U. of North Carolina-Pembroke, UNITED STATES
Rebeca Mendez-Duron, Universidad Carlos III de Madrid, SPAIN
Martina Merkhofer, Information Center, TIM National ChengChi U., TAIWAN
Patrick Merten, inr. U. of Fribourg, Switzerland, SWITZERLAND
Antonio Messini Petruzelli, Politecnico di Bari, ITALY
John Meyer, Iona College, UNITED STATES
Roula Michaelides, U. of Liverpool, UNITED KINGDOM
Dopsie Miller, U. of Illinois at Urbana-Champaign, UNITED STATES
Marcel Minutolo, U. of Pittsburgh, UNITED STATES
Francesco Molinari, Atenea SA, Greece and the Italy, ITALY
Hamid Kazerony, William Penn U., UNITED STATES
sean keaney, AMEC, UNITED KINGDOM
David Kern, Old Dominion U., UNITED STATES
Laura Ketler, trifin U., UNITED STATES
Susannah Kiarie, University of Technology, NATION
Chin Kim, Cameron U., UNITED STATES
Jungwook Kim, Western Washington U., UNITED STATES
Hung Do Kim, KAIST Graduate School of Management, SOUTH KOREA
Kawang Do Kim, Pennsylvania State U., UNITED STATES
Youngbae Kim, KAIST Graduate School of Management, SOUTH KOREA
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Teddy Kinzer, U. of Phoenix, UNITED STATES
Per Kirlavik, Norwegian School of Economics, NORWAY
Dorothy Kirkman, Rutgers U., UNITED STATES
Beate Klingenberg, Marielle College, UNITED STATES
Randall Knapp, U. of Minnesota, UNITED STATES
Stephen Ko, Hong Kong Polytechnic U., CHINA
Vivekanand Kochkar, Infosys Technologies, INDIA
Florian Kochleher, German Institute for Japanese Studies, Tokyo, JAPAN
Ganze Koseogi, Georgia Tech, UNITED STATES
Tobias Kretschmer, U. of Munich, GERMANY
Per Kristensson, Karlstad U., SWEDEN
Sri Kudaravalli, U. of Maryland, UNITED STATES
George Kuk, U. of Nottingham, UNITED KINGDOM
Dimitar Kunev, U. of South Carolina, UNITED STATES
Ting-Kui Kuo, U. of Cambridge, UNITED KINGDOM
Elmar Kunst, Humboldt U., UNITED STATES
Aitza Laguerce, Bordeaux Business School, FRANCE
Wen-Hsiang Lai, Feng Chia U., TAIWAN
Nancy Landreville, U. of Maryland College, UNITED STATES
Michelle Lane, Gordon Ford College of Business, Western Kentucky U., UNITED STATES
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<td>Bus. Jot. of Hispanic Research</td>
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Friday 7:00AM

1 (ICW) Virtual teams of twenty first century going beyond space and technology
7:00am - 8:00am Hilton Anaheim: Huntington B
Virtual teams
Organizer: Saqib Ilyas, international Islamic U.

Friday 8:00AM

2 (AAA) Anaheim 2008 LAC
8:00am - 8:30am Anaheim Convention Center: 208B
Local Arrangements Chair: James C Spee, U. of Redlands

Friday 9:00AM

3 (AAA) Board of Governors’ Meeting
9:00am - 9:30am Hilton Anaheim: Coronado
Organizer: Thomas W. Lee, U. of Washington

Friday 11:00AM

4 (AAA) Conference Registration
11:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

Friday 12:00PM

5 ENT (ENT) ENT Junior Faculty Consortium (+ dinner)
12:00pm - 5:00pm Offsite: Argosy School of Business & Economics, Chapman U.

6 ENT (ENT) ENT Doctoral Consortium
12:00pm - 5:15pm Offsite: Argosy School of Business & Economics, Chapman U.

Friday 1:00PM

7 ENT, ITC, BPS Exploring the Nexus of Entrepreneurship and Family Business: A Global Perspective
1:00pm - 4:00pm Anaheim Convention Center: 203A
Organizers: Mattias Nordqvist, Jönköping Int'l Business School; Thomas Markus Zellweger, U. of St. Gallen
Facilitators: Michael Carney, Concordia U.; Leif Melin, Jönköping U.; Alberto Gimeno Sandig, ESADE; Esteban R. Brenes, INCAE Business School
Presenters: Örsan Örge, Bilkent U.; Joseph H Astrachan, Kennesaw State U.; Maria F. Fonseca, EGADE, Instituto Tecnológico y de Estudios Superiores de Monterrey; Peter Rosa, Edinburgh U.; Justin B Craig, Bond U. Australia; Candida G Brush, Babson College

8 ENT, PNP Social & Sustainable Entrepreneurship Research “In the Rough”
1:00pm - 3:00pm Anaheim Convention Center: 211B
Chair: Norris F. Krueger, Entrepreneurship Northwest
Speakers: Alex James Nicholls, U. of Oxford; Dianne HB Welsh, U. of North Carolina-Greensboro

9 IAM, CMS, ITC, OB Relocating Diversity: New Questions from New and Old Places
1:00pm - 5:00pm Hilton Anaheim: California Pavilion A
Organizers: Douglas Creed, U. of Rhode Island; Deborah Jones, Victoria U. of Wellington
Presenters: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College; Mustafa F Ozbilgin, U. of East Anglia; Jawaed Syed, U. of Kent; Aju Tati, U. of London; Lize A. Booyens, U. of South Africa; Stella M. Nkomo, U. of South Africa; Camilla Quental, HEC, Paris

10 IAM, MEN Coalition For Faculty Diversity
Publishing Workshop
1:00pm - 4:00pm Hilton Anaheim: Huntington C
Pre-registration is required. Authors and participants register by sending an email to Raymond Trau at raymond.trau@college.monash.edu.au.
Chair: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U.
Discussants: Myrtie P. Bell, U. of Texas, Arlington; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Judith A. Clair, Boston College; David A. Harrison, Pennsylvania State U.; Charmine E. J. Hartel, Monash U., Clayton; Aparna Joshi, U. of Illinois, Urbana-Champaign; Alison Konrad, U. of Western Ontario; Roy Stager Jacques, Massey U. – Auckland; Anne S. Tsui, Arizona State U.; Elaine Yakura, Michigan State U.; Barbara S. Lawrence, U. of California, Los Angeles; Robert L Dipboye, U. of Central Florida
Coordinator: Raymond N. C. Trau, Monash U.

11 IAM Is There a “Tropical” Business Model to IberoAmerican Companies?
1:00pm - 2:00pm Anaheim Convention Center: 201B
Discussant: Milton Campanario, UNINOVE
Coordinator: Silvia Novaes Ziller, UNINOVE
Participants: Edgard Merlo, fea/usp ribeirão preto; Jouliana Nohara, UNINOVE

12 IAM Methodological Proposal for the Explanation of Manager’s Motivation
1:00pm - 2:30pm Anaheim Convention Center: 204A
Specific knowledge on the theme is not required for participants in the workshop. The workshop will be given in English
Chair: Pin Jose Ramon, IESE Business School, U. of Navarra
Discussant: Guido Stein, IESE Business School, U. of Navarra
Coordinator: Lourdes Susaeta, IESE Business School
Participant: Angela Galifa, IESE Business School, U. of Navarra

13 IAM, HR Advances in Management: Implications for Iberoamerican Managers
1:00pm - 2:00pm Anaheim Convention Center: 201A
Coordinator: Carlos J. Alsuha, U. of Alaska, Anchorage
Presenter: Mark L. Lengnick-Hall, U. of Texas, San Antonio
Participants: Carlos J. Alsuha, U. of Alaska, Anchorage; Patricia G Martinez, Loyola Marymount U.; Muktul Kulkarni, Indian Institute of Management Bangalore; Jorge A. Gonzalez, U. of San Francisco; Lorena R. Perez Florian, U. of California, Irvine

14 IAM, OB, HR Asking Authentic Questions: Building Global Leadership Capability
1:00pm - 5:30pm Anaheim Convention Center: 205B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Facilitators: Schon Beecher, Duke Corporate Education; Hal B. Gregersen, INSEAD

15 : (MC, ODC) The Essential Skills of Delivering Consulting Services
1:00pm - 4:00pm Anaheim Marriott: Grand Ballroom - Salon C
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Presenters: Calvert Markham, Cass Business School, City U.; David Jamieson, Pepperdine U.; Terry R Armstrong, Georgetown U.

16 : (MC, ODC, OMT) How Do You Create and Sustain Change During Major Transformation?
1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Presenters: Jon Hughes, PA Consulting Group; Tim Pare, PA Consulting Group; Neil McEwen, PA Consulting Group

17 : (MED, CM) Do the Ends Justify the Means?
Informing Negotiation Education and Scholarship through Debate
1:00pm - 3:00pm Anaheim Convention Center: 202B
Chairs: Suzanne C. de Janas, U. of Mary Washington; Beverly J. DeMarr, Ferris State U.
Presenters: Marc A. Modica, U. of Virginia - Darden; Holly Schroth, U. of California, Berkeley

18 : (MED, TTC) Students Behaving Badly: Causes and Possible Strategies for Dealing with Classroom Incivility
1:00pm - 3:00pm Anaheim Convention Center: 205A

19 : (OB) Evolutionary Psychology, Behavioral Genetics, and Leadership
1:00pm - 4:30pm Hilton Anaheim: California Pavilion B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Presenters: Richard D Arvey, National U. of Singapore; Stephen M Colarelli, Central Michigan U.

20 : (OB) The Influence of the Romance of Leadership in Daily Work Contexts
1:00pm - 4:00pm Hilton Anaheim: San Clemente
Chair: Birgit Schyns, U. of Portsmouth
Participants: Charlotte Rayner, U. of Portsmouth; Sarah Elaine Gilmore, U. of Portsmouth; Urs S Daellenbach, Victoria U.; Wellington; Jorg Felfe, U. of Siegen; Liza Howe-Walsh, U. of Portsmouth; Michelle C. Bligh, Claremont Graduate U.

1:00pm - 5:00pm Anaheim Marriott: Marquis Northwest
Organizer: Rochelle Mucha, Business as Performance Art, Founder

Chairs: Kuo Frank Yu, U. of California, Berkeley; Ronald Fry, Case Western Reserve U.
Presenters: Frank J. Barrett, Naval Postgraduate School; Michael Stark, Visual Ink, President; Kevin Woodson, Visual Ink, Founder; Dan Jumanan, Visual Ink; Thomas J. Hurley, World Cafe Community Foundation, Board Director; James D Ludema, Benedictine U.

22 : (OM, TIM) Teaching Operations Management and Supply Chain Management with Online Games
1:00pm - 5:00pm Anaheim Convention Center: 201C
Attendees are strongly encouraged to bring a wireless-capable laptop to the session in order to participate in the hands-on part of the workshop.
Coordinator: Peggy D. Lee, Pennsylvania State U., Great Valley

1:00pm - 5:00pm Anaheim Convention Center: 204B
For more up-to-date information on the specifics of the PDM go to http://professor-murmann.info/index.php/forums/viewforum/11/
Organizers: Diana L. Day, Rutgers U.; J. Peter Murmann, AGSM-Australian School of Business
Distinguished Speakers: Jane E. Dutton, U. of Michigan, Ann Arbor; Royston Greenwood, U. of Alberta; Martha S. Feldman, U. of California, Irvine; Ann Langley, HEC Montreal
Participants: Mauro F Guillen, U. of Pennsylvania; Edward Zajac, Northwestern U.; Gabriel Szulanski, INSEAD; Peter Bamberger, Technion Israel Institute of Technology; Deborah J Dougherty, Rutgers U.; Lorraine Eden, Texas A&M U.; John A Wagner, Michigan State U.; Peer C. Fiss, U. of Southern California

24 : (OMT) Rethinking the Role of Technology in Institutional Theory
1:00pm - 3:00pm Anaheim Convention Center: 202A
Organizers: Michael Louxmbury, U. of Alberta; Sarah Kaplan, U. of Pennsylvania
Speakers: Raghu Garud, Penn State U.; Tammar B. Zilber, Hebrew U. of Jerusalem; Andrew B. Hargadon, U. of California, Davis

25 : (ONE) ONE Doctoral Consortium Part I
1:00pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon G
Pre-Registration Required. For more information please contact Sally Russell and Martina Linnenluecke at ONEdoctoralconsortium@business.uq.edu.au
Organizers: Sally V. Russell, U. of Queensland; Martina K. Linnenluecke, U. of Queensland; Barbara A. Ribbens, Western Illinois U.; Kate Kearins, Auckland U. of Technology
Participants: Magali Delmas, U. of California, Los Angeles; Alfred Allen Marcus, U. of Minnesota; Carolyn P. Egi, Simon Fraser U.; Andrew J. Hoffman, U. of Michigan; Volker H. Hoffmann, ETH Zurich; Jonatan Pinkse, U. of Amsterdam; Nigel Roome, U. Libre de Bruxelles

26 : (PTC, PNP, MEN, OB, ITC, HR, MED) Ethics Expertise in Global Teams, Renewable Energy Sources & Professional Occupational Groups
1:00pm - 4:00pm Anaheim Convention Center: 205A
Chair: Ashly H Pinnington, British U. in Dubai
Presenters: Stephen Clark, Charles Stuart U.; Yassir Yaghfouri, Robert Gordon U.; Mhairi Atiken, Robert Gordon U.

27 Theme-oriented: (RM, HR) Tools for Improving SEM Model Evaluation
1:00pm - 3:00pm Hilton Anaheim: Huntington B
Chair: Larry J. Williams, Virginia Commonwealth U.
Presenters: Ernest H O’Boyle, Virginia Commonwealth U.; Larry J. Williams, Virginia Commonwealth U.

Friday 1:30PM

28 Practice-oriented: (TIM) TIM Doctoral Consortium
1:30pm - 5:30pm Anaheim Convention Center: 206B

Friday 2:00PM

29 Research-oriented: (BPS, OMT, MOC, RM) The “Hows” of Dynamic Capabilities: Building a Process-Based Research Agenda
2:00pm - 4:00pm Anaheim Convention Center: 203B
Pre-registration is required. Participation requires submission of a 1-2 page abstract to dc.process.pdw@gmail.com by July 1, 2008.
Chairs: Yasemin Y Kor, U. of South Carolina; Thomas P. Moliterno, U. of South Carolina
Facilitators: Christopher B. Bingham, U. of Maryland; Russell Coff, Emory U.; Steven W Floyd, U. of St. Gallen; Yasemin Y Kor, U. of South Carolina; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Catherine A Maritan, Syracuse U.; Thomas P. Moliterno, U. of South Carolina; Margaret Petearf, Dartmouth College; Jamal Shamsie, Michigan State U.; Maurizio Zollo, Bocconi U.

Friday 3:00PM

30 Theme-oriented: (ENT, RM) Questions (Not So) Rational Entrepreneurs Ask: Decisionmaking thru the Lens of Neuroeconomics
3:00pm - 5:00pm Anaheim Convention Center: 213C
Participants: Mellani Day, Colorado Christian U.; Angela Agnes Stanton, Max Planck Institute of Economics, Jena; Norris F. Krueger, Entrepreneurship Northwest; Isabell Melanie Welpe, Max Planck Institute of Economics; Zoltan J. Acs, George Mason U.; David Audretsch, Max Planck Institute of Economics

31 Theme-oriented: (ENT, TIM, ITC) Creating New Access to Business Data
3:00pm - 6:00pm Anaheim Convention Center: 209A
Hosts: Julia Lane, U. of Chicago; Alicia Robb, U. of California, Santa Cruz
Facilitator: Stefan Bender, Institute for Employment Research (IAB) of the Federal Employment Agency (BA)

32 Theme-oriented: (IAM, SIM) Does Corporate Social Responsibility Really Drive Competitiveness
3:00pm - 5:00pm Anaheim Convention Center: 201A
Organizer: Aurea Helena Puga-Ribeiro, Fundação Dom Cabral
Participants: Claudio Boechat, União Brasileira de Qualidade; Paulo Cesar Motta, IAG PUC Rio; Paulo Resende, Fundação Dom Cabral

33 Theme-oriented: (MC) Are Consultants Truly Professional?
3:00pm - 5:00pm Anaheim Marriott: Orange County 4

Organizer: Kurt Motamedi, Pepperdine U.
Presenters: Kurt Motamedi, Pepperdine U.; Ilse Ennsfellner, Ennsfellner Consulting; David Jameson, Pepperdine U.

34 Theme-oriented: (MED, TTC, BPS, NDSC) Making the Grade: Grading Strategies for Today’s Management Educator
3:00pm - 5:00pm Anaheim Convention Center: 210D
Participants, please submit questions, grading rubrics, ideas, and experiences regarding the grading process prior to the PDW to vltaylor@ship.edu
Chair: Vicki Fairbanks Taylor, Shippensburg U.
Participants: Norm R Althouse, U. of Calgary; Judy Kish Ruud, Shippensburg U.

3:00pm - 5:00pm Anaheim Convention Center: 210D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizers: J. Peter Murmann, AGSM-Australian School of Business; Diana L. Day, Rutgers U.
Participants: John Weeks, IMD; Klaus Weber, Northwestern U.; Kimberly D. Elisbach, U. of California, Davis; Mariann Jelinek, College of William and Mary; Candace Jones, Boston College; Mitchell P Koza, Rutgers U.; Christine Quinn Trank, Texas Tech U.; Jean M. Bartunek, Boston College; Donde Ashmos Plowman, U. of Tennessee; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute; John Joseph, Duke U.

36 Theme-oriented: (PNP) Blogging for Non-profits: How to Accelerate Your Career
3:00pm - 5:00pm Anaheim Marriott: Orange County 3
Organizer: Heather Lane Carpenter, U. of San Diego

37 Theme-oriented: (RM, MOC) Introduction to Ego Network Analysis
3:00pm - 5:00pm Hilton Anaheim: Huntington B
Participants should bring their laptops and datasets. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizers: Daniel S. Halgin, Boston College; Rich DeJordy, Boston College

Friday 3:30PM

38 Practice-oriented: (GDO, HR, PTC) Best Disability Employment Practices: Creating and Implementing Changes in Recruiting and Hiring
3:30pm - 5:30pm Hilton Anaheim: Sunset
Presenter: Bob G Barrett, American Public U.

39 Theme-oriented: (IAM, ITC, BPS) Research in Iberoamerica: Differences and similarities between regions
3:30pm - 5:30pm Anaheim Convention Center: 204A
Organizer: Santiago Ibarreche, U. of Texas at El Paso
Participants: Carlos Alcacerca, Instituto Tecnologico Autonomo de Mexico; Roberto Vassolo, IAE Business School - U. Austral; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Fernando Garcia, U. of Texas El Paso; Pascual Berrone, IESE Business School; Guillermo Cardoza, Instituto de Empresa Business School
40 🌐: (IM, HR, ITC) Adaptation to the Global Work Context: Cultural Intelligence and Global Identity
3:30pm - 5:30pm Anaheim Convention Center: 205A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Facilitators: Kok-Yee Ng, Nanyang Technological U.; Linn Van Dyne, Michigan State U.
Discussants: Miriam Erez, Technion-Israel Institute of Technology; Soon Ang, Nanyang Technological U.; Gili S. Dori, Stanford U.
Coordinator: Thomas Rockstuhl, Nanyang Technological U.

Friday 4:00PM

41 ☑: (ENT) Support for "The Questions We Ask"
4:00pm - 6:00pm Anaheim Convention Center: 205A
Registrants will be asked to bring particular materials that can be uploaded to various on-line grant proposal submission systems. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Presenters: Amy E Davis, College of Charleston; Daniel P. Forbes, U. of Minnesota; Kelly G Shaver, College of Charleston; Susan Anderson, College of Charleston; David J. Hansen, College of Charleston

Friday 4:30PM

42 ☑: (BPS, RM, OMT) The Questions We Ask and the Theories and Methods We Use to Study Competitive Advantage
4:30pm - 6:30pm Anaheim Convention Center: 201D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Chairs: Craig E. Armstrong, U. of Alabama; Paul L. Drnevich, U. of Alabama
Discussants: Richard Makadok, Emory U.; Michael J Leiblein, Ohio State U.; Erwin Danneels, Worcester Polytechnic Institute; Russell Coff, Emory U.; Richard Reed, Washington State U.; Tom Brush, Purdue U.; West Lafayette; Jeffrey A. Martin, U. of Texas, Austin; Edward Levitas, U. of Wisconsin, Milwaukee; Glenn Hoetker, U. of Illinois, Urbana-Champaign
Coordinator: Scott L. Newbert, Villanova U.

Friday 5:00PM

43 ☑: (OMT) OMT/MOC Doctoral Students Consortium
5:00pm - 6:30pm Anaheim Convention Center: 211A
Organizer: Jenny W. Rudolph, Harvard Medical School

44 ☑: (SIM) Social Issues in Management (SIM) Doctoral Consortium
5:00pm - 7:30pm Anaheim Marriott: Grand Ballroom - Salon H
Preregistration required.
Presenters: Thomas J. Donaldson, U. of Pennsylvania; Archie B Carroll, U. of Georgia; Patricia Werhane, DePaul U. and U. of Virginia

Friday 5:30PM

45: (AAA) New Member Orientation: Session 1
5:30pm - 7:00pm Anaheim Marriott: Marquis Northeast
Organizers: James Calvin, Johns Hopkins U.; Kerry Ignatz, Academy of Management

46 ☑: (MSR, NDSC, TTC, RM, MEN, IM, ITC, SIM, CAR, MED, MHI) MSR Doctoral Student and New Faculty Consortium (Day 1): Most Promising Dissertations & Banquet
5:30pm - 9:00pm Anaheim Marriott: Marquis Northwest
This is the first day of the 2-day annual MSR Doctoral and New Faculty Consortium, designed to promote cross-disciplinary scholarship in the fields of management, spirituality, and religion. Participants will receive an overview of MSR and timely insights from senior scholars in the field. Most Promising Dissertation Awards will be granted to doctoral students who propose novel theoretical or applied research in MSR. The first day features an awards banquet, keynote, and OpenSpace on critical MSR questions and issues. The banquet is open to everyone, but for food and planning purposes, pre-registration is required. Only one registration is required for participation in both days of the Consortium. To register and for more information on the schedule and/or awards submission process, please visit http://www.arcleadershipgroup.net/upcomingConf.html or contact the Consortium Chair.
Hosts: David Trott, St. Edwards U.; Louis W. (Jody) Fry, Tarleton State U. Central Texas; Margaret Benefiel, Andover Newton Theological School
Distinguished Speaker: Andre L Delbecq, Santa Clara U.
Chair: Arthur L. Jue, U. of Phoenix / Oracle Corp.
Facilitators: Kathryn Goldman Schuyler, Alliant International U. / Coherent Change; Gerald Biberman, U. of Scranton

Friday 6:00PM

47 ☑: (BPS) Business Policy and Strategy Doctoral Consortium
6:00pm - 8:00pm Anaheim Convention Center: 203B
By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Kyle J Mayer, U. of Southern California; Michael J Leiblein, Ohio State U.; Catherine A Martan, Syracuse U.

48 : (GDO) GDO Doctoral Consortium Reception with GDO Officers and Executive Committee
6:00pm - 8:00pm Hilton Anaheim: Huntington B
This reception is open to all student and faculty participants in the GDO Doctoral Consortium, and to GDO Officers and Executive Committee members.
Organizers: Stacy Blake-Beard, Simmons College; Susan L. Kirby, Texas State U.

49 : (ICW) NSU doctoral student meeting
6:00pm - 8:00pm Hilton Anaheim: Huntington B
Session Details – Friday

Organizer: Jane Whitney Gibson, Nova Southeastern U.

50: (ICW) Management Faculty of Color Member Meeting
6:00pm - 7:00pm Anaheim Convention Center: 201A
MFCA Members will meet for group dinner at a restaurant off site
Organizer: Gwendolyn M. Combs, U. of Nebraska, Lincoln

51: (IM) International Management Division PDW Welcome
6:00pm - 7:00pm Anaheim Convention Center: 204B
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: Timothy Michael Deviney, AGSM-Australian School of Business
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS
Past Chair: Ravi Ramamurti, Northeastern U.

52: (MC) Implementing Effective Scorecarding: The SAS Approach to IT Scorecarding and Strategy Performance Management – Translating Strategy into Action
6:00pm - 8:00pm Anaheim Convention Center: 207D
Organizer: Jackie A. Moore, EM Lyon
Presenters: Jackie A. Moore, EM Lyon; Christiane Prange, EM Lyon; Alexandra Steinberg, EM Lyon; Ariane Sioufi, SAS Institute France; Pierre Bousquet, SAS Institute France

53: (MED, MEB) MED Writers Workshop with Editors from the Journal of Management Education
6:00pm - 8:00pm Anaheim Convention Center: 204B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Facilitators: Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.; John B Stark, California State U.; Bakersfield; Alvin Hwang, Pace U.; Joann Krauss Williams, Jacksonville State U.; Carolyn Wiley, Roosevelt U.; Jeffrey A Mello, Barry U.; Magid Mazen, Suffolk U.; V Seshan, Pepperdine U.
Coordinators: James C Spee, U. of Redlands; Jane Schmidt-Wilk, Mahanishi U.
Participants: Devi P Akella, Albany State U.; Lorraine Pearson Anderson, Marshall U.; Jose Castillo, U. of Texas of Permian Basin; Arran Caza, U. of Illinois at Urbana-Champaign; Ted K. Dass, U. of Cincinnati; Davar Rezania, Grant MacEwan College; Deone Maria Zell, California State U. Northridge; Brian D'Netto, U. of South Australia; Robert C Giambatista, Lehih U.; Michael Hennelly, United States Military Academy; Nicoline Jacoby Hansen, Danish School of Education; J Duane Hoover, Texas Tech U.; Nicole C. Jackson, Boston College; Stacey Robin Kessler, Montclair State U.; Mats Blingard, Singapore Management U.; Hsiao-Wen Liu, National Central U., Chung-Li, Taiwan; Sonal Minocha, Raffles Education; Fatma Ahmed Mohamed, Morehead State U.; Joseph A. Petrick, Wright State U.; Jacobo Ramirez, Tecnologico de Monterrey -Campus Monterrey; Alberto Ribera, IESE Business School. U. of Navarra; Claudia Alejandra Santizo-Rodall, U. Autonoma Metropolitana Unidad Cuajimalpa; Marshall Sashkin, George Washington U.; Denise Steckstor, heilbronn business school; Charles Thomas Tackney, Copenhagen Business School; Junko Takagi, ESSEC Business School; Guillermo E Vanderlindne, Pontificia U. Catolica Madre y Maestra; Charles E Wilson, North Carolina A&T State U.; Carola Wolf, U. of St. Gallen; Nancy B Kurland, California State U., Norhridge; Ivanova V Yuliya, U. of Alaska Southeast; Jihm-Chang Joseph Jehng, National Central U., Chung-Li, Taiwan; George Stonehouse, Napier U.; Ahmad M. Hassan, Morehead State U.; Ayman Tarabishy, George Washington U.; Harald Dolles, heilbronn business school

54: (NDSC) New Doctoral Student Consortium Happy Hour (OFFSITE)
6:00pm - 8:00pm Offsite: OFFSITE
The NDSC organizes this event to create an opportunity for new students to meet colleagues from other schools across the globe who are embarking on similar journeys. Come meet your peers. This will be an off-site event. Please consult our new website at http://group.aomonline.org/ndsc/ for the most current information.
Organizers: Daniel Rottig, Florida Atlantic U.; Yves Damoiseau, Louisiana State U.; Lindred Greer, U. of Amsterdam; Matthew C. Mitchell, U. of South Carolina; David Sweetman, U. of Nebraska-Lincoln; Lee J. Zane, Drexel U.

55: (OB) OB Junior Faculty Workshop Reception and Meeting
6:00pm - 8:00pm Hilton Anaheim: California Pavilion B
INVITATION ONLY. Only junior faculty registered for the OB Junior Faculty Workshop on Saturday may attend. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg.
Organizer: Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science

56: (OB) OB Doctoral Student Reception and Meeting
6:00pm - 8:00pm Hilton Anaheim: California Pavilion C
INVITATION ONLY. Only graduate students registered for the OB Doctoral Consortium on Saturday may attend. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is May 15, 2008. This reception is sponsored by Wiley-Blackwell on behalf of the <em>Journal of Organizational Behavior</em>.

57: (OCIS) OCIS Doctoral Consortium: Opening Reception
6:00pm - 8:00pm Anaheim Convention Center: 207C
Invitation Only

58: (OCIS) OCIS Junior Faculty Consortium Opening Dinner
6:00pm - 8:00pm Anaheim Convention Center: 207D
Invitation Only

59: (ODC) ODC Doctoral Consortium: Opening Session & Dinner
6:00pm - 9:00pm Anaheim Marriott: Grand Ballroom B&C
Organizer: Frank J. Barrett, Naval Postgraduate School
Presenters: Karen Jensen, U. of Virginia; Hilary Bradbury, U. of Southern California; Richard W. Woodman, Texas A&M U.; Ram Tenkasi, Benedictine U.; Michael R Manning, New Mexico State U.

Friday 7:00PM
56: (IM) Dinner on the Town with IMD Executive Committee Members
Join the IMD EC for dinner. Each IMD officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.

Friday 7:30PM

**61: (SIM) SIM Doctoral Consortium Informal Get-Acquainted Dinner (OFFSITE)**

7:30pm - 9:00pm Offsite: To Be Specified

This dinner is open to the preregistered participants in the SIM Doctoral Consortium. It is scheduled offsite immediately after the Friday component of the SIM Doctoral Consortium. The location of the dinner will be announced at the Consortium.

Organizers: Michael E Johnson-Cramer, Bucknell U.; Heather Elms, American U.

Friday 9:00PM

**62: (MSR) Meditation Session Led by Jerry Biberman**

9:00pm - 10:00pm Anaheim Marriott: Grand Ballroom - Salon A
Saturday 7:00AM

61: (HCM) HCMD PDW Breakfast
7:00am - 8:00am Hilton Anaheim: Oceanside
Organizer: Eric S. Williams, U. of Alabama

62: (MSR) Meditation session led by Jerry Biberman
7:00am - 8:00am Anaheim Marriott: Grand Ballroom - Salon A

Saturday 7:30AM

65: (BPS) Business Policy and Strategy
Doctoral Consortium
7:30am - 12:30pm Anaheim Convention Center: 203B
By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Kyle J Mayer, U. of Southern California; Michael J Leiblein, Ohio State U.; Catherine A Maritan, Syracuse U.
Participants: Julian Birkinshaw, London Business School; Donald C. Hambrick, Pennsylvania State U.; Dawn A Harris, Loyola U.
Chicago; Amy Hillman, Arizona State U.; Sarah Kaplan, U. of Pennsylvania; Marvin B Lieberman, U. of California, Los Angeles; Jasjit Singh, INSEAD; Todd Zenger, Washington U.

66: (MED, PNP, ITC, PTC) Enable Educate & Engage. Service Learning to Extend MBA Skills in Base of the Pyramid Markets
7:30am - 9:30am Anaheim Convention Center: 213C
Professional Development Workshop centered around service-based learning with projects in developing countries.
Participant: Douglas J. Gilbert, U. of Phoenix

Saturday 8:00AM

67: (AAA) The Ins and Outs of Faculty Recruiting
8:00am - 9:30am Hilton Anaheim: California Pavilion D
Organizer: Janice A. Black, New Mexico State U.

68: (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am Hilton Anaheim: Pacific Pavilion A
Organizer: James Calvin, Johns Hopkins U.

69: (AAA) Anaheim 2008 LAC
8:00am - 8:00pm Anaheim Convention Center: 206B
Local Arrangements Chair: James C Spee, U. of Redlands

70: (AAA) Conference Registration
8:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibit Registration

71: (AAW) The Questions We Ask & Don’t Ask: Where Should We Go From Here
8:00am - 10:30am Anaheim Convention Center: 304B
Chairs: Diana L Deadrick, Old Dominion U.; Richard J. Klir, George Mason U.; Gary P. Latham, U. of Toronto
Facilitators: Kimberly Lukaszewski, State U. of New York, New Paltz; Diana S. Navas, PepsiCo, Inc; Mary R. Watson, The New School


72: (BPS, ENT, OMT, IM, MC, HCM) The Business Model: In Search of Meaning
8:00am - 10:00am Anaheim Convention Center: 210D
Organizer: Stephanie Hurt, Meredith College
Speakers: Constantinos Markides, London Business School; Michael G. Jacobides, London Business School; Ramon Casadesus-Masanell, Harvard Business School; Marcus James Hurt, EDHEC Business School; Filipe Manuel Simoes Dos Santos, INSEAD

73: (BPS, RM, OMT, MOC, IM, IAM, AAM, MC) What the Books Don’t Tell You About Questionnaire Development
8:00am - 10:00am Anaheim Convention Center: 202B
Chair: Luis G. Flores, Northern Illinois U.
Participants: Devaki Rau, Northern Illinois U.; Wei Zheng, Northern Illinois U.

74: (ENT) Learning the Craft of Theory Building
8:00am - 10:00am Anaheim Convention Center: 206A
Distinguished Speaker: Jay B Barney, The Ohio State U.
Chair: Shaker A. Zahra, U. of Minnesota, Twin Cities
Speakers: Gerry George, Imperial College London; Shaker A. Zahra, U. of Minnesota, Twin Cities; Andrew H. Van de Ven, U. of Minnesota

75: (ENT) ENT Doctoral Consortium
8:00am - 6:00pm Offsite: Argyros School of Business & Economics, Chapman U.

76: (ENT, TIM) Supporting High Tech High Potential Entrepreneurship
8:00am - 10:00am Anaheim Convention Center: 204A
Organizer: Aard J Groen, U. of Twente, NIKOS
Participants: Paula Danskin Englis, Berry College; Basil Enlis, Berry College; Steven T. Walsh, U. of New Mexico; Jeroen Craaijenbrink, U. of Twente, NIKOS; JC Spender, Lund U.; Ingrid Wakkee, Vrije U. Amsterdam, The Netherlands; Roel Pieper, U. of Twente ETIRC

77: (BPS, ENT, TIM) Supporting High Tech High Potential Entrepreneurship
8:00am - 6:00pm Hilton Anaheim: California Pavilion D
Pre-registration required by July 11; contact Stacy Blake-Beard (stacy.blakebeard@simmons.edu). To register go to https://secure.aomonline.org/PDWReg.
Chairs: Stacy Blake-Beard, Simmons College; Susan L. Kirby, Texas State U.
Presenters: Stella M. Nkomo, U. of South Africa; Joy E. Beatty, U. of Michigan, Dearborn; David M. Kaplan, Saint Louis U.; Maureen A. Scully, U. of Massachusetts; Jamie J. Lodge, Northeastern U.; Paul Myers, Simmons College; Ian O. Williamson, Melbourne Business School; Herman Aguinis, U. of Colorado, Denver; David A. Kravitz, George Mason U.
Session Details – Saturday

78: (HCM) What Does “Academe” Mean to Us?
8:00am - 9:30am Hilton Anaheim: Oceanside
Presenters: Richard Shewchuk, U. of Alabama, Birmingham; Stephen James O’Connor, U. of Alabama, Birmingham

79: (HR) HR Division Doctoral Student Consortium
8:00am - 8:00pm Hilton Anaheim: Pacific Pavilion D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 11, 2008. The doctoral student’s faculty advisor should e-mail Fred Morgeson at morgeson@msu.edu by June 1, 2008 to nominate the student.
Presenters: Brent A. Scott, Michigan State U.; Ingrid Fulmer, Georgia Institute of Technology; Brooks C. Holton, Georgetown U.; Hock-Peng Sin, Michigan State U.; Rebecca A. Thacker, Ohio U.; Erich C. Dierdorff, DePaul U.; Hui Liao, Rutgers U.; Tatya N. Bauer, Portland State U.; Michael J. Burke, Tulane U.; Rodger Griffith, Ohio U.; K. Michele Kacmar, U. of Alabama; Steve W. J. Kozlowski, Michigan State U.; Randell S. Peterson, London Business School; John Schaubroeck, Drexel U.; John A Wagner, Michigan State U.; Wayne F. Cascio, U. of Colorado, Denver; Gary Johns, Concordia U.; Murray R. Barrick, Texas A&M U.; Theresa M. Glomb, U. of Minnesota; Charles A. Pierce, U. of Memphis; John Hollenbeck, Michigan State U.; Yaping Gong, Hong Kong U. of Science and Technology; Mark a Griffin, U. of Sheffield; Riki Takeuchi, Hong Kong U. of Science and Technology; Shad S. Morris, Ohio State U.; J Bruce Tracey, Cornell U.; Darren C. Treadway, State U. of New York, Buffalo; Roderick D Iverson, Simon Fraser U.; Jeff Erickson, U. of Illinois, Urbana-Champaign; Inbal Nahum-Shani, Technion- Israel Institute of Technology; Scott Jeffrey, U. of Waterlooo; Marie S. Mitchell, U. of Nebraska; Lisa Schurer Lambert, Georgia State U.; Timothy M. Gardner, Vanderbilt U. Owen Graduate School of Management; Clinton Chadwick, U. of Alabama, Huntsville; Michael Sturm, Cornell U.; Daniel Scott DeRue, U. of Michigan; N. Sharon Hill, U. of Maryland; Bradford S Bell, Cornell U.; Mo Wang, Portland State U.; Marcia Simmering, Louisiana Tech U.; Kenneth G. Brown, U. of Iowa

80: (IM) IMD Doctoral Consortium
8:00am - 3:00pm Anaheim Convention Center: 303C
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 11, 2008.
Facilitators: Alain C. Verbeke, U. of Calgary; Filippo Carlo Wezel, U. of Lugano; Inmgar Bjorkman, Swedish School of Economics and Business Administration; Lorraine Eden, Texas A&M U.; Sea Jin Chang, Korea U.; Eleanor Westney, Schuilich School of Business; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Ruth V. Aguileria, U. of Illinois, Urbana-Champaign
Participant: Jean-Francois Hennart, Tilburg U.

8:00am - 1:00pm Anaheim Marriott: Grand Ballroom B&C

82: (MSR) How is Diversity Related to Spirituality in the Workplace?
8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon B
Coordinators: Gerald Biberman, U. of Scranton; Joan Marques, Woodbury U.; Satinder Dhiman, Woodbury U.

83: (OB) OB Doctoral Student Consortium
8:00am - 6:00pm Hilton Anaheim: Pacific Pavilion B
REGISTRATION REQUIRED. Please see the OB Division website http://www.obweb.org/ for additional registration/application materials required for this session. To register online, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is May 15, 2008. E-mail Jason Colquitt (jason.colquitt@cba.uff.edu) to obtain the approval code. This workshop is sponsored by the Journal of Organizational Behavior.
Organizer: Jason Colquitt, U. of Florida

84: (OMT) OMT Junior Faculty Consortium
8:00am - 5:00pm Hilton Anaheim: Pacific Pavilion B
Pre-registration is required. The participants must register with Marvin Washington (marvin.washington@ualberta.ca) before they are allowed to register with the AOM website for this PDW. To register using the AOM website, please visit https://secure.aomonline.org/PDWRReg. The deadline to register online is July 11, 2008.
Organizers: Candace Jones, Boston College; Ellen R. Auster, York U.; Marvin Washington, U. of Alberta
Participants: Brian Uzzi, Northwestern U.; Ronald S. Burt, U. of Chicago; Matthew Kraatz, U. of Illinois; Tammar B. Zilber, Hebrew U. of Jerusalem; Peer C. Fiss, U. of Southern California; Charlene E. Zietsma, U. of Western Ontario; Wesley Sine, Cornell U.; Ha Hoang, INSEAD; Maureen A. Scully, U. of Massachusetts; Roy R Suddaby, Alberta U.; Christine Quinn Trank, Texas Tech U.; Elaine Romanelli, Georgetown U.; Christine Beckman, U. of California, Irvine; Philip Anderson, INSEAD

85: (OMT, BPS) Theoretical and Empirical Applications of Social Network Analysis
8:00am - 11:00am Anaheim Convention Center: 207A
Advanced registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 11, 2008. Please also email a brief description (50 words or less) of research interests specific to network analysis along with your preference of the top five discussants you would like to sit in on to Heather Dixon-Fowler, HDixon-fowler@walton.uark.edu. <BR><BR>NOTE: This is an advanced
social networks PDW, intended to allow researchers who are currently engaged in social network research to interact with one another. If you are not currently involved in social network research, please look into the Introduction to Social Networks Research PDW. Discussants: Stephen Borgatti, U. of Kentucky; Ronald S. Burt, U. of Chicago; Tiziana Casciaro, U. of Toronto; Jonathon N. Cummings, Duke U.; Martin Gargiulo, INSEAD; David Krackhardt, Carnegie Mellon U.; Ajay Mehra, U. of Kentucky; David Ostfeld, U. of California, Irvine; Robert L. Cross, U. of Virginia; Mark S Mizuuchi, U. of Michigan; Martin J. Kilduff, U. of Cambridge; Tim Rowley, U. of Toronto; Giuseppe Soda, SDA Bocconi U.; Jill Perry-Smith, Emory U.

Coordinators: Daniel J. Brass, U. of Kentucky; Giuseppe Labianca, U. of Kentucky; Jonathan Lewis Johnson, U. of Arkansas; Andrew V. Shipilov, INSEAD

86 📌: (OMT, MOC) OMT/MOC Doctoral Students Consortium
8:00am - 3:30pm Anaheim Convention Center: 210D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Presenter: Majken Schultz, Copenhagen Business School
Participants: Stephen Borgatti, U. of Kentucky; Glenn R Carroll, Stanford U.; Karen Golden-Biddle, Boston U.; James Westphal, U. of Michigan

87 📌: (ONE) ONE Doctoral Consortium part II
8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon G
Pre-Registration Required. For more information please contact Sally Russell and Martina Linnenluecke at ONEdoctoralconsortium@business.uq.edu.au
Organizers: Kate Kearins, Auckland U. of Technology; Sally V. Russell, U. of Queensland; Martina K. Linnenluecke, U. of Queensland
Participants: John M Jermy, U. of South Florida; Duane Windsor, Rice U.; Jane Schmidt-Wilk, Maharishi U.; Alan Murray, U. of Sheffield; Magali Delmas, U. of California, Los Angeles; Steven W Floyd, U. of St. Gallen

88 📌: (RM) Overview of the Qualimetrics research method
8:00am - 10:00am Hilton Anaheim: Huntington A
Participants: Marc Bonnet, ISEOR, U. of Lyon 3; Henri Savall, ISEOR, U. of Lyon 3; Veronique Zardet, ISEOR, U. of Lyon 3; Michel Peron, ISEOR / U. of Paris Sorbonne

Saturday 8:30AM

89 📌: (AAW) Leadership Think Tank: The Questions We Don’t Ask
8:30am - 11:00am Anaheim Convention Center: 304A
Organizer: Mary Uhl-Bien, U. of Nebraska

Participants: Susan J. Ashford, U. of Michigan; Ping Ping Fu, Chinese U. of Hong Kong; David V. Day, U. of Western Australia; Gail T Fairhurst, U. of Cincinnati; Dennis A. Gioia, Pennsylvania State U.; Mark Huselid, Rutgers U.; Edward E. Lawler III, U. of Southern California; Gregory G Dess, U. of Texas, Dallas; Richard N Osborn, Wayne State U.; Shaker A. Zahra, U. of Minnesota, Twin Cities

90 📌: (BPS) Business Policy and Strategy Dissertation Consortium
8:30am - 12:30pm Anaheim Convention Center: 205B
By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Nicholas Argyres, Boston U.; Michael Ryall, Melbourne Business School

91 📌: (BPS) Business Policy and Strategy New Faculty Consortium
8:30am - 12:30pm Anaheim Convention Center: 205B
By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Peter Zemsky, INSEAD; Peter W Roberts, Emory U.
Presenters: Gautam Ahuja, U. of Michigan; Pierre Dussauge, HEC Paris; John M de Figueiredo, UCLA; Nandini Rajagopalan, U. of Southern California; Nicolaj Siggelkow, U. of Pennsylvania; Freek Vermeulen, London Business School; J. Peter Murmann, AGSM-Australian School of Business

92 📌: (BPS, MED, TTC) Teaching Strategy with Video Cases
8:30am - 12:30pm Anaheim Convention Center: 211A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizer: Ofer Melich, California State U. San Marcos
Facilitator: Martin J Gannon, California State U. San Marcos
Participants: Natasha Munshi, Cass Business School; Marko Rilo, Tallinn U. of Technology; Joseph E. Champoux, U. of New Mexico; Paul L Govekar, Ohio Northern U.; Michele A Govekar, Ohio Northern U.; Paul Miesing, State U. of New York, Albany; Lawrence A. Plummer, Clemson U.; Peter T. Gianiodis, Clemson U.; Ofer Melich, California State U. San Marcos; Martin J Gannon, California State U. San Marcos

93 📌: (BPS, OMT, QDC, TIM, MC, OB, CMS, IAM) What is Strategic about Knowledge Management?
8:30am - 11:00am Anaheim Convention Center: 201B
Pre-registration is required – please contact the session organizers.
Speakers: Rita Gunther McGrath, Columbia U.; JC Spender, Lund U.; Rafael Andreu, Iese Business School

94 📌: (CMS) CMS Doctoral Consortium
8:30am - 12:30pm Hilton Anaheim: Malibu
CMS Doctoral Consortium involves PhD Students and junior critical scholars in discussion on research, publishing and career development.
Coordinators: Craig Prichard, Massey U.; Terrance G. Weatherbee, Acadia U.
Presenters: Julie Wolfram Cox, Deakin U.; David Levy, U. of Massachusetts, Boston; Andre Spicer, U. of Warwick
Participants: Todd Bridgman, Victoria Management School; John M Jermer, U. of South Florida

9s →: (IM, RM, OB) Culture, Leadership, Organizations, And Societies: GLOBE and Beyond
8:30am - 10:30am Anaheim Convention Center: 210B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Chair: Mansour Javidan, Thunderbird School of Global Management
Participants: Paul Hanges, U. of Maryland; Mary F. Sully De Luque, Thunderbird School of Global Management; Peter W Dorfman, New Mexico State U.

96 : (MH) New Member Workshop: Introduction to the Academy and the MH Division - How to Become Involved
8:30am - 10:30am Anaheim Marriott: Orange County 3
Organizer: Regina Greenwood, Nova Southeastern U.
Participants: Peter B Petersen, Johns Hopkins U.; Jacob Eisenberg, UCD Dublin; Laquita C Blockson, College of Charleston; Jane Whitney Gibson, Nova Southeastern U.; Mary Edie Mobley, London Business School.

9s : (MSR, NSDC, TTC, TM, MEN, IM, ITC, SIM, CAR, MED, MH) MSR Doctoral Student and New Faculty Consortium (Day 2): Interactive Workshops & Plenary Sessions
8:30am - 4:30pm Anaheim Marriott: Marquis Northwest
This is the second day of the 2-day annual MSR Doctoral Student and New Faculty Consortium, designed to promote cross-disciplinary scholarship in the fields of management, spirituality, and religion. Participants will receive an overview of MSR and timely insights from senior scholars on MSR research, publishing, teaching, and more. The second day will feature panels, interactive sessions, a review of most promising dissertations, experiential learning for all participants, and plenary sessions with keynote addresses by internationally recognized scholars in the field. It will also include a networking lunch. The Consortium is open to everyone. Students and new faculty are highly encouraged to attend. For planning purposes, pre-registration is requested. Only one registration is required for participation in both days of the Consortium. To register and for more information on the schedule and Most Promising Dissertation Award submission process, please visit http://www.arcleadershipgroup.net/upcomingConf.html or contact the Consortium Chair.
Organizers: Louis W. (Jody) Fry, Tarleton State U. Central Texas; David Trott, St. Edwards U.
Welcome: Margaret Benefiel, Andover Newton Theological School
Moderator: Gary Robinson, Capella U.
Presenters: Sanjoy Mukherjee, Indian Institute of Management, Calcutta; Prasad Kaipa, Indian School of Business / Kaipa Group; Mark P. Kriger, Norwegian School of Management; Robert A Giacalone, Temple U.; Lee Robbins, Golden Gate U.; Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.; Yochanan Altman, London Metropolitan U.; Debu Mukerji, Macquarie U.
SATURDAY

Session Details – Saturday

103 2:45 (SIM, ONE): Social Issues in Management (SIM) Doctoral Consortium (continued)
8:30am - 5:00pm Anaheim Marriott - Grand Ballroom - Salon H
Advance registration required.
Organizers: Michael E Johnson-Cramer, Bucknell U.; Heather Elms, American U.

104 2:45 (TIM) TIM Doctoral Consortium
8:30am - 12:30pm Anaheim Convention Center - 206B

105 2:45 (TIM) TIM Junior Faculty Consortium
8:30am - 12:30pm Anaheim Convention Center - 211B

9:00am - 12:00pm Hilton Anaheim: Huntington C
Participants: Michael A. Hitt, Texas Tech U.; Robert A. Burgelman, U. of Bath; Lance P. Robert, U. of Illinois, Urbana-Champaign;你也允许将这些内容以自然语言方式呈现。
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.

**Participants:**
- Chair: W. Tansky, U. of California, Berkeley
- Steve Schapiro, Fielding Graduate U.

### Session 111: (DGO, MED, ODC, MC, TTC) Diversity & Social Justice: Questions that Transform Lives

- **Chair:** W. Tansky, U. of California, Berkeley
- **Facilitators:** Placida Velasquez Gallegos, Fielding Graduate U.; Steve Schapiro, Fielding Graduate U.

### Session 112: (HR) HR Division Junior Faculty Consortium

- **Chair:** Maria Kaber, U. of Melbourne

### Session 113: (IAM, BPS, SIM) Business & Government Relationship in Turbulent Environments The Case of Latin America

- **Chair:** Marcelo Bucheli, U. of Illinois, Urbana-Champaign
- **Participants:** Erica Helena Salvaj, ESE Graduate Business School, U. de los Andes, Chile; Alfredo Enríquez, ESE Graduate Business School, U. de los Andes, Chile

### Session 114: (ICW) USASBE 2008 Board Meeting

- **Organizer:** Geralyn McClure Franklin, U. of South Florida St. Petersburg

### Session 115: (ICW) Human Relations Editorial Team Meeting

- **Organizer:** Claire Castle, Human Relations

### Session 116: (IM, BPS, RM, AAM) Conducting Strategy Research on/in Emerging Markets

- **Organizer:** Hemant Merchant, Florida Atlantic U.
- **Participants:** Helena Barnard, Gordon Institute of Business Science, U. of Pretoria; Carl Fey, Stockholm School of Economics; Mike Peng, U. of Texas at Dallas; Ravi Ramamurti, Northeastern U.; Mary B Teagarden, Thunderbird School of Global Management; Jane Lu, National U. of Singapore

### Session 117: (MC, ODC, MOC, PTC) Diagnosing M&As: The Hunt, the Review and the Kill

- **Chair:** Judith Gebhardt, U. of Southern California
- **Participant:** Anthony F. Buono, Bentley College

### Session 118: (MC, ODC, PTC) New Paradigms for Organizational and Personal Change: As Easy as Learning to Walk?

- **Facilitator:** Mark P. Kriger, Norwegian School of Management
- **Discussant:** Prasad Kaipa, Indian School of Business / Kaipa Group
- **Coordinator:** Kathryn Goldman Schuyler, Alliant International U.
- **Presenters:** Vasiliki Koutsis, Yahoo Corporation; Kathryn Goldman Schuyler, Alliant International U.

### Session 119: (MOC, HR, OB) Integrated Focus: Unlocking Creative Insight and Overcoming Performance Barriers

- **Organizer:** Maria Kraemer, U. of Melbourne

### Session 120: (OB) Tools and Methods for Studying Temporal Aspects of Organizational Behavior

- **Organizer:** Sjir Uitdewilligen, U. of Maastricht
- **Participants:** Mary J. Waller, U. of Maastricht; Robert A. Roe, U. of Maastricht; Franziska Tschan, Neuchâtel U.; Dawna Ballard, U. of Texas at Austin; Omar N. Solinger, U. of Maastricht

### Session 121: (OCS) OCIS Doctoral Consortium

- **Organizer:** Brian S. Butler, U. of Pittsburgh
- **Participants:** Samer Faraj, McGill U.; Katherine Chudoba, Utah State U.; Paul Gray, Claremont Graduate U.; Andrea B. Hollingshead, U. of Southern California; Mary J Culnan, Bentley College; Terri Griffith, Santa Clara U.; Olga Volkoff, Simon Fraser U.

### Session 122: (OCS) OCIS Junior Faculty Consortium

- **Organizer:** Paul Hart, Florida Atlantic U.
- **Participants:** John L. King, U. of Michigan; Cynthia M. Beath, U. of Texas, Austin; Noshir Contractor, Northwestern U.
123 • (OCDC, MED, MC) Exploring a Shared Agenda for Assessing Executive Doctoral Programs in Management
9:00am - 11:00am Anaheim Marriott: Grand Ballroom - Salon D
Chair: Ram Tenkasi, Benedictine U.
Coordinator: George W. Hay, Benedictine U.
Participants: Kenneth Murrell, U. of West Florida; Margaret D Gorman, George Washington U.; Kala Visvanathan, Johns Hopkins Bloomberg School of Public Health; Bo Carlson, Case Western Reserve U.

124 • (PNP) 2008 Doctoral Student Professional Development Consortium
9:00am - 5:00pm Anaheim Marriott: Orange County 1
Pre-registration is required; to register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008. In addition to pre-registration, interested doctoral students must apply to participate in the program. The deadline to apply is July 2nd, 2008. For application instructions, contact Leisha DeHart-Davis at lddavis@ku.edu.
Organizer: Leisha DeHart-Davis, U. of Kansas
Participants: Gordon Kingsley, Georgia Institute of Technology; Bradley E. Wright, U. of North Carolina, Charlotte; R. Karl Rethemeyer, U. at Albany, SUNY

125 • (SIM, ONE) Building from the Ground Up: The Questions We Ask About Sustainable Enterprise
9:00am - 11:00am Anaheim Marriott: Grand Ballroom - Salon J

126 • (TIM, ENT) Globalizing Innovation with National Players: Identifying New Opportunities for Research & Practice
9:00am - 11:30am Anaheim Convention Center: 202A
Organizer: Gita Surie, Adelphi U.
Facilitator: Eleanor Westney, Schulich School of Business
Participants: Gerald A. McDermott, Wharton, U. of Penn; Jeffrey Furman, Boston U.; David Audretsch, Max Planck Institute of Economics; Anupam Khanna, World Bank; Frits Pil, U. of Pittsburgh

127 • (TTC, MED, HR, OCIS) Teaching with Technology: Asking the Right Questions with and about Technology
9:00am - 12:00pm Anaheim Convention Center: 212A
Chair: Randall G. Sleeth, Virginia Commonwealth U.
Presenters: Randall B. Dunham, U. of Wisconsin, Madison; Joseph E. Champoux, U. of New Mexico; Joan Weiner, Drexel U.; Bonnie S. O'Neill, Marquette U.

128 • (AAM) Dirty to Study "Dirty Work"???
9:30am - 12:00pm Anaheim Convention Center: 212B
INTRODUCTION - Rico Lam (University of Macau) Part I: "Perceived work dirtiness among casino workers" - Jennifer Lai (University of Macau) and Anita Chan (University of Macau); "A study of Karaoke girls" - Ziguang Chen (City University of Hong Kong) and Wing Lam (The Hong Kong Polytechnic University); "Risk factors toward problem gambling among casino workers" - Davis Fong (University of Macau); "Don't shoot me down for studying dirty work" - Wing Lam (The Hong Kong Polytechnic University); "The challenges of studying dirty work" - Blake Ashforth (Arizona State U.); Davis Fong, U. of Macau

129 • (BPS, TIM, OMT, RM, OB, ENT, CM, HCM, IAM) Research on Universities: Studying Knowledge-Creating Collaboration
9:30am - 12:00pm Anaheim Convention Center: 304C
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizers: Virginia Acha, Pfizer, Inc.; Markus Perkmann, Loughborough U.; Presenters: Maryann F. Feldman, The U. of Georgia; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Ayak J. Agrawal, U. of Toronto; Diana Rhoten, National Science Foundation; Andrew Nelson, U. of Oregon; Linus Dalander, Imperial College London; Jeannette Colyvas, Northwestern U.

130 • (MC, MED, ODC) The Design and Teaching of a Management Consulting Course—Discipline Courses Are Not Sufficient
9:30am - 11:30am Anaheim Marriott: Orange County 4
Chair: Larry E. Greiner, Marshall School of Business
Presenters: Susan M. Adams, Bentley College; Flemming Poulsen, Copenhagen Business School; Alberto Zanzi, Suffolk U.; Thomas H. Olson, U. of Southern California

131 • (RM, OB) The Application of Phenomenography: Bridging the Gap between Research and Practice
9:30am - 12:00pm Hilton Anaheim: Huntington B
Organizer: David Partington, Cranfield U.

Saturday 10:00AM

132 • (AAA) Ins and Outs of Recruiting International Doctoral Candidates
10:00am - 11:30am Hilton Anaheim: California Pavilion D
This session is designed for both recruiters and international doctoral candidates and all Academy members are invited. Organizer: Nancy McIntyre, West Virginia U.
Participants: Geralyn McClure Franklin, U. of South Florida St. Petersburg; Mary Jo Jackson, Dalton State College; Joyce T. Heames, West Virginia U.; Eric van Heck, Erasmus U., Rotterdam; Jerry Trapnell, Association to Advance Collegiate Schools of Business; Neal P. Mero, Kennesaw State U.; Wendy Kramer, Keystone College

133 • (AAM) Journal Editing: An Opening of the Black Box
10:00am - 12:00pm Anaheim Convention Center: 304C
Session Details – Saturday

134  ➔: (BPS, TIM) When and How Can Firms Make Money From Resources? Revisiting the Origins of Competitive Advantage
10:00am - 12:00pm Anaheim Convention Center: 20A
Registration is required. Please email the session chairs at FactorMarketPDW@yahoo.com to register for the session.
Presenters: Jay B Barney, The Ohio State U.; Richard Makadok, Emory U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Alison Mackey, California Polytechnic State U., San Luis Obispo; Rachel Croson, U. of Texas at Dallas

135 ➔: (ENT, RM) The Questions We Ask about the Entrepreneurial Orientation (EO) Construct.
10:00am - 12:00pm Anaheim Convention Center: 308B
Chair: Sheryllynne Roberts, U. of Texas at Arlington
Moderators: Marshall Wilson Pattie, James Madison U.; Greg Bell, U. of Dallas
Presenters: Justin L Davis, Ohio U.; Jeffrey Matthew Pollack, Virginia Commonwealth U.
Participants: Alankrita Pandey, U. of Texas at Arlington; Rainer Harms, U. of Klagenfurt

136 ➔: (HCM) Creating and Sustaining a Research Agenda
10:00am - 11:30am Hilton Anaheim: Oceanside
Organizer: Timothy Hoff, State U. of New York, Albany

137 ➔: (HCM, ODC, RM, OM) Conducting Management Research in HCOs: What Are the Barriers, and How Do We Remove Them?
10:00am - 12:00pm Hilton Anaheim: San Clemente
Coordinators: Cheryl Rathert, U. of Missouri, Columbia; Teresa Gehman, U. of Phoenix Online - SAS
Participants: Keith G Provan, U. of Arizona and Tilburg U.; Thomas D’Aunno, INSEAD; Trish Reay, U. of Alberta

138 ➔: (IAM, HR) Complex Jobs Performance: Measuring: the case of Iberoamerican Academics
10:00am - 11:30am Anaheim Convention Center: 213C
Chairs: Paulo L Henriques, Technical U. of Lisbon; Carla Maria Marques Curado, Technical U. of Lisbon

139 ➔: (IAM, ITO) The Questions THEY Ask and the ANSWERS WE GET in Ibero-America!
10:00am - 12:00pm Anaheim Convention Center: 213B

Distinguished Speaker: Michael A. Hitt, Texas A&M U.
Moderator: Frank Hoy, U. of Texas, El Paso
Participants: Rosa Nelly Trevenino-Rodriguez, IESE - Campus Monterrey; Esteban R. Brener, INCAE Business School; Fátima Carioca, AESE Portugal; Anna Goussevskaia, Fundação Dom Cabral; Gonzalo Gómez, INALDE, University of the Sabana; Alberto Bustani, IESE - Campus Monterrey; Pascual Berroa, IESE Business School

140 ➔: (MED) Renewing the Passion to Teach: Questions, Answers, Lessons, and Journeys
10:00am - 12:00pm Anaheim Convention Center: 20A
Facilitators: Thomas A. Kolenko, Kennesaw State U.; Colette A Frayne, California Polytechnic U.; Suzyn L Omstein, Suffolk U.
Participant: Andre L Delbecq, Santa Clara U.

141 ➔: (ODC) ODC Doctoral Consortium
10:00am - 12:00pm Anaheim Marriott: Grand Ballroom B&C
Morning session
Chair: Frank J. Barrett, Naval Postgraduate School
Presenters: Karen Jansen, U. of Virginia; Hilary Bradbury, U. of Southern California; Richard W. Woodman, Texas A&M U.; Ram Tenkasi, Benedictine U.; Michael R Manning, New Mexico State U.

142 ➔: (ODC, MC) Consultant Skill Building: Using Acting Exercises for Listening and Observation Skill Development
10:00am - 12:00pm Anaheim Marriott: La Jolla
Facilitator: Leslie Stagger Jacques, Massey U. - Auckland

143 ➔: (PTC, RM, OMT, ODC, MOC, MH) Bringing Practice Back into our Scholarship: The Epistemology of Practice
10:00am - 12:30pm Anaheim Convention Center: 20B
Organizers: Joseph A Arelin, Northeastern U.; Elena P. Antonacopoulou, U. of Liverpool; Jonathan Gosling, U. of Exeter; Russ Vince, U. of Bath
Speakers: Chris Argyris, Harvard U. Monitor PLC; Frank Blackler, U. of Lancaster; Jay Conger, Claremont McKenna College; Yiannis Gabriel, Royal Holloway, U. of London; Chris Huxham, Strathclyde U.; Victoria Marsick, Columbia U.; Jean E. Neumann, Tavistock Institute; Hugh Willmott, U. of Cardiff

144 ➔: (RM, OMT, HR) Using Computer Assisted Qualitative Data Analysis Software to Assist with Qualitative Research
10:00am - 1:30pm Hilton Anaheim: Huntington A
This PDW is geared at all levels of user from the novice to the experienced and is designed to allow exploration and debate about the software.
Host: Paula Marie O’Kane, U. of Ulster
Speaker: Martin McCracken, U. of Ulster, Jordanstown
Presenter: Anand Narasimhan, IMD

Saturday 10:30AM

145 ➔: (BPS, TIM, OMT, ENT) Industry Architecture Dynamics: The Questions We Ask, the Theory-Practice Frontier and the Agenda
10:30am - 11:30pm Anaheim Convention Center: 203A
Discussants: Anita McGahan, U. of Toronto
146 | (CMS, PNP) Questions We Ask, Answers We Get - Framing Managerial Rhetoric as Power
10:30am - 1:00pm Anaheim Convention Center: 304D
Session A opens with a review of rhetoric and narrative theorizing as currently relevant to management researchers of both critical and regular stripe.
Organizer: JC Spender, Lund U.
Presenters: Ralph Stabilein, Massey U.; Nick Llewellyn, U. of Warwick; Clive H J Gilson, U. of Waikato; Sarah Elaine Gilmore, U. of Portsmouth; Paris l'Ettraz, Amazing Lab

147 | (MH) Doctoral Student Workshop: Managing the Dissertation Process
10:30am - 12:00pm Anaheim Marriott: Orange County 3
Organizer: Regina Greenwood, Nova Southeastern U.
Chair: Julia Teahan, Baker College
Participants: Lyman W. Porter, U. of California, Irvine; Richard T. Mowday, U. of Oregon; John Humphreys, Texas A&M U.; Mary Edie Mobley, Louisiana State U.

Saturday 11:00AM

148 | (CAR) Beach Boys and Girls. How Life at the Beach Reflects Careers in Real Life
11:00am - 1:00pm Offsite: Huntington/Newport Beach
Will be at Huntington beach at Zack’s Pier Plaza, see www.beachfoodfun.com
Organizer: Wolfgang Mayrhofer, WirtschaftsU. Wien
Presenters: Jon P. Briscoe, Northern Illinois U.; Hugh P. Gunz, U. of Toronto; Maury Peiperl, IMD; Monique Valcour, Boston College

149 | (IM) International Management Division Junior Faculty Consortium
11:00am - 4:00pm Anaheim Convention Center: 210B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 11, 2008.
Chair: Allan Bird, U. of Missouri, St. Louis
Organizers: Nicholas Athanassiou, Northeastern U.; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Mary Zellmer-Bruhn, U. of Minnesota; Maury Peiperl, IMD; Joyce Osland, San Jose State U.; Guenter Stahl, INSEAD; Hildy Teegen, U. of South Carolina

150 | (IM, BPS) The Off-shoring of R&D by Multinational Corporations: Some Strategic Issues
11:00am - 1:00pm Anaheim Convention Center: 202B
Participants: Rajaram Veliyath, Kennesaw State U.; Rakesh B. Sambharya, Rutgers U. - Camden; Kamal Fatehi, Kennesaw State U.; C N Madhusudhan, NIIT (USA); Ajith Nair, Scientific Atlanta, A Cisco Company; Jim Nelson, Travelport GDS; Piyush Malik, Associate Partner

151 | (MC) How is PRESENCING Human Potential on the U-Curve Manifested in Organizations?
11:00am - 1:00pm Anaheim Marriott: Grand Ballroom - Salon K
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 11, 2008.
Organizer: Anne Saber Hallcom, Capella U.
Presenters: Marilyn E. Harris, Capella U.; Gerard F. Becker, Capella U.; Lee StJohn, Capella U.; Richard Ponschoch, Capella U.; Toni Buchsbaum Greif, Capella U.

152 | (RM, IM, HR, BPS, ENT, HCM) Introduction to Social Networks Research
11:00am - 3:30pm Hilton Anaheim: Palos Verdes A
Chair: Nicholas Athanassiou, Northeastern U.
Organizers: Stephen Borgatti, U. of Kentucky; Daniel J. Brass, U. of Kentucky; David Krackhardt, Carnegie Mellon U.

11:00am - 1:30pm Hilton Anaheim: Santa Monica
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 11, 2008.
Presenter: Gordon W Cheung, Chinese U. of Hong Kong

154 | (SIM, PNP) Accountability as Meta-Problem
11:00am - 1:30pm Anaheim Marriott: Grand Ballroom - Salon J
Organizer: Melvin J Dubnick, U. of New Hampshire
Presenters: Jonathan Justice, U. of Delaware; Ciaran O’Kelly, Queens U. Belfast; Roslyn K. Chavda, U. of New Hampshire

Saturday 11:30AM

155 | (HR) Networking Lunch and Overview of SHRM as a Resource for HR Educators--Presenter: Deb Cohen
11:30am - 1:30pm Hilton Anaheim: El Capitan B
Pre-registration is requested, but not required. Prior to July 11, please use the centralized registration system. To register, please visit https://secure.aomonline.org/PDWRreg. After that date, you may RSVP by e-mailing Erica Lewis at elewis@shrm.org or calling (703) 535-6025.
Organizer: Nancy A. Woolever, Society for Human Resource Management
Speaker: Debra J. Cohen, Society for Human Resource Management

156 | (OMT, CMS) Giddens and Structuration Theory: The Challenges and Opportunities
11:30am - 2:00pm Anaheim Convention Center: 201D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 11, 2008.
Organizers: Kelly Thomson, York U.; Simone Schiller-Merkens, U. of Mannheim
Facilitators: Marthe S. Feldman, U. of California, Irvine; Loizos Th. Heracleous, U. of Warwick; Paula Jarzabkowski, Aston Business School; Marlei Pozzebon, HEC Montreal; Richard Whittington, Said Business School

Saturday 12:00PM
157: (AAA) Academy of Management Journal Editors’ Meeting  
12:00pm - 2:00pm Anaheim Marriott: Suite 304  
Organizer: R. Duane Ireland, Texas A&M U.

158: (AAA) AOM Membership  
12:00pm - 5:00pm Anaheim 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.

159: (BPS, OMT) Network Evolution and Dynamics  
12:00pm - 3:00pm Anaheim Convention Center: 303B  
Organizers: Joel A.C. Baum, U. of Toronto; Ranjay Gulati, Northwestern U.  
Presenters: Ronald S. Burt, U. of Chicago; Ray Reagans, Carnegie Mellon U.; Mark Ebers, U. zu Koeln; Martin Gargiulo, INSEAD

160: (BPS, TTC, MED, HCM) New Approaches to Teaching Strategy: Time for a Change? Vol. II  
12:00pm - 2:30pm Anaheim Convention Center: 210A  
An innovative session drawing on experiences from strategy professors around the world. Attendees are encouraged to bring their syllabuses for sharing.  
Organizers: Olaf Rughase, Schindl Rughase Partners; Siri Ann Terjesen, Texas Christian U., Max Planck Institute of Economics  
Introduction: Gregory G Hess, U. of Texas, Dallas  
Discussant: Hugh D Sherman, U. of Arkansas, Little Rock  
Presenters: Steven W Floyd, U. of St. Gallen; R. Duane Ireland, Texas A&M U.; Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.; Franz Liebl, Berlin U. of the Arts

161: (ENT, ITC) Entrepreneurial Exit: The Questions We Ask and the Answers We Get Around the World  
12:00pm - 2:00pm Anaheim Convention Center: 201B  
Organizer: Dawn R. DeTienne, Colorado State U.  
Participants: António Miguel Amaral, Instituto Superior Técnico; Rachida Justo, Instituto de Empresa; Sophie Manigart, Vlerick Leuven Gent Management School; Rita Gunther McGrath, Columbia U.; Johan Wiklund, Syracuse U.; Karl Wennberg, Stockholm School of Economics

162: (PNP, TTC) Sustainable Practice Action Research Workshop  
12:00pm - 7:00pm Anaheim Marriott: Orange County 2  
Pre-registration is required. To register, please visit https://secure.aamonline.org/PDWRreg. The deadline to register is July 11, 2008.  
Distinguished Speakers: Neil M. Boyd, Lycoming College; Margaret T. Orr, Bank Street College of Education; Joel I Harmon, Fairleigh Dickinson U.; Jeana Wirtzgen, Jeana Wirtzgen, Ph.D, LLC; David Coghlan, Trinity College Dublin; Dan Twomey, Fairleigh Dickinson U.; Derek O’Byrne, Waterford Institute of Technology; Kent D. Fairfield, Fairleigh Dickinson U.; Gerard F Farias, Fairleigh Dickinson U.

163: (TTC, IM, MED) Imagineering Exciting Teaching Strategies for International Management  
12:00pm - 2:00pm Anaheim Convention Center: 202A

Participants: Barbara A. Ritter, Coastal Carolina U.; Christina A. Hannah, U. of Maryland U. College; Rajandini Pillai, California State U. San Marcos; Angel J. Salazar, Manchester Metropolitan U.

Saturday 12:30PM

164: (AAA) BOG Appreciation Luncheon for Outgoing Volunteers  
12:30pm - 2:00pm Hilton Anaheim: Pacific Pavilion A  
By Invitation Only!  
Organizer: Thomas W. Lee, U. of Washington

165: (AAC) Practice Theme Committee Meeting  
12:30pm - 1:30pm Anaheim Convention Center: 205A  
Organizer: Elena P. Antonacopoulou, U. of Liverpool

166: (HCM) Integrating Management Research into an Interdisciplinary Framework  
12:30pm - 2:00pm Hilton Anaheim: Oceanside  
Organizer: Eric W. Ford, Texas Tech U.  
Introduction: Lori T. Peterson, Texas Tech U.  
Chair: Timothy R. Huerta, Texas Tech U.  
Participants: Melissa S. Lopez, U. of Southern California; Brian Mittman, VA Greater Los Angeles Healthcare System; Patricia H. Parkerton, UCLA School of Public Health; Elizabeth M. Yano, VA Greater Los Angeles Healthcare System

167: (OCIS) Collaboration in Virtual Worlds: What to Study and How  
12:30pm - 3:00pm Anaheim Convention Center: 210A  
Participants: Rui Huang, State U. of New York Binghamton; Surinder Kahai, State U. of New York, Binghamton; Rebecca Jestice, Binghamton U.

168: (OCIS) OCIS Jr. Faculty and Doctoral Consortium Lunch  
12:30pm - 1:30pm Anaheim Convention Center: 303D  
This lunch is for invited participants in the OCIS Doctoral and Junior Faculty Consortia.

169: (TIM, MED) Discovering Innovative Answers to Compelling Questions about Service  
12:30pm - 3:00pm Anaheim Convention Center: 201C  
Organizers: Anne-Katrin Neyer, U. of Erlangen, Nuremberg; Bernhard Doll, Technical U. Munich  
Chair: Anne S. Huff, Technische U., München  
Discussant: Barbara A. Gatek, U. of Arizona  
Speaker: Kathrin M Moeslein, U. of Erlangen-Nuremberg

Saturday 1:00PM

170: (AAW) Sharing Best-Practices in Academic Administration: The Questions We Need to Ask Ourselves  
1:00pm - 3:00pm Anaheim Convention Center: 304A  
Organizers: Stephanie E Newell, Eastern Michigan U.; Ruth Clarke, Nova Southeastern U.  
Participants: Jerry Trapnell, Association to Advance Collegiate Schools of Business; La Verne Hairston Higgins, Eastern Michigan U.; Preston Jones, Nova Southeastern U.; Ruth Clarke, Nova Southeastern U.; Fraya Wagner-Marsh, Eastern Michigan U.; Harold Doty, U. of Southern Mississippi; Mark Wellman, U. of Maryland, College Park; D. Anthony Butterfield, U. of Massachusetts, Amherst; Ronald Johnson, North Dakota State U.;
Victoria Jones, U. of Texas at San Antonio; Stephanie E Newell, Eastern Michigan U.; Sanjib K Chowdhury, Eastern Michigan U.; Patrick Valdez, U. of Texas at San Antonio

171 (AW) Implementing the Principles for Responsible Management Education (PRME) - The Questions We Have Not Asked (Yet)
1:00pm - 3:00pm Anaheim Convention Center: 212B
Organizers: Andreas Rasche, Helmut Schmidt U.; Sandra Waddock, Boston College; Patricia Werhane, DePaul U. and U. of Virginia
Presenters: Angel Cabrera, Thunderbird, The Garvin School of International Management; Manuel Escudero, United Nations Global Compact

1:00pm - 3:00pm Anaheim Convention Center: 212B
Chairs: Ritta Katila, Stanford U.; Kwanghui Lim, U. of Melbourne
Discussant: Scott Stern, Northwestern U.
Presenter: Sharon Belenson, -
Participants: Ajay K Agrawal, U. of Toronto; Jasjit Singh, INSEAD; Jeffrey Furman, Boston U.

173 (CM, MED, OB) Helping You is Helping Me: Improving Ethical Behaviors Using Ethical Egoism & the Reputation Effect
1:00pm - 3:00pm Hilton Anaheim: Huntington A
Participant: Holly Schroth, U. of California, Berkeley

174 CMS meets journal editors
1:00pm - 3:00pm Hilton Anaheim: Sunset
Chairs: Paul Adler, U. of Southern California; Hugh Willmott, U. of Cardiff
Presenter: Bradley L. Kirkman, Texas A&M U.
Participants: Gerald F Davis, U. of Michigan, Ann Arbor; Pamela S. Tolbert, Cornell U.; Edward Zajac, Northwestern U.; Martha S. Feldman, U. of California, Irvine

175 (HCM, BPS) Using Technology to Answer the Questions We Ask
1:00pm - 3:00pm Hilton Anaheim: San Clemente
Organizer: Reid Oetjen, U. of North Florida
Presenter: Reid Oetjen, U. of North Florida
Participants: Dawn Oetjen, U. of Central Florida; Amy K. Yarborough, U. of Florida; Leonard H. Friedman, Oregon State U.

176 (IAM, TIM) Intellectual Capital Statements: How to Communicate the Company’s Knowledge, Skills and Experience?
1:00pm - 2:30pm Anaheim Convention Center: 204A
Chairs: Carla Maria Marques Curado, Technical U. of Lisbon; Paulo L Henriques, Technical U. of Lisbon
Participants: Nekane Aramburu, U. de Deusto; Yosune Saenz, U. de Deusto

177 (ICW) Journal of Management Education Editorial Board Meeting
1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon B
Organizer: Jane Schmidt-Wilk, Maharishi U.

178 (MC, ODC) Working with Multiple Perspectives on Change. How to Use Them in Practice
1:00pm - 3:00pm Anaheim Marriott: Orange County 4
Presenters: Leon De Caluwe, Vrije Universiteit/Twynstra; Hans Vermaak, Twynstra Management Consultants

179 (MED, NDSC) The Questions We Ask - When the Advisor is Not Looking.
1:00pm - 3:00pm Anaheim Convention Center: 201A
Pre-registration not required. Submit question in advance to NotLooking@tarleton.edu. Put the words “PDW Question” in the subject line.
Organizer: Thomas P. Bradley, Tarleton State U.
Participants: Toni Ungaretti, Johns Hopkins U.; Rosa Nelly Trevino-Rodriguez, ITSEM - Campus Monterey; Joann Krauss Williams, Jacksonville State U.; Eric G Kirby, Texas State U.; Michael J. Provitera, Barry U.; Karim J. Nasr, U. of Balamand; Jeremy B Fox, Appalachian State U.; Kenneth S Rhee, Northern Kentucky U.

180 (MH, ITC, MSR) Questions We Ask in Different Times and Places
1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon K
Organizer: David A Lamond, Wuhan U.
Presenters: Claire A. Simmers, St. Joseph’s U.; Bert Alan Spector, Northeastern U.; Peter D Steane, Southern Cross U.

181 (MOC, HCM, ODC, PTC, MC) "Weak Signals? But I Thought They Were Noise!": Highly Reliable Practices in Action
1:00pm - 4:00pm Anaheim Convention Center: 204B
Organizer: Kuo Frank Yu, U. of California, Berkeley
Presenters: Tracy A. Thompson, U. of Washington, Tacoma; Claus Rerup, U. of Western Ontario; John S. Carroll, Massachusetts Institute of Technology; Timothy J. Vogus, Vanderbilt U.; James Douglas Orton, George Washington U.; Daved Van Stralen, Loma Linda U. Health Care; Dwayne Thomas, United States Marine Corps; Pete Sarna, Oakland Police Department; Gary Provansal, San Bernardino County Fire; Charles Watson, George Washington U.; Febra Johnson, Loma Linda U. Children’s Hospital; Debra Anderson, Special Districts Department; Water & Sanitation/County Fire; Dave Thomas, 71169 ACM; Mary Sally Matiella, George Washington U.

182 (SMSR) The Questions We Ask: Deep Reflection for Transformation
1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom - Salon A
Participants: Margaret Benefiel, Andover Newton Theological School; Monica Manning, Nova Learning

183 (OB, HR, CM) The Experience, Management, and Implications of Emotions at Work
1:00pm - 5:00pm Hilton Anaheim: Laguna B
Please submit a 1500-2000 word paper outlining your research interests as they relate to this session (i.e., emotions at work). Your paper can either be a synopsis of existing research or an outline of research you are interested in conducting related to emotions at work. Please submit this to Mel Fugate [mfgate@mail.cox.smu.edu] by July 1, 2008, as your papers need to be organized for the session and distributed to other participants to read. Pre-registration is required. To register, please visit
Session Details – Saturday

101 ©: (SIM; GDO, CM) Ethics in Publishing
1:00pm - 3:00pm Anaheim Marriott: Orange County 3
Facilitators: Susan R. Madsen, Utah Valley U.; James H Davis, U. of Notre Dame

102 ©: (BPS; AAW) Bringing Practice Back into our Scholarship: Setting An Agenda for Action
1:30pm - 4:00pm Anaheim Convention Center: 209B
Organizer: Elena P. Antonacopoulou, U. of Liverpool

103 ©: (BPS) Business Policy and Strategy New Faculty Consortium
1:30pm - 5:00pm Anaheim Convention Center: 209B
By invitation only. Please see the Consortium Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Peter Zemsky, INSEAD; Peter W Roberts, Emory U.
Presenters: Gautam Ahuja, U. of Michigan; Susan Cohen, U. of Pittsburgh; Pierre Dussauge, HEC Paris; J. Peter Murmann, AGSM-Australian School of Business; Nandini Rajagopalan, U. of Southern California; Mariko Sakakibara, U. of California, Los Angeles; Nicolaj Siggelkow, U. of Pennsylvania; Freek Vermeulen, London Business School

104 ©: (BPS, TIM) When and How Can Firms Make Money From Resources? Revisiting the Origins of Competitive Advantage II
1:30pm - 3:30pm Anaheim Convention Center: 209B
Registration is required. Please email the session chairs at FactorMarketPDW@yahoo.com to register for the session.
Session Details – Saturday

195: (HR) SHRM Focus Internships, Student Programs and the Educational Experience Of Students
1:30pm - 3:30pm Hilton Anaheim: El Capitan A
Pre-registration is requested, but not required. Prior to July 11, please use the centralized registration system. To register, please visit https://secure.aononline.org/PDWRReg. After that date, you may RSVP by e-mailing Erica Lewis at elewis@shrm.org or calling (703) 535-6025.

196: (MEN, GDO) ¿Quién Soy? ¿Quiénes Somos? Latin@ Life Stories and the Questions We Ask and Don’t Ask
1:30pm - 5:30pm Hilton Anaheim: Redondo
All are invited to this session on the life experiences of Latinos/non-Latinos. Pre-registered participants will be polled in advance to ask them for additional questions that they would like to ask of themselves and each other at the session. Please contact Bernardo M. Ferdman with any questions (bferdman@alliant.edu). Pre-registration is required. To register, please visit https://secure.aononline.org/PDWRReg. The deadline to register is July 11, 2008.
Chairs: Bernardo M. Ferdman, Alliant International U.; Monica C. Gavino, Saint Xavier U.
Facilitators: Bernardo M. Ferdman, Alliant International U.; Placida Velasquez Gallegos, Fielding Graduate U.; Monica C. Gavino, Saint Xavier U.; Carlos B. Gonzalez, California State Polytechnic U., Pomona; Robin D Johnson, Cal State; Rowena Ortiz-Walters, Quinnipiac U.

197: (OCIS) OCIS Doctoral Consortium (cont.)
1:30pm - 5:30pm Anaheim Convention Center: 207C
Invitation Only

198: (OCIS) OCIS Junior Faculty Consortium (cont.)
1:30pm - 5:30pm Anaheim Convention Center: 207D
Invitation Only

199: (ONE, SIM) ONE/SIM Junior Faculty Consortium
1:30pm - 5:30pm Anaheim Marriott: Grand Ballroom - Salon J
Pre-registration required. For more information please contact Jorge Rivera (jrivera@gwu.edu) or Nicole Darnall (ndarnall@gmu.edu)
Organizers: Jorge Rivera, George Washington U.; Nicole Darnall, George Mason U.

200: (PNP, ONE) Regulation, Innovation and Competitive Advantage
1:30pm - 3:30pm Anaheim Marriott: La Jolla
Chair: Jaegul Lee, Wayne State U.
Discussant: Francisco Veloso, Carnegie Mellon U.
Presenters: Tobias Kretschmer, U. of Munich; Sandra Rothenberg, Rochester Institute of Technology; Margaret Taylor, U. of California, Berkeley

Participants: Monica Becker, Rochester Institute of Technology; Nick Bloom, Stanford U.; David Hounshell, Carnegie Mellon U.; John Van Reenen, Centre for Economic Performance, LSE

201: (TIM) TIM Junior Faculty Consortium
1:30pm - 5:30pm Anaheim Convention Center: 211B

Saturday 2:00PM

202: (AAA) 2008 Session Chairs, Facilitators & Discussants Meeting
2:00pm - 4:00pm Anaheim Convention Center: 303A
Chair: Shige Makino, Chinese U. of Hong Kong
Presenters: Thomas Roehl, Western Washington U.; Yasuo Sugiyama, Kyoto U.; Norihiko Takeuchi, Tokyo U. of Science; Tomoki Sekiguchi, Osaka U.

2:00pm - 5:00pm Anaheim Convention Center: 208B
By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Kyle J Mayer, U. of Southern California; Catherine A. Maritan, Syracuse U.; Michael J Leiblein, Ohio State U.; Nicholas Argyres, Boston U.; Michael Ryall, Melbourne Business School

205: (BPS, OMT, TIM, IM) Using M&A as a Context to Study Knowledge Transfer, Learning, and Coordination in Organizations
2:00pm - 5:30pm Anaheim Convention Center: 207B
Pre-registration is required. To register, please visit https://secure.aononline.org/PDWRReg. The deadline to register is July 11, 2008.
Distinguished Speakers: Harbir Singh, U. of Pennsylvania; Gautam Ahuja, U. of Michigan; Ranjay Gulati, Northwestern U.
Chairs: Saikat Chaudhuri, U. of Pennsylvania; Phanish Puranam, London Business School
Speakers: Melissa Graebner, U. of Texas, Austin; Annette L. Ranft, Florida State U.; Guenter Stahr, INSEAD; Maurizio Zollo, Bocconi U.; Freek Vermeulen, London Business School; Xavier Castainer, HEC Paris

206: (CAR) Faculty and Practitioners Design Research in Cross Cultures Career Mentoring Live, in Hollywood
2:00pm - 4:00pm Hilton Anaheim: Huntington C
Pre-registration is required. Send your name, affiliation and interests to mgt_jxd@shsu.edu.
Facilitators: Ann Gregory, American U. in Bulgaria; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnologico de Monterrey; Silvia Ines Monserrat, U. Nacional del Centro; Yves R. F. Guillaume, Aston U. UK; Felix Brodbeck, Aston U. UK
Session Details – Saturday

Teaching-oriented

207 📐 (ENT) Overview of Databases for Answering Questions about Entrepreneurship
2:00pm - 5:00pm Anaheim Convention Center: 212A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Distinguished Speakers: Julia Lane, U. of Chicago; Paul D. Reynolds, Florida International U.; Martin Kenney, U. of California, Davis
Moderator: Alicia Robb, U. of California, Santa Cruz

208 📐 (ENT) Asking questions about women entrepreneurs: Studying, teaching, and guiding entrepreneurial women
2:00pm - 4:00pm Anaheim Convention Center: 303D
Organizer: Laquita C. Blockson, College of Charleston
Facilitators: Amy E. Davis, College of Charleston; Laquita C. Blockson, College of Charleston
Speakers: Candida G. Brush, Babson College; Anne De Bruin, Massey U. New Zealand; Friederike Welter, U. of Siegen
Presiders: Elizabeth Gatewood, Wake Forest U.; Jill Kickul, Miami U.; Sammie L. Robinson, Prairie View A&M U.; Jennifer Marlene Sequeira, U. of Southern Mississipp; Andrea E. Smith-Hunter, Siena College; Doan E. Winkel, U. of Wisconsin, Milwaukee

Practice-oriented

209 📐 (MED, TTC, TIM) Can Leadership Be Taught? Using VLeader2007 to Develop and Practice Leadership Skills
2:00pm - 6:00pm Anaheim Convention Center: 201B
Participants must pre-register with Pierre Thiault or Alice Stewart before July 1. Participants must supply a current mailing address so a copy of VLeader2007 can be sent to them. Participants must bring their laptops to the workshop. Additional pre-registration is required. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Facilitator: Alice C. Stewart, North Carolina A&T State U.
Presiders: Frank Shipper, Salisbury U.; Pierre Thiault, SimuLearn, Inc.; Tom Parkinson, SimuLearn, Inc.; John B. Stark, California State U., Bakersfield

International-oriented

210 📐 (OB, ITC, RM) Advancing Leadership Research: Developing Research Proposals and Mentoring Relationships
2:00pm - 4:00pm Hilton Anaheim: Capistrano B
To participate in this workshop, participants are required to submit a brief research proposal by June 15th 2008 to the organizer, so that they can be evaluated, grouped, distributed, and read before the workshop by the senior leadership scholars. For more information about the workshop and the call for research proposals, please email the PDW organizer, Dr Marie Dasborough (m.dasborough@okstate.edu). Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is June 15, 2008.
Facilitator: Marie T. Dasborough, U. of Miami

Research-oriented

211 📐 (OMT, BPS) Simulation in Organization Theory: Editors’ and Reviewers’ Perspectives
2:00pm - 5:00pm Anaheim Convention Center: 206B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizer: Simon A. Rodan, San Jose State U.

212 📐 (PTC, BPS, PNP, MC, RM) Linking Strategic Planning and Performance Measurement: Are Stakeholders the Missing Ingredient?
2:00pm - 4:00pm Anaheim Convention Center: 214A
Presenters: Graham Kenny, Strategic Factors; Margaret Kenny, Strategic Factors

213 📐 (TBM, BPS) Offshoring of Knowledge Intensive Business Services: From Outsourcing to (Global) Open Innovation
2:00pm - 5:00pm Anaheim Convention Center: 211A
Organizer: Silvia Massini, Manchester Business School
Presenters: Timothy Michael Devinney, AGSM-Australian School of Business; Jeremy Richard Howells, Manchester Business School; Martin Kenney, U. of California, Davis; Arie Y. Lewin, Duke U.; Andrea Principe, U. G. d’Annunzio; Jeanne Beyer, Objectiva Software Solutions; Sam Kogan, GEN3 Partners

214 📐 (OM) Design Management: Definition of a Field
2:00pm - 5:00pm Anaheim Convention Center: 209B
Facilitators: Elizabeth M. Gerber, Stanford U.; Stefan Meisiek, U. Nova de Lisboa
Speakers: Celine Abecassis-Moedas, U. Catolica Portuguesa; Sihem Ben Mahmoud-Jouini, HEC Paris / CRG Ecole Polytechnique; Davide Ravasi, Bocconi U.; Violina Rindova, U. of Texas, Austin; Manuel Sosa, INSEAD; Ileana Stiglmani, Bocconi U.

Saturday 2:30PM

215 📐 (AAA) Manuscript Central Training Session
2:30pm - 4:30pm Anaheim Marriott, Suite 304
INVITATION ONLY!
Organizer: Susan Zaid, Academy of Management
216 ☐ (ENT, BPS) Corporate Venturing: State Of The Art and Developmental Workshop
2:30pm - 4:30pm Anaheim Convention Center: 210A
Organizers: Gary Dushnitsky, U. of Pennsylvania; Thomas Keil, Helsinki U. of Technology
Participants: Riitta Katila, Stanford U.; Markku V. J. Maula, Helsinki U. of Technology; Rita Gunther McGrath, Columbia U.; Corey Phelps, U. of Washington; Wim Vanhaverbeke, Eindhoven U. of Technology; Rosemarie Ziedonis, U. of Michigan, Ann Arbor

217 ☐ (HCM) Moving Your Work to the Next Step: Getting Feedback from the Experts
2:30pm - 4:30pm Hilton Anaheim: Oceanside
Papers from HCMD Consortia participants will be reviewed. Papers should be submitted to HCM@PWD2008@GMAIL.COM by July 1.
Coordinator: Christy Harris Lemak, U. of Florida
Participants: Jeffrey Alexander, U. of Michigan, Ann Arbor; Margaret Arndt, Clark U.; Jane Banaszak-Holl, U. of Michigan, Ann Arbor; Christopher Johnson, Texas A&M Health Science Center; Robert C. Myrtle, U. of Southern California; Trish Reay, U. of Alberta; Grant T. Savage, U. of Missouri; Sharon Topping, U. of Southern Mississippi; Thomas E. Vaughn, U. of Iowa; Bryan J. Weiner, U. of North Carolina at Chapel Hill; Jacqueline Zinn, Temple U.

218 ☐ (TTC, GDO, MED, BPS) How Can We Improve the Teaching of Theory and Practice in Multicultural Classes?
2:30pm - 4:30pm Anaheim Convention Center: 204A
Chair: Nigel Patrick Munro-Smith, RMIT U.
Presenter: Sherman Chin, RMIT U.

Saturday 3:00PM

219 ☐ ☐ (GDO, HR, PTC, CM) Sexual Harassment: Ethical, Methodological and Practical Considerations
3:00pm - 5:00pm Hilton Anaheim: Suncrest
Chair: Sandra Fielden, U. of Manchester
Discussant: Helge Hoel, U. of Manchester
Presenters: Margaret Stockdale, Southern Illinois U., Carbondale; Glince Wood, Ballarat U.; Carol Anne Woodhams, Manchester Metropolitan U.

220 ☐ ☐ (GDO, MEN) Do Ask, Do Tell: A Provocative Dialogue on GLBT Research
3:00pm - 5:00pm Hilton Anaheim: Capetranro A
Chairs: C Douglas Johnson, Georgia Gwinnett College; Ron Ophir, York U.
Speakers: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Douglas Creed, U. of Rhode Island; Gerardo Okhuysen, U. of Utah; Robin Church, Ryerson U.; Raymond N. C. Trau, Monash U.; Kathleen B. Duncan, U. of La Verne; Kathryn Lee Blackmon, Oxford U.

221 ☐ (HCM, MED) The Questions We Ask: Mechanisms Used in Assessment
3:00pm - 5:00pm Hilton Anaheim: San Clemente
Organizer: Amy K. Yarbrough, U. of Florida
Presenter: Amy K. Yarbrough, U. of Florida
Participants: Lee Bewley, U.S. Army-Baylor U.; Tom J. Sanders, U. of Montevallo

222 ☐ ☐ (HR) SHRM: Promoting Use of Practitioner Research; Funding Sources for Academic Research [SHRM Foundation]
3:00pm - 5:00pm Hilton Anaheim: El Capitan B
Pre-registration is requested, but not required. Prior to July 11, please use the centralized registration system. To register, please visit https://secure.aomonline.org/PDWReg. After that date, you may RSVP by e-mailing Erica Lewis at elewis@shrm.org or calling (703) 535-6025.
Organizer: Nancy A. Woolever, Society for Human Resource Management
Speakers: Karen Silberman, Society for Human Resource Management; Steven Williams, Society for Human Resource Management

223 ☐ ☐ (MC) How Do We Get Doctoral Students to Ask Questions Relative to Qualitative Research?
3:00pm - 7:00pm Anaheim Marriott: Grand Ballroom - Salon G
By Invitation Only. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizers: Marilyn E. Harris, Capella U.; Toni Buchsbaum Greif, Capella U.
Presenters: Anne Saber Halcorn, Capella U.; Richard Ponschock, Capella U.; Toni Carl Fuchs, Capella U.
Participants: Matias C Santana, Capella U.; Cande Tschetter, Capella U.; Frank Kalas, Capella U.; Roger Oren, Capella U.

224 ☐ ☐ (MC, ODC) Coaching for Change: Powerful Questions for Organizational Transformation
3:00pm - 5:00pm Anaheim Marriott: Newport & Rancho Las Palmas
Chairs: Mary Wayne Bush, The Foundation of Coaching; John L. Bennett, Queens U. of Charlotte

225 ☐ ☐ (MED, TTC, ENT, BPS) Innovative Teaching Ideas for Management Educators
3:00pm - 5:00pm Anaheim Convention Center: 201C
Facilitator: Susan R. Madsen, Utah Valley U.
Presenters: James H Davis, U. of Notre Dame; Charles M. Vance, Loyola Marymount U.; Scott Carlson Hammond, Utah Valley U.; Kenneth R Bartlett, U. of Minnesota; Rex D Foster, U. of Minnesota; Susan R. Madsen, Utah Valley U.

226 ☐ (OCS) Virtual Organizations as Sociotechnical Systems (VOSS)
3:00pm - 5:00pm Anaheim Convention Center: 205A
This workshop seeks to broaden awareness of opportunities for research on virtual organizations and NSF support for such work.
Organizer: Kevin Crowston, Syracuse U.

227 ☐ (ODC, OB, MC) Energy and Thriving at Work: Exploring the Terrain and Developing a Network of Scholars
3:00pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008. We request pre-registration for this workshop to aid in our preparations and to learn about participants’ interests in advance. Registrants can e-mail about their interest in participating to Janet Max (jmax@bus.umich.edu).
Organizers: Heike Bruch, U. of St. Gallen; Bernd Vogel, U. of St. Gallen; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
Session Details – Saturday

228 (OM) Junior Faculty Workshop
3:00pm - 5:30pm Anaheim Convention Center: 210D
Intended to provide thought leadership in designing / managing research agendas, balancing research with life issues, and networking opportunities.
Organizer: Elliot Bendoly, Emory U.

229 (OMT) OMT/JOC Junior Faculty & Doctoral Consortium
3:00pm - 5:00pm Anaheim Convention Center: 210D
Organizers: Ellen R. Auster, York U.; Gerald F. Davis, U. of Michigan, Ann Arbor

230 (RM, OB, HR) Methods for Integrating Moderation and Mediation
3:00pm - 5:00pm Hilton Anaheim; Palos Verdes A
Presenter: Jeffrey R. Edwards, U. of North Carolina

231 (SIM, PNP, OCIS) Political Influence, Public Affairs, and the Promotion of Social Repair
3:00pm - 5:30pm Anaheim Marriott; Orange County 4
Chairs: Craig S Fleisher, U. of Windsor; Jeff fro man, U. of New Brunswick
Presenters: Jean J Boddy dew, Baruch College; Jennifer J Griffin, George Washington U.; John M Holcomb, U. of Denver; Douglas A Schuler, Rice U.; Duane Windsor, Rice U.

Saturday 3:30PM

232 (CMS, MED) Teaching in the Age of Web 2.0 - A Case Study of Critical Management Studies
3:30pm - 6:00pm Hilton Anaheim; Huntington A
Coordinators: Todd Bridgman, Victoria Management School; Hugh Willmott, U. of Cardiff; Kate M. Kenny, U. of Cambridge

233 (HR, MOC, OB, CM) Lost in Translation?: Responding to Reviews
3:30pm - 6:30pm Hilton Anaheim; El Capitan A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRG. The deadline to register is July 11, 2008. After that date you may register by e-mailing Steve Leybourne at Stephen.Leybourne@plymouth.ac.uk or Julia Richardson at jrichard@yorku.ca.
Organizers: Dr Steve Leybourne, Plymouth U.; Julia Richardson, York U.; Deborah Blackman, U. of Canberra
Participants: Russ Vince, U. of Bath; Pawan S. Budwar, Aston U.; Rolf Van Dick, U. of Frankfurt; Timothy Clark, Durham U.; Yehuda Baruch, U. of East Anglia; Hetty Van Emmerik, Utrecht U.; I. M. Jawahar, Illinois State U.

Saturday 4:00PM

234 (AAC) Practice Theme Committee Welcoming Reception
4:00pm - 5:30pm Anaheim Convention Center: 210D
Organizer: Elena P. Antonacopoulou, U. of Liverpool

235 (HR, PTC, CM) The Research-Practise Divide in HR: Asking Critical Questions
4:00pm - 6:00pm Hilton Anaheim: Huntington C
Pre-registration is encouraged, but not required. To register, please visit https://secure.aomonline.org/PDWRG. The deadline to register is July 11, 2008.
Organizer: Craig D. CrossRef, U. of NebraskaSchwans U.
Presenters: Alan Todd, Corporate U. Xchange; Theresa Welbourne, U. of Michigan
Participants: Debra J. Cohen, Society for Human Resource Management; Edward W. Rogers, NASA Goddard Space Flight Center

236 (HR, TTC, OB) How to Publish Teaching-Related Research
4:00pm - 6:00pm Hilton Anaheim: Palos Verdes B
Pre-registration is not required.
Facilitator: Rebecca A. Thacker, Ohio U.
Presenters: James R Bailey, George Washington U.; William J. Heisler, Troy U.; Jeff A Mello, Barry U.

237 (ICW) Management and Organization Review (MOR) Board Meeting
4:00pm - 5:30pm Anaheim Convention Center: 304D
MOR is the journal of the International Association for Chinese Management Research (ICAMR), an affiliated organization of AOM. See journal information at: http://www.blackwellpublishing.com/journal.asp?ref=1740-8776&site=1
Organizer: Xi Wang, Wichita State U.

238 (IM) Meet the Editors (IM Division Doctoral Consortium & Junior Faculty)
4:00pm - 5:30pm Anaheim Convention Center: 210A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRG. The deadline to register is July 11, 2008.
Coordinators: Allan Bird, U. of Missouri, St. Louis; Jean-Francois Hennart, Tilburg U.
239  ☛ (ONE, MED, HR, PNP) Leading and Managing for Global Sustainability: A Conversation for Possibility and Action
4:00pm - 6:00pm Anaheim Marriott: Marquis Northeast
Chairs: Charles Wankel, St. John's U.; James A F Stoner, Fordham U.

240 (RM, OB) The Case Against Null Hypothesis
Significance Testing: Flaws, Alternatives, and Action Plans
4:00pm - 6:00pm Hilton Anaheim: Capistrano B
Presenters: Eric Abrahamson, Columbia U.; Bruce Thompson, Texas A&M U.

Saturday 4:30PM
241 (AAA) AOM Editors Meeting
4:30pm - 6:00pm Anaheim Marriott: Suite 304
INVITATION ONLY!
Organizer: Thomas W. Lee, U. of Washington

Saturday 5:00PM
242 (HCM) AUPHA's Role in Health Administration Education
5:00pm - 7:00pm Anaheim Convention Center: 209A

243 (IAM) Iberoamerican Academy of Management Business Meeting
5:00pm - 7:00pm Anaheim Convention Center: 206A
Organizer: Leonard H. Friedman, Oregon State U. Participants: Grant T. Savage, U. of Missouri; Lydia M. Reed, AUPHA

244 (ICW) Business Meeting for the International Association for Chinese Management Research (IACMR)
5:00pm - 7:00pm Anaheim Convention Center: 204B
In this IACMR annual business meeting held at the Academy meeting, we will go over the history of the association, review new development in the past year, and preview our future plans. Open to all. Organizer: Xin Yao, Wichita State U.

Saturday 5:30PM
245 (AAA) Placement for Applicants
5:30pm - 7:00pm Hilton Anaheim: California Pavilion D
Organizer: Janice A. Black, New Mexico State U.

246 (IM) International Management Division PDW Reception
5:30pm - 7:30pm Anaheim Convention Center: 208B
Join your colleagues at this reception for attendees of the various International Management Division's Professional Development Workshops.
Session Details – Saturday

247: (OB) Joint OB/HR Junior Faculty and PhD Student Consortia Reception
5:30pm - 6:30pm Hilton Anaheim: Pacific Pavilion A
By Invitation Only

248: (ODC) ODC Reception for Graduate Students
5:30pm - 7:30pm Anaheim Marriott: Grand Ballroom - Salon E
Open reception to end ODC Doctoral consortium, all graduate students and current ODC members welcome.
Organizers: Michael R Manning, New Mexico State U.; Frank J. Barrett, Naval Postgraduate School
Participants: Karen Jansen, U. of Virginia; Hilary Bradbury, U. of Southern California; Ram Tenkasi, Benedictine U.; Richard W. Woodman, Texas A&M U.

249: (OMT) Meet OMT: The Social
5:30pm - 7:30pm Anaheim Convention Center: 304A
Hosts: Kimberly D. Elsbach, U. of California, Davis; Gerald F Davis, U. of Michigan, Ann Arbor; Royston Greenwood, U. of Alberta

250: (BPS) Business Policy and Strategy Social: Meet the Officers
6:00pm - 8:30pm Hilton Anaheim: California Pavilion C
Hosts: Joseph Mahoney, U. of Illinois, Urbana-Champaign; Russell Coff, Emory U.; Anita McGahan, U. of Toronto; Annette L Ranft, Florida State U.; Joanne Oxley, U. of Toronto; Tammy L Madsen, Santa Clara U.; William Bogner, Georgia State U.

251: (ENT) ENT Social Event
6:00pm - 10:00pm Offsite: Astor Classics Museum

252: (CMS) Critical Management Studies Welcome Social
6:00pm - 7:30pm Hilton Anaheim: Malibu
Organizer: Ann L Cunliffe, U. of Hull

253: (ENT) ENT Social Event
6:00pm - 10:00pm Offsite: Astor Classics Museum

254: (HCM) HCM PDW Reception Sponsered by AUPHA
6:00pm - 8:00pm Hilton Anaheim: Huntington B
Organizer: Eric S. Williams, U. of Alabama
Host: Lydia M. Reed, AUPHA

255: (ICW) NSU Doctoral Student Meeting II
6:00pm - 8:00pm Hilton Anaheim: Coronado
Organizer: Jane Whitney Gibson, Nova Southeastern U.

256: (MC) Preparing a PhD Based on Management Consulting Experience
6:00pm - 6:00pm Anaheim Marriott: Orange County 4
Participants: Henri Savall, ISEOR, U. of Lyon 3; Veronique Zardet, ISEOR, U. of Lyon 3; Michel Peron, ISEOR / U. of Paris Sorbonne; Laurent Cappelletti, ISEOR, U. of Lyon 3

257: (NDSC) New Doctoral Student/Management Education and Development Reception
6:00pm - 8:00pm Hilton Anaheim: Pacific Pavilion B
Join us for the joint reception of the New Doctoral Student Consortium and the Management Education and Development Division.
Organizers: Daniel Rottig, Florida Atlantic U.; Kenneth R Thompson, DePaul U.; Yves Damoiseau, Louisiana State U.; Lindred Greer, U. of Amsterdam; Matthew C. Mitchell, U. of South Carolina; David Sweetman, U. of Nebraska-Lincoln; Lee J. Zane, Drexel U.
Division Chair: Laurie Milton, U. of Calgary U. of Western Ontario Program Chair: Katherine A. Karl, Marshall U.
Professional Development Workshop Chairs: Daniel Rottig, Florida Atlantic U.; Kenneth R Thompson, DePaul U.

258: (OCIS) OCIS Welcome Reception
6:00pm - 8:00pm Anaheim Convention Center: 303C
An opportunity to meet and talk with members of OCIS (and others interested in joining us).

259: (ODC) Exploring the Role of The Scholar Practitioner
6:00pm - 8:00pm Anaheim Marriott: Grand Ballroom B&C
Organizer: Ilene Carol Wasserman, ICW Consulting Group
Participant: Kathy E. Kram, Boston U.

260: (ODC) Reflexive Inquiry as aid to Appreciative Inquiry
6:00pm - 8:00pm Anaheim Marriott: La Jolla
Presenters: Christine Ellis Oliver, Queen Mary, U. of London; Stephen P Fitzgerald, TUI U.

261: (OM) OM Junior Faculty Social
6:00pm - 7:00pm Anaheim Convention Center: 202B
This event is for the attendees of the OM junior faculty workshop. Refreshments sponsored by Emory University's Goizueta Business School.
Organizer: Eliot Bendoly, Emory U.

262: (OONE) ONE Welcome Reception
6:00pm - 8:00pm Anaheim Marriott: Marquis Northwest
Professional Development Workshop Chair: Magali Delmas, U. of California, Los Angeles

263: (SIM) Social Issues in Management Division/Society for Business Ethics Joint Keynote
Speaker & Reception (OFFSITE)
6:00pm - 9:00pm Offsite: Doubletree Hotel Anaheim/Orange County
This is an OFFSITE event. The name of the speaker will be announced on the SIM/SBE listserv when confirmed.
Organizers: Douglas A Schuler, Rice U.; Joanne B Ciulla, U. of Richmond

Saturday 6:30PM

264: (CAR) Career Night Near The Beach. Come and Meet Members and Friends of the Career Division.
6:30pm - 8:00pm Huntington/Newport Beach
For exact location please see website of the Career Division (http://division.aomonline.org/careers) after June 15 or the info through CareerNet.
265: *(HR, OB)* Joint HR/OB Member Welcome Reception
6:30pm - 7:30pm Hilton Anaheim; Pacific Pavilion A
*Sponsor:* John Wiley & Sons
*Organizers:* John E. Delery, U. of Arkansas; Joan Brett, Arizona State U.

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**Saturday 7:00PM**

266: *(ICW)* Reception: International Association for Chinese Management Research
7:00pm - 8:00pm Anaheim Convention Center: 207A
*IACMR/MOR annual reception held at the Academy meeting following the IACMR business meeting. Open to all.*
*Organizer:* Xin Yao, Wichita State U.
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>Sunday 7:00AM</td>
<td>267: (HCM) HCMD PDW Breakfast&lt;br&gt;7:00am - 8:00am Hilton Anaheim: San Clemente&lt;br&gt;Organizer: Eric S. Williams, U. of Alabama</td>
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<td>Sunday 8:00AM</td>
<td>271: (AAA) 2008 Program Chairs' Meeting&lt;br&gt;8:00am - 10:00am Anaheim Marriott: Suite 304&lt;br&gt;Organizers: James P. Walsh, U. of Michigan, Ann Arbor; Jimmy Le, Academy of Management</td>
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<tr>
<td>Sunday 8:00AM</td>
<td>272: (AAA) Anaheim 2008 LAC&lt;br&gt;8:00am - 8:00pm Anaheim Convention Center: 208B&lt;br&gt;Local Arrangements Chair: James C Spee, U. of Redlands</td>
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<tr>
<td>Sunday 8:00AM</td>
<td>273: (AAA) Conference Registration&lt;br&gt;8:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg. Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration</td>
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<td>Sunday 8:00AM</td>
<td>274: (BPS) Business Policy and Strategy Doctoral Consortium&lt;br&gt;8:00am - 12:00pm Anaheim Convention Center: 207A&lt;br&gt;By invitation only. Please see the Consortia Call posted at <a href="http://www.bpsdiv.org">www.bpsdiv.org</a> or listed in the Spring BPS Newsletter for application details. Chairs: Kyle J Mayer, U. of Southern California; Michael J Leiblein, Ohio State U.; Catherine A Maritan, Syracuse U. Participants: Julian Birkinshaw, London Business School; Donald C. Hambrick, Pennsylvania State U.; Dawn A. Harris, Loyola U. Chicago; Amy Hillman, Arizona State U.; Sarah Kaplan, U. of Pennsylvania; Marvin B. Liefman, U. of California, Los Angeles; Jasjit Singh, INSEAD; Todd Zenger, Washington U.</td>
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<td>Sunday 8:00AM</td>
<td>275: (BPS, MEN) BPS Managing Your Dissertation Workshop&lt;br&gt;8:00am - 12:00pm Anaheim Convention Center: 207A&lt;br&gt;Pre-registration is required. To register, please visit <a href="https://www.secure.aamonline.org/PDWR">https://www.secure.aamonline.org/PDWR</a>. The deadline to register is July 11, 2008. Organizer: Alison Mackey, California Polytechnic State U., San Luis Obispo Discussants: Jay B Barney, The Ohio State U.; Philip Bromiley, U. of California, Irvine Presenters: Jared D. Harris, U. of Virginia - Darden; Rajiv Nag, U. of Arkansas; Dries Faems, U. of Twente; Alison Mackey, California Polytechnic State U., San Luis Obispo; Robert Jensen, BYU; Rekha Krishnan, Simon Fraser U.</td>
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<td>Sunday 8:00AM</td>
<td>276: (BPS, OMT, IM, ENT, TIM, OB, ONE, HCM, CM, IAM) Asking the Same Questions, But Getting Different Answers: Diverse Perspectives on IORs&lt;br&gt;8:00am - 10:00am Anaheim Convention Center: 211B&lt;br&gt;Organizers: Miguel Rivera-Santos, Babson College; Anne Parmigiani, U. of Oregon Participants: TK Das, City U. of New York; Pierre Dussauge, HEC Paris; Steven C. Michael, U. of Illinois, Urbana-Champaign; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Bernard L. Simonin, Tufts U.; Shaker A. Zahra, U. of Minnesota, Twin Cities</td>
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<td>Sunday 8:00AM</td>
<td>277: (CAR) Questions Asked and Assumptions Made: GPA, Student Motivation, and Employment Opportunities&lt;br&gt;8:00am - 10:00am Hilton Anaheim: Santa Barbara&lt;br&gt;Coordinator: Susan L. Kirby, Texas State U. Participants: James D. Bell, Texas State U.; Eric G Kirby, Texas State U.; Curt Schafer, Texas State U.</td>
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<td>Sunday 8:00AM</td>
<td>278: (CMS) Changing Tunes: Bringing Critique and Beyond Its Walls&lt;br&gt;8:00am - 10:30am Hilton Anaheim: Malibu&lt;br&gt;Invite speakers to create a dialogue and engage with the participants. Organizers: Alex Faria, EBAPF-FGV; Miguel Imas, Kingston U.; Rafael Alcadipani, UNINOVE</td>
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Session Details – Sunday

Presenters: Michal Frenkel, Hebrew U. of Jerusalem; Bill Cooke, Lancaster U.; Patrick Humphreys, London School of Economics; Maria Jose Tonelli, FGV-ESAP; Eduardo Acuna, U. de Chile; Bobby Banerjee, U. of Western Sydney

279 ▶️ (GDO, ITC, MEN) Diversity Research Incubators: Collaboration Across Countries
8:00am - 10:00am Hilton Anaheim: Huntington C
Pre-register before June 25 by contacting Lynn Bowes-Sperry (lbowessp@wnec.edu). Indicate your research interests and country.
Organizer: Lynn Bowes-Sperry, Western New England College

280 ▶️ (GDO, TTC, MED, SIM, OB, HR) Teaching Diversity in Multiple Contexts and Creating a Diversity Minor
8:00am - 12:00pm Hilton Anaheim: Capistrano A
Organizer: Myrtle P. Bell, U. of Texas, Arlington
Presenters: James E. King, U. of Alabama, Tuscaloosa; Deborah R. Litvin, Merrimack College; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Linda M Hite, Indiana U. Purdue U. Fort Wayne; Kimberly S McDonald, Indiana U. Purdue U. Fort Wayne; Isabel Metz, U. of Melbourne; Bernardo M. Fermdan, Alliant International U.; Mary L Connerley, Virginia Tech; Judith A. Clair, Boston College

281 ▶️ (HCM) Evidence-based Medicine: Why the Best Knowledge Does Not Translate to Best Practice
8:00am - 10:00am Hilton Anaheim: Oceanside
Chair: Anat Drach-Zahavy, U. of Haifa
Presenters: Tal Katz-Navon, Interdisciplinary Center; Eitan Naveh, Technion-Israel Institute of Technology; Anit Somech, U. of Haifa; Zvi Stern, Hadassah Hebrew U. Medical Center

282 ▶️ (HCM, HR, OMT, RM) User-Inspired Research: Engaging Industry End-Users in Defining and Refining Research Agendas
8:00am - 10:00am Hilton Anaheim: San Clemente
Organizer: Andrew N. Garman, Rush U.

283 ▶️ (HR, IM, ITC) IHRM - Research, Publishing, Teaching, Consultancy & Organization of Meetings in the Indian Context
8:00am - 10:00am Hilton Anaheim: Palos Verdes B
Pre-Registration is encouraged, but not required. Prior to July 11, please use the centralized registration system. To register, please visit https://secure.aomonline.org/PDWReg. After that date, you may pre-register by e-mailing Pawan Budhwar at p.s.budhwar@aston.ac.uk.
Organizers: Pawan S. Budhwar, Aston U.; Arup Varma, Loyola U., Chicago
Participants: E. S. Srinivas, XLRI; Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Sunil Maheshwari, Indian Institute of Management Ahmedabad

284 ▶️ (IM) Paper Development Workshop
8:00am - 11:30am Anaheim Convention Center: 304A
BY INVITATION ONLY. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizer: Chao C. Chen, Rutgers U.

Presenters: Kathryn M. Bartol, U. of Maryland, College Park; Susan Feinberg, Rutgers U.; Ray Friedman, Vanderbilt U.; Kwok Leung, City U. of Hong Kong; Mike Peng, U. of Texas at Dallas

285 ▶️ (IM, ITC) Emerging Challenges Confronting Multinational Firms
8:00am - 10:30am Anaheim Convention Center: 206A
Coordinator: Biance Mascarenhas, Rutgers U.
Participants: William D Guh, Stern/ NYU; Schon Beechler, Duke Corporate Education; Jiatao Li, Hong Kong U. of Science and Technology; Robert Mefford, U. of San Francisco; Seung Ho Park, Samsung Economic Research Institute & CEIBS; William Newbury, Florida International U.; Dong Chen, School of Economics, Peking U.; Donald Lessard, MIT Sloan School of Management

286 ▶️ (MEN, GDO, MED) The Nuts and Bolts of the Multicultural Scholars Program: Undergraduate Mentoring at Its Best
8:00am - 10:00am Hilton Anaheim: Redondo
Distinguished Speaker: Renate R Mai-Dalton, U. of Kansas
Chair: C Douglas Johnson, Georgia Gwinnett College

287 ▶️ (MH) Getting Published
8:00am - 10:00am Anaheim Marriott: Desert Springs
Moderator: Jane Whitney Gibson, Nova Southeastern U.
Participants: John Humphreys, Texas A&M U.; Peter B Petersen, Johns Hopkins U.; Bahauadin Mujtaba, Nova Southeastern U.; David D. Van Fleet, Arizona State U.; David A Lamond, Wuhan U.

288 ▶️ (MOC, OB) Learning to Use Self-Leadership During the Doctoral Dissertation Process
8:00am - 10:00am Anaheim Convention Center: 304C
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Facilitators: Jeffery D. Houghton, West Virginia U.; Trudy DiLiello, Defense Acquisition U.

289 ▶️ (MSR) Linear and Spiritual Strategies for Making Decisions in Turbulent Times
8:00am - 11:00am Anaheim Marriott: Platinum 10
Facilitator: Graeme Howard Coetzter, Central Washington U.
Coordinators: Gerald Biberman, U. of Scranton; Debu Mukerji, Macquarie U.

290 ▶️ (OB, ODC, HR) How to Improve Your Chances of Publishing in a Top-Tiered Journal
8:00am - 10:30am Hilton Anaheim: Laguna B
This session is for participants who have been employed in higher education for less than seven years and who have never been the first author of a paper published in a top-tiered journal. Pre-registration is required by July 1, 2008. Registration is final after submitting additional registration materials to Bruce Hoag. Please contact Bruce Hoag at brucehoag1@gmail.com for details. Additional registration is required. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 1, 2008.
Chair: Bruce G. Hoag, U. of Phoenix (Europe)
Participants: Roger C Mayer, U. of Akron; Michael Reynolds, U. of Lancaster; Cynthia Fukami, U. of Denver; Christina Fong, U. of Washington; Lorian Roberson, Teachers College, Columbia U.; Jone L. Pearce, U. of California, Irvine; Hugh Oneill, North
Session Details – Sunday

SUNDAY

291 Confronting Risk: Examining Its Acceptability, Short Sightedness, Blind Sightedness, and Prevention

8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon D

Organizer: Kuo Frank Yu, U. of California, Berkeley
Chairs: Karlene H. Roberts, U. of California, Berkeley; Karl E. Weick, U. of Michigan, Ann Arbor; William H. Starbuck, U. of Oregon

Presenters: John S. Carroll, Massachusetts Institute of Technology; Timothy J. Vogus, Vanderbilt U.; Tracy A. Thompson, U. of Washington, Tacoma; Claus Rerup, U. of Western Ontario; Ian Mitroff, Alliant International U.J. of California, Berkeley; James Douglas Orton, George Washington U.; Rangaraj Ramanujam, Vanderbilt U.; Daved Van Stralen, Loma Linda U. Health Care; Gary Provansal, San Bernardino County Fire; Dwayne Thomas, United States Marine Corps
Participants: Estella Hernandez Gillette, The George Washington U.; Febra Johnson, Loma Linda U. Children’s Hospital; Pete Sama, Oakland Police Department; Anne L. Washington, GWU-George Washington U.; Debra Andersen, Special Districts Department; Water & Sanitation/County Fire; Jim Holbrook, Crafton Hills College

292 OCIS International Authors Workshop

8:00am - 10:00am Anaheim Convention Center: 210A

Invitation Only. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 11, 2008.

Presenter: Susan Winter, Portland State U.

293 Challenges of Building ODC as an Academic Discipline - Research, Theory Application & Global Impact

8:00am - 10:00am Anaheim Marriott: Orange County 2

 continuation of the process of Building ODC as an Academic Discipline dialogue started 10 years ago. The sponsor is the ODC Endowment Fund.

Hosts: Peter Sorensen, Benedictine U.; Eric Goodman, Kaplan U.; Raymond Saner, Center For Socio-Economic Development
Coordinator: Glenn Varney, Bowing Green State U.
Participants: Kenneth Murrell, U. of West Florida; Larry M. Starr, U. of Pennsylvania; Rosa M. Colón, Benedictine U.; Robert J. Marshak, American U.; Ram Tenkasi, Benedictine U.; George W. Hay, Benedictine U.; Richard W. Woodman, Texas A&M U.

294 Skills and Methods for Collaborative Research that Make a Difference for Theory and Practice

8:00am - 12:00pm Anaheim Marriott: Orange County 3

Organizer: Susan A. Mohrman, U. of Southern California
Participants: Hilary Bradbury, U. of Southern California; A.B. Rami Shani, Cal Poly State U.; David Coghlan, Trinity College Dublin; Marianne Kristiansen, Aalborg U.; William A. Pasmore, Mercer Delta Consulting

295 Appreciative Inquiry: How do Positive Questions Transform People and Organizations?

8:00am - 12:00pm Anaheim Marriott: Orange County 2

Chair: James D Ludema, Benedictine U.

Participants: David L Cooperider, Case Western Reserve U.; Frank J. Barrett, Naval Postgraduate School; Michael R Manning, New Mexico State U.; David H. Tobey, New Mexico State U.; Ronald Fry, Case Western Reserve U.; Terri Egan, Pepperdine U.; James D Ludema, Benedictine U.

296 (OM) Operations Management Doctoral Consortium

8:00am - 12:20pm Anaheim Marriott: Platinum 7

Admission-only research incubator. Coffee Break 10:15-10:35.

Sponsor: Dept. of Management, Marketing and Intl. Business, U. Texas - Pan American
Organizer: Thomas F. Gattiker, Boise State U.

297 (OM, MOC) New Questions for Changing Economies

8:00am - 10:00am Anaheim Convention Center: 211A


298 (OM, PTC, HCM) “Who Are We Reaching? The Real and Intended Audiences for Business School Research”

8:00am - 12:00pm Anaheim Convention Center: 204A

Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 11, 2008.

Organizers: Andrew J. Hoffman, U. of Michigan; Monica C. Worline, Emory U.

299 (ONE, SIM) Should we Trust and Use the Information Companies Publish on their Climate Change Impacts?

8:00am - 10:00am Anaheim Marriott: Grand Ballroom - Salon D

Organizer: Tobias Hahn, Institute for Futures Studies and Technology Assessment
Participants: Frank Figge, Queen’s U. Belfast; Pierre Trevet, Innovest Investment Advisors; Jonatan Pinkse, U. of Amsterdam; Anastasia Rose O’Rourke, Yale U.

300 (PTC, MC, HR, OB, ODC, GDO, ENT, MEN) Leadership research, practice, and theory: asking critical questions and forging collaborations

8:00am - 12:00pm Anaheim Convention Center: 210A

This session contains two 2-hour segments. The first session will encourage participants to examine their own beliefs about leadership as well as the prevailing beliefs held by leadership theorists and practitioners. The second session will explore best practices and share new insights and opportunities for researcher-practitioner collaborations around leadership development.

Organizers: Craig D. Crossley, U. of Nebraska/Schwans U.; Patricia M. G. O’Connor, Center for Creative Leadership; Bill Drath, Center for Creative Leadership
Participants: David V. Day, U. of Western Australia; Sean Hannah, U.S. Military Academy, West Point; Bruce G. Hoag, U. of Phoenix (Europe); Mary Uhi-Bien, U. of Nebraska; Patricia M. G. O’Connor, Center for Creative Leadership; Noel F. Palmer, U. of Nebraska; Alan Todd, Corporate U. Xchange; John Eggers, National Institute of Corrections; Randy Abbott, Schwan’s U.; Joyce Bono, U. of Minnesota

301 Teaching-oriented: (RM, BPS, OMT, MOC, HCM, PTC) Not Mickey Mouse: Methodological Writing to Address Qualitative Questions
8:00am - 11:00am Hilton Anaheim: El Capitan B
Preregistration encouraged. Please submit a brief abstract for proposed qualitative writing to Robert gepphart@ualberta.ca
Participants: David M Boje, New Mexico State U.; Hans Hansen, Texas Tech U.; Karen D Locke, College of William and Mary; Michael Pratt, Boston College; John Van Maanen, Massachusetts Institute of Technology

302 Qualitative Comparative Analysis
8:00am - 12:00pm Hilton Anaheim: Laguna A
Preregistration is strongly encouraged to get materials in advance. To register, please send an email to fissa@marshall.usc.edu.
Participants: Ruth V. Aguiera, U. of Illinois, Urbana-Champaign; Peer C. Fiss, U. of Southern California; Thomas Gremmhamer, Louisiana State U.; Rodney Lacey, U. of California, Davis; Vilmos F. Misangyi, Pennsylvania State U.

303 SIM&ONE Manuscript Development Workshop: SIM&ONE Research Mentoring
8:00am - 10:00am Anaheim Marriott: Platinum 8
Pre-registration required by June 1, 2008 (email to andreas.scherer@iou.uzh.ch). Applications will be screened and acceptance sent by July 1, 2008
Chairs: Andreas Georg Scherer, U. of Zurich; Donald Siegel, U. at Albany-SUNY*

Sunday 8:30AM

304 (AAA) Breakfast with Academy of Management Affiliates & Associates
8:30am - 10:00am Hilton Anaheim: Pacific Pavilion A

AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM. AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, SAC, BAM, IFSAM, ACACIA
Organizer: Thomas W. Lee, U. of Washington

305 (AAM) Saving a Good but Rejected Paper
8:30am - 12:00pm Anaheim Convention Center: 206B
Chairs: Daphne W. Yiu, Chinese U. of Hong Kong; Chi-Sum Wong, Chinese U. of Hong Kong
Presenters: Shiige Makino, Chinese U. of Hong Kong; Cheng-Chen Lin, National Pingtung U. of Science and Technology; Yi-Jung Chen, Naional Kaohsiung U. of Applied Sciences; Monica Yang, Adelphi U.; Alvaro Cuervo-Cazurra, U. of South Carolina; Luis Dau, U. of South Carolina; Ching-Wen Wang, National Chung Hsing U.; Kai-Tang Fan, National Chung Hsing U.; Jadaw Syed, U. of Kent; Chia-hung Wu, National Tsinghua U.; Takashi Sakikawa, Niigata U.; Ely Susanto, National Cheng Kung U.; Kenneth S. Law, The Chinese U. of Hong Kong; Dean Tjosvold, Lingnan U.

306 (BPS) Business Policy and Strategy New Faculty Consortium
8:30am - 12:00pm Anaheim Convention Center: 205B
By invitation only. Please see the Consortia Call posted at www.bpsdiv.org or listed in the Spring BPS Newsletter for application details.
Chairs: Peter Zemsky, INSEAD; Peter W Roberts, Emory U.
Presenters: Gautam Ahuja, U. of Michigan; Susan Cohen, U. of Pittsburgh; Pierre Dussauge, HEC Paris; J. Peter Murmann, AGSM-Australian School of Business; Nandini Rajagopalan, U. of Southern California; Mariko Sakakibara, U. of California, Los Angeles; Nicolaj Siggelkow, U. of Pennsylvania
Participant: Freek Vermeulen, London Business School

307 (BPS, OMT, IAM, ITC, OB, ONE, CM) Fostering Publication in Leading Organization and Strategy Journals
8:30am - 12:00pm Anaheim Convention Center: 207D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008. To complete your registration, please send your CV and a completed working paper to the organizers:
Organizers: Sergio Giovanetti Lazzarini, Ibmec São Paulo; Andrea Ordanini, Bocconi U.
Distinguished Speaker: Anita McGahan, U. of Toronto
Presenters: Steven Armstrong, U. of Hull; Andrew Delios, National U. of Singapore; William G Mitchell, Duke U.

308 (ENT) Best Paper Proceedings
8:30am - 10:30am Anaheim Convention Center: 210C
Distinguished Speakers: Sharon Alvarez, Ohio State U.; Ted Baker, North Carolina State U.; Christine Beckman, U. of California, Irvine; Ranjay Gulati, Northwestern U.; Wesley Sine, Cornell U.; Dean A Shepherd, Indiana U.
Discussant: Gerry George, Imperial College London
Coordinator: M. Diane Burton, Massachusetts Institute of Technology
309 | (ENT, ITC) Fostering International Collaboration in Entrepreneurship Research
8:30am - 10:00am Anaheim Convention Center: 204C
Organizers: Carlo Salvato, Bocconi U.; Anna Canato, Bocconi U.
Distinguished Speakers: Leif Melin, Jönköping U.; Igor Filatotchev, City U. London; Congcong Zheng, San Diego State U.; Barbara Larraneta-Gómez-Camí, Universidad Pablo de Olavide
Chair: Guido Corbetta, Bocconi U.

310 | (HR) Ideas for the Classroom: HR Teaching Workshop
8:30am - 10:00am Hilton Anaheim: Palos Verdes A
Pre-registration is not required.
Organizer: Rebecca A. Thacker, Ohio U.

311 | (IAM, TIM) Information Technology for Development in Latin America: Raising Our Own Questions
8:30am - 10:00am Anaheim Convention Center: 201B
Chairs: Guillermo Rodriguez Abitia, Centro de Desarrollo de Tecnologías de Información y Electrónica de Tecnológico de Monterrey; Luiz Antonio Joia, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas
Discussants: Aurora Sanchez, Universidad Católica del Norte; Carlos Navarrete, Cal Poly Pomona; Eduardo Henrique Diniz, EAESP, Fundação Getulio Vargas; Maruíl Pozzebon, HEC Montreal; Robert M. Davison, City U. of Hong Kong

312 | (MC) Producing Publishable Research in the Field of Professional Services
8:30am - 10:00am Anaheim Marriott Grand Ballroom: Salon G
Presenters: Timothy Clark, Durham U.; Klaus Uhlenbruck, U. of Montana; Alfred Kieser, Mannheim U.; Matthew Semadeni, Kelley School of Business, Indiana U.; Andreas Werk, Stockholm School of Economics

313 | (MOC) Cognition in the Rough
8:30am - 10:00am Anaheim Convention Center: 202A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 11, 2008.
Organizers: Daniel A. Gruber, U. of Michigan; Morela Hernandez, U. of Washington; Nils Plambeck, HEC School of Management, Paris; David M. Wasielski, Duquesne U.
Presiding: Sucheta Nadkarni, U. of Nebraska

314 | (OB, HR, OMT) Joint OB/HR/OMT Consortia - Academy Sponsored Journals Editors’ Panel
8:30am - 10:00am Hilton Anaheim: California Pavilion B
BY INVITATION ONLY. Only graduate students and faculty registered for the OB, HR, OMT Doctoral Student or Junior Faculty Workshops on Saturday may attend. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 11, 2008.
Organizer: Jason Colquitt, U. of Florida
Presenters: R. Duane Ireland, Texas A&M U.; Martin J. Kilduff, U. of Cambridge; Richard J. Klimentos, George Mason U.; Kay Devine, Athabasca U.

315 | (ODC, MC, MED) "That Was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change
8:30am - 10:30am Anaheim Marriott Grand Ballroom B&C
Participants: Gavin M. Schwarz, U. of New South Wales; Ian Palmer, U. of Technology, Sydney; Richard Dunford, Macquarie U.; Sydney; Susan M. Adams, Bentley College; Anthony F. Buono, Bentley College; Ann E. Feyerherm, Pepperdine U.; Gary Wagenheim, Simon Fraser U.

316 | (ODC, MOC, OB, MC, BPS) Discovering the Right Questions in Seemingly Complex Situations Through Challenge Mapping
8:30am - 10:30am Hilton Anaheim: Pacific Pavilion D

317 | (RM, BPS, HCM) Ask the Experts: Quantitative Methods
8:30am - 10:30am Hilton Anaheim: Pacific Pavilion D
Organizer: Philip L. Roth, Clemson U.

318 | (SIM, CAR) Where Do We Go Now? Dilemmas & Challenges for New Scholars Pursuing Research on Poverty Alleviation
8:30am - 11:00am Anaheim Marriott: Platinum 3
Speakers: Melissa Peneycad, Ivey School of Business; Lisa Calvano, Temple U.; Samer Abdelnour, Ivey School of Business; Hans Nikolaus Rawhouser, U. of Minnesota, Twin Cities; Geoff Kistruck, U. of Western Ontario; Krista Crawford-Mathis, Capella U.; Niles Khare, Fisher College of Business; Martin H. Klein, Erasmus U.; Catherine Marshall, Temple U.
Sunday 9:00AM

319: (AAA) Current and Incoming Heads and Members of Academy Committees.
9:00am - 10:30am Anaheim Marriott: Suite 315
Organizer: Angelo DeNisi, Tulane U.

320: (AAA) Placement Services
9:00am - 4:00pm Hilton Anaheim: Palisades
Placement Services - Registration and Information
Organizer: Janice A. Black, New Mexico State U.

321: (AAA) Conference Exhibits
9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C
Organizer: Ayman Tarabishy, George Washington U.

322: (AAA) AOM Membership
9:00am - 5:00pm Anaheim 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.

323: (CAR, GDO) The Questions We Ask about Balancing Work and Life: Learning from Our Colleagues
9:00am - 12:00pm Hilton Anaheim: Santa Monica
Organizers: Monique Valcour, Boston College; Jelena Zikic, York U.
Participants: Susan M. Adams, Bentley College; Tammy D. Allen, U. of South Florida; Elizabeth F. Cabrera, Arizona State U.; Charlotte Fritz, Bowling Green State U.; Laura M. Graves, Clark U.; Jeffrey H. Greenhaus, Drexel U.; Monica Higgins, Harvard U.; Steven A. Y. Poelmans, ISESE, U. of Navarra; Marian Ruderman, Center for Creative Leadership; Scott Seibert, U. of Melbourne; Maria Kramer, U. of Melbourne

324: : (CM, CAR, OB, OMT, PTC) Negotiating Your First Job
9:00am - 12:00pm Hilton Anaheim: Pacific Pavilion B
Workshop coordinator will contact participants individually via e-mail.
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizer: Judith B. White, Dartmouth College
Presenters: Lisa M. Amoroso, Roosevelt U.; Corinne Bendersky, U. of California, Los Angeles; Dana Dzialdin, Suffolk U.; Ray Friedman, Vanderbilt U.; Mary Kern, Baruch College; Geoffrey Leonardelli, U. of Toronto; Denise Lewin Loyd, Massachusetts Institute of Technology; William W. Maddux, INSEAD; Paul V. Martorana, U. of Texas, Austin; Don Moore, Carnegie Mellon U.; Margaret A. Neale, Stanford U.; Gregory Northcraft, U. of Illinois, Urbana-Champaign; Robin L. Pinkley, Southern Methodist U.; Stephen E. Weiss, York U.; Chen-Bo Zheng, U. of Toronto

325: : (CM, OB, HR, GDO, SIM, MOC) The Dark Side of Employees’ Behavior: Evaluating Our Questions, Answers, and Future Directions
9:00am - 12:00pm Hilton Anaheim: El Capitan A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizer: Jana L. Raver, Queen’s U.


326: : (CMS) Writing And Teaching Critical Management Through Cases: Dark Side Case Competition VII
9:00am - 11:00am Hilton Anaheim: Coronado
Chairs: Emmanuel Raufflet, HEC Montreal; Anne T Lawrence, San Jose State U.
Mattel, Inc.: Lead Tainted Toys | Adeneak Dedeke, U. of Massachusetts, Boston; Martin Calcious, U. of Massachusetts, Boston
Hugh Connerty and Hooters | Mary Godwyn, Babson College
Antiquorum | Benoit Lelux, IMD

327: : (ENT) ENT Doctoral Consortium & ENT Junior Faculty Consortium
9:00am - 11:30am Anaheim Convention Center: 201A
Pre-registration is required. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008. For additional information, please contact Stacy Blake-Beard (stacy.blakebeard@simmons.edu).
Chair: Stacy Blake-Beard, Simmons College
Facilitators: Maureen A. Scully, U. of Massachusetts; Audrey Murrell, U. of Pittsburgh; David M. Porter Jr, Walter Katz Foundation; Charlice Hurst, U. of Florida; Gina LaRoche, INSPIRITAS; Karen L Proudfoot, Morgan State U.; Daphne Perkins Berry, U. of Massachusetts at Amherst; Daria Crowley, Robert Morris U.; Bernardo M. Ferdman, Allian International U.; Jawad Syed, U. of Kent; Ilene Carol Wasserman, ICW Consulting Group; Donna Maria Blanchero, National Society of Hispanic MBAs; Ruby L Beale, Hampton U.; Bonita L Butters-Reed, Simmons College

328: : (HCM, HR, PNP, OB, RM) Successful Federal Funding for Management Research
9:00am - 11:30am Anaheim Convention Center: 205
Organizer: Michael I. Harrison, Agency for Healthcare Research and Quality
Presenters: Michael I. Harrison, Agency for Healthcare Research and Quality; Thomas F Hilton, National Institute on Drug Abuse; David Chambers, National Institute of Mental Health; Jacqueline Meszaros, National Science Foundation; Sharon Topping, U. of Southern Mississippi; Terri Griffith, Santa Clara U.; Shou-Yih Daniel Lee, U. of North Carolina, Chapel Hill
Session Details – Sunday

330  ➡️  ➡️: (IM, AAM) The Questions We Ask in International Management: Views from the Journal Editors
9:00am - 11:00am Anaheim Convention Center: 303D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Chair: Lorraine Eden, Texas A&M U.
Presenters: Lorraine Eden, Texas A&M U.; Pervez Ghauri, King's College London; Masaaki Kotabe, Temple U.; John W. Slocum, Southern Methodist U.; Joachim Wolf, Christian-Albrechts-U. of Kiel; Michael-Jörg Oesterle, U. of Bremen, Germany

331 ➡️: (IM, TTC) Interactive Teaching Methods in International Management
9:00am - 11:00am Anaheim Convention Center: 212B
Simulations, Games, Role Plays and more in International Management teaching.
Organizers: Malika Richards, Pennsylvania State U.; Gerhard Apfelthaler, FH Joanneum
Presenters: Guenter Stahl, INSEAD; Joyce Osiand, San Jose State U.; Martin Neubauer, FH Joanneum; Thomas Schmalzer, FH Joanneum; Schon Beecher, Duke Corporate Education; James H. Biteman, Tulane U.; Charles A. Rarick, Barry U.

332 ➡️ ➡️: (ITC, MED, PTC) Making Large Global Collaborations Succeed
9:00am - 12:00pm Hilton Anaheim: California Pavilion D
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Chair: Charles Wankel, St. John's U.
Presenters: Debra Black, U. of Liverpool; Debbi D. Brock, Berea College; Daniel Joseph Friel, U. San Andres; Aimé Heene, U. of Ghent; Hamid H Kazerouni, William Penn U.; William A. Laing, Anderson U.; Francisco J. Lara, Universidad Catolica de Valencia; Ed Leach, Dalhouse U.; Robert Ledman, Georgia Southwestern State U.; Ana Leffel, U. of Texas, San Antonio; Waheeda Lillevik, University of North Carolina, Chapel Hill; Aida Numic, University of Zagreb; Ganesh Prasad, Patna Management Institute; Gerhard Apfelthaler, FH Joanneum; Thomas Schmalzer, FH Joanneum; Pervez Ghauri, King's College London; Dean Scott-Kemmis, Australian National U.; Christopher Seow, U. of East London; Muhammad Shafique, Institute of Management, Bangladesh; James Oldroyd, SKK Graduate School of Business; Raghuvar Dutt Pathak, U. of the South Pacific; He Peng, Fudan U.; Claudia Verena Peus, Massachusetts Institute of Technology; Craig Prichard, Massey U.; Jacobo Ramirez, Tecnologico de Monterrey -Campus Monterrey; William D. Reisel, St. John's U.; Marko Rillo, Tallinn U. of Technology; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Sudhir K Saha, Memorial U. of Newfoundland; Aino Salimaki, Helsinki U. of Technology; Leisa D. Sargent, U. of Melbourne; Thomas Schmalzer, FH Joanneum; Don Scott-Kemmis, Australian National U.; Christopher Seow, U. of East London; Muhammad Shafique, International Islamic U. Islamabad Pakistan; Daya Shanker, Deakin U.; Radha R. Sharma, Management Development Institute, India; Paul Shrivastava, Bucknell U.; Clive Smallman, Lincoln U.; Ronda M. Smith, U. of Nebraska, Lincoln; Jurate Stanaityte, Stockholm U.; Sari K Stenfors, Stanford U.; John Stephan, Marist College; Julian C. Suek, U. of Dubuque; Kyra Sutton, Ohio State U.; Marco Tavanti, DePaul U.; Mile Terziovski, U. of Melbourne; Kim-Chi Wakefield Trinh, National U. of Singapore; Fu-Sheng Tsai, Chong Shu U.; John P Uhl, U. of Aarhus; Annick Hortense, Dominique Van Rossem, Vlerick Leuven Gent Management School; Ilias Vlachos, Agricultural U. of Athens; Paul Wong, Trinity Western U.; Nilay Yajnik, NMIMS U.; Ikhas Ali Abdalla, Arab Open U.; Nasir Afghani, Lahore U. of Management Sciences; David Ahlstrom, Chinese U. of Hong Kong; Ruth Alas, Estonian Business School; Robert Brent Anderson, U. of Regina; Zoltan Antal-Mokos, ESMT; Katsuki Aoki, Kanto Gakuin U.; Remziye Gulem Atabay, Western New England College; Anne De Bruin, Massey U. of New Zealand; Nikolay Anguelov Dentschev, Ghent U.; Michael Dutch, Greensboro College; Mark Gerard Edwards, U. of Western Australia; Pauline Egan, St. John's U.; Terence Egan, Central U. of Finance and Economics; Joseph P. Eshun, Pennsylvania State U.; Dail Fields, Regent U.; Frank Figge, Queen's U. of Belfast; Greg Fisher, RMIT U.; Paul Fisher, Rogue Community College; Edna Pelayo Frano, Ateneo de Manila U.; Leticia Ramos-Garza, ITESM, Campus Monterrey; Jenny Gibb, U. of Waikato; Trevor Goddard, Curtin U. of Technology; Daria Golebiowska-Tatay, Warsaw U. of Technology; Katharine Hansen, Stetson U.; Tarek Hatem, American U. in Cairo; Shaoyi He, California State U. San Marcos; William J. Heisler, Troy U.; Paulo L. Henriques, Technical U. of Lisbon; Marcus W. Y. Ho, Auckland U. of Technology; John Hollwitz, Fordham; John F. Hulpke, Hong Kong U. of Science and Technology; Dima Jamali, U. of Southampton; Amit Karna, Indian Institute of Management, Ahmedabad; Konstantinos Kostopoulos, Athens U. of Economics and Business; Cynthia L. Krom, Marist College; Robert Krug, St. Joseph's College, NY; Rajiv Kumar, Indian Institute of Management, Ahmedabad; Sudershan Kuntluru, NMIMS U.; David A Lamond, Wuhan U.; Nancy E. Landrum, U. of Arkansas, Little Rock; Cubie Lai Lai Lau, U. College Dublin; Jennifer Leigh, Nazareth College; Andrea Licari, St. John's U.; Charles Livermore, St. John's U.; Shantha Liyanage, Macquarie Graduate School of Management; Patrick Lyons, St. John's U.; John Manna, St. John's U.; Par Martensson, Stockholm School of Economics; Warren D. Miller, Beckmill Research; Agneta Moulettes, Lund U.; Karen Moustafa Leonard, Indiana U.-Purdue U. Fort Wayne; Dorothy Mpabanga, U. of Botswana; Christine Murphy, SWINBURNE U.; Maria L. Nathan, Lynchburg College; Samy Nathan, New York Institute of Technology; Eddy S. Ng, California State Polytechnic U.; Aida Numinic, Middlesex U. Business School; Enrique Nunez, St. Peter's College; Jonathan O'Brien, U. College Dublin; Abhoy Kumar Ojha, Indian Institute of Management, Bangalore; James Oldroyd, SKK Graduate School of Business; Raghuvar Dutt Pathak, U. of the South Pacific; He Peng, Fudan U.; Claudia Verena Peus, Massachusetts Institute of Technology; Craig Prichard, Massey U.; Jacobo Ramirez, Tecnologico de Monterrey -Campus Monterrey; William D. Reisel, St. John’s U.; Marko Rillo, Tallinn U. of Technology; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Sudhir K Saha, Memorial U. of Newfoundland; Aino Salimaki, Helsinki U. of Technology; Leisa D. Sargent, U. of Melbourne; Thomas Schmalzer, FH Joanneum; Don Scott-Kemmis, Australian National U.; Christopher Seow, U. of East London; Muhammad Shafique, International Islamic U. Islamabad Pakistan; Daya Shanker, Deakin U.; Radha R. Sharma, Management Development Institute, India; Paul Shrivastava, Bucknell U.; Clive Smallman, Lincoln U.; Ronda M. Smith, U. of Nebraska, Lincoln; Jurate Stanaityte, Stockholm U.; Sari K Stenfors, Stanford U.; John Stephan, Marist College; Julian C. Suek, U. of Dubuque; Kyra Sutton, Ohio State U.; Marco Tavanti, DePaul U.; Mile Terziovski, U. of Melbourne; Kim-Chi Wakefield Trinh, National U. of Singapore; Fu-Sheng Tsai, Chong Shu U.; John P Uhl, U. of Aarhus; Annick Hortense, Dominique Van Rossem, Vlerick Leuven Gent Management School; Ilias Vlachos, Agricultural U. of Athens; Paul Wong, Trinity Western U.; Nilay Yajnik, NMIMS U.; Ikhas Ali Abdalla, Arab Open U.; Nasir Afghani, Lahore U. of Management Sciences; David Ahlstrom, Chinese U. of Hong Kong; Ruth Alas, Estonian Business School; Robert Brent Anderson, U. of Regina; Zoltan Antal-Mokos, ESMT; Katsuki Aoki, Kanto Gakuin U.; Remziye Gulem Atabay,
Izmir U. of Economics; Maria Avgileva, U. of Auckland; Yuosre F. Badir, Tokyo Institute of Technology; Bjorn Tallak Bakken, Norwegian Defence Academy; Mary Bambacas, U. of South Australia; Cordula Barzantny, Group ESC Toulouse Business School; Simon J. Bell, U. of Cambridge; Lorna Maria Beretta, ALTIS Postgraduate School Business and Society; Michael Berry, Ecole de Paris du Management; Niels Billou, ESMT; Lize A. Booyse, U. of South Africa; Dave Bouckenoooge, Vlerick Leuven Gent Management School; Nikos Bozionelos, U. of Durham; Manuela Brunsoni, Bocconi U.; Andrew Cardow, Massey U.; Didier Chabaud, Ecole de Management de Normandie; Chi-Ya Chang, Chinese Culture U.; Kunchung Cheng, Da Yeh U.; Flordeliza Rosario Castro Christiansen, -; Athanasios G. Chymis, U. of Missouri-Columbia; Asli M. Colpan, Kyoto U.; Harry Costin, American U. of Paris; Justin B Craig, Bond U. Australia; Irene E. De Pater, U. of Amsterdam; Giuseppe Delmestri, Bergamo U.; Panos Desyllas, Manchester Business School; Laurie Dickie, Curtin U. of Technology; Magda Donia, Concordia U. Canada; Paul F Donnelly, Dublin Institute of Technology; Mateja Drmovsek, U. of Ljubljana; Peter Eberl, Johannes Kepler U. Linz; Maha Elshinawy, American U. in Cairo; Mark France, McMaster U.; Martin G O’Creevy, Open U. Business School; Leonor Fernandes Ferreira, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA; Henrik Finsrud, Work Research Institute; Andrea Fischbach, U. of Trier; Bjorn-Tore Flaten, U. of Agder; Anne Marie Francesco, Hong Kong Baptist U.; Raymond Francis, Caribbean Hospitality Management Consulting; Finn Frandsen, Aarhus School of Business; Anat Freund, Haifa U.; Celine Gainet, U. Paris 1 Sorbonne / Institut d’Administration des Entreprises; Susana Asela Garduno Roman, ESCA Sto Tomas IPN; Gudela Grote, ETH Zurich; Claire Gubbins, U. College Cork; Goncu Gunay, U. of Economics; Burcu Guneri, Izmir U. of Economics; Veronica Gustafsson, Jonkoping International Business School; Sepp Hanninen, Helsinki U. of Technology; Rana Haq, Laurentian U.; James C. Hayton, Bocconi U. and SDA Bocconi School of Management; Mike Henry, Grant MacEwan College; Bersant Hobdari, Berlin U. of the Arts; Janice Elsissi, American U. in London; Mark Foulk, U. of Central Lancashire; Žiga Frelih, University of Ljubljana Research Institute; Ljubljana School of Business, U. of Agder; Lars Flåten; Irene Nikandrou, Athens U. of Economics and Business; Irene Nikandrou, Athens U. of Economics and Business; Kohei Nishikawa, Konan U.; Stella M. Nkomo, U. of South Africa; Ines O’Donovan, Lancaster U. Management School; Raffaele Oriani, Luis Guido Carli U.; Titus Oshagbemi, Queen’s U. of Belfast; Timothy F. O’Sullivan, NTU U.; Nadia Papamichail, Manchester Business School; Chris Parker, Northern Illinois U.; Maria Elisa Peirano Vejo, Massey U. New Zealand; Ana Perez-Luno, U. Pablo de Olavide; Yvon Pesqueux, CNAM Paris (France); June M. L. Poon, U. Kebangsaan Malaysia; Camilla Quental, HEC, Paris; Hussain Gultar Rammal, U. of Adelaide; Cristina Reis, Lisbon U.; Jacob Dahl Rendtorff, roskilde U.; John Rice, U. of Adelaide; Arja M. Ropo, U. of Tampere; Sonja A. Sackmann, U. Bundeswehr, Munich; Perry Sadowsky, York U.; Karin Sanders, U. Twente, The Netherlands; Stephanie Christine Schleimere, Griffith U.; Tali Seger, U. of Haifa; Svetlana Serdovuk, Reims Management School; Arthur Shulman, Griffith U.; Kate Sikavica, U. of St. Gallen; Sunil Kumar Singh, Indian Institute of Management, Bangalore; Anssi Juhani Smedlund, Helsinki U. of Technology; William A. Sodeman, Hawaii Pacific U.; Anit Somech, U. of Haifa; Jiwen Song, Renmin U. of China; Leslie Stager Jacques, Massey U. - Auckland; Agata Stanusach, Silesian Technical U.; Yee-Hui Su, National Central U.; Jia Min Sun, Renmin U. of China; Wahyu Sutiyono, U. of Canberra; Masahiro Takeda, Tokyo U. of Technology; Siri Ann Terjesen, Texas Christian U., Max Planck Institute of Economics; Denise Tsang, U. of Reading Business School; Masaru Uchida, Tokyo Gakugei U.; Hetty Van Emmerik, Utrecht U.; Jose G Vargas-Hernandez, Instituto Tecnológico de Cd. Guzman; Eran Vigoda-Gadot, U. of Haifa; Anders Ryom Villadsen, U. of Aarhus; Juan Andrei Villarroel, Ecole Polytechnique Fédérale de Lausanne; Ingrid Wakkee, Vrije U. Amsterdam, The Netherlands; Chingning Wang, National Sun Yat-Sen U.; Chongwei Wang, Hong Kong Polytechnic U.; Hugh Willmott, U. of Edinburgh; Ming-Chang Wu, National Chengchi U.; Emile F.M. Wubben, Wageningen U.; Jin-Ichiro Yamada, Kagawa U.; Jin-Ichiro Yamada, Kagawa U.; Eyal Yaniv, Bar Ilan U.; Orly Yeheskel, Interdisciplinary Center; Jeff Yip, Center for Creative Leadership; Samir M Youssef, American U., Cairo; Jae Eon Yu, Korea U.; Jianhong Yuan, Southeast U.; Ying Zhu, Kyushu U.; Shandana Abedin, Manchester Business School; Gordon Kwesi Adomda, U. of Waterloo; Veneta Andonova, U. of los Andes, Columbia; Zandra Baldinot, Universidade Positivo - UP; Henrique M. Barros, Ibmec, Sao Paulo; Emilio Bellini, Politecnico di Milano, U. del Sannio; Jyotna Bhatnagar, Management Development Institute, India; Ernesto Antonio Blanco, IESA; Mariya A. Bobina, U. of Illinois, Chicago; Marcos A. Bosquetti, U. of Sao Paulo; Esther Brainin, Ruppin Academic Center; Joseph E. Champoux, U. of New Mexico; Shih-Yu Cheng, National Cheng Kung U.; Giovanni Battista Dagnino, U. of Catania; Katleen E. M. De Stobbeleer, Ghent U.; Katherine Eugenie Dew, Hodges U.; Anat Drach-Zahavy, U. of Haifa; Tom Elfring, Free U. Amsterdam; Alfredo Enrione, ESE Graduate Business School, U. de los Andes, Chile; Bjarne Espedal, Norwegian School of Economics and Business Administration; Claudia J. Ferrante, U.S. Air Force Academy; Carl Fey, Stockholm School of Economics; Denise L. Feick, Federal U. Rio de Janeiro; Maria F. Fonseca, EAGE, Instituto Tecnologico y de Estudios Superiores de Monterrey; Avanti Fontana, U. Indonesia; Angilberto Sabino Freitas, Pontifical Catholic U. of Rio de Janeiro; Jonah Friedman, Fordham U.; Andrew N. Garman, Rush U.; Elisabet Garriga, IESE Business School; Joceyline Gélinas, U. de Quebec à Chicoutimi; Ernestina Giudici, Cagliari U.; Anna Goussevskaia, Fundação Dom Cabral; Paul L Govekar, Ohio.
334 🎈⚽️: (MED, ODC) Undergraduate Leadership Development: Introducing Reflective Pedagogy into the Curriculum
9:00am - 12:00pm Anaheim Convention Center: 205A
Participants: Davar Rezania, Grant MacEwan College; Tony Lingham, ESADE; Lyle Benson, Grant MacEwan College; Bonnie Richley, Case Western Reserve U.

335 🏈: (MOC) Workshop for International Members of the MOC Division on Publishing in US Journals
9:00am - 12:00pm Anaheim Convention Center: 203A
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Facilitator: Elizabeth George, Hong Kong U. of Science and Technology
Participants: Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Joep Cornelissen, U. of Leeds; Sim B. Sitkin, Duke U.; Rolf Van Dick, U. of Frankfurt

336 🏈: (MOC, BPS, PTC, ODC) Facilitating Strategy Development with Management Teams: Leadership, Identity, Groups, and Models
9:00am - 12:00pm Anaheim Convention Center: 207B
Organizer: Olaf Rughase, Schindl Rughase Partners
Presenters: Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.; Michael Schindl, Schindl Rughase Partners; John M. Bryson, U. of Minnesota; Paul Charles Nutt, Ohio State U.

337 🏈: (MOC, OMT, PNP, CM) Project on National Security Reform
9:00am - 12:00pm Anaheim Convention Center: 204B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Distinguished Speaker: Christopher Jon Lamb, Project on National Security Reform
Discussant: Karl E. Weick, U. of Michigan, Ann Arbor

338 🎈: (MSR) Beyond Concept, What is Self as Instrument?
9:00am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon K
Moderator: Anna Gomez, Terra Firma: Grounded Change

339 🎈: (OB, RM, MOC) Questions We (Don’t) Ask: Human Physiology and Management
9:00am - 12:00pm Hilton Anaheim: Sunset
Pre-registration is required to take full advantage of the PDW format, wherein time will be reserved to discuss specific research ideas/proposals surrounding physiological measures in management research. Participants are invited to submit a short (i.e., 500-1000 word) synopsis of their research idea, a few specific questions/concerns, and a brief abstract. From these, a representative sample will be selected, providing material for discussion among presenters and attendees. Please send synopses, questions, and abstracts to Mike Zyphur at zyphurm@yahoo.com by June 15, 2008. Additional registration is required. To register online, please visit https://secure.aomonline.org/PDWReg. The deadline to register is June 15, 2008.

333 🎈: (MC, GDO, ODC) High Impact Consulting: Ensuring Tangible Client Results
9:00am - 12:00pm Anaheim Marriott: Orange County 4
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Chair: Robert H Schaffer, Robert H. Schaffer & Associates
Coordinator: Alan Goldman, Arizona State U.
Session Details – Sunday

Sunday 9:30AM

347 (BPS, OMT, OCIS) Communities of Practice (CoPs) and Evolutionary Economics (EE) Routines in Question
9:30am - 12:00pm Anaheim Convention Center: 207C
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDReg. The deadline to register is July 11, 2008.
Distinguished Speakers: Raghu Garud, Penn State U.; Joan T Allatta, Purdue U.; Brian T Pentland, Michigan State U.; John Seely Brown, USC
Facilitator: Stefano Borzillo, U. of Geneva

348 (CMS) Contested Borders: Postcolonialism and Political Economy
9:30am - 12:00pm Hilton Anaheim: Ventura
Organizer: Anshuman Prasad, U. of New Haven
Chair: Anshuman Prasad, U. of New Haven
Presenters: Anshuman Prasad, U. of New Haven; Raza A Mir, William Paterson U.; Joy Panoho, Massey U.; Ralph Stabein, Massey U.; Pushkala Prasad, Skidmore College

349 (IM, IAM) Asking About Management Research in Latin America: Where Is It Now and Where Should It Be?
9:30am - 12:00pm Anaheim Convention Center: 202A
Coordinator: William Newburry, Florida International U.
Participants: Karen Paul, Florida International U.; Juan I. Sanchez, Florida International U.; Mary Ann Von Ginow, Florida International U.; Karl Galen Kroeck, Florida International U.

**Sunday 10:00AM**

350: (AAC) Eastern Academy of Management Officers Meeting
10:00am - 12:00pm Hilton Anaheim: Mezzanine 1
Organizer: Edward W Christensen, Monmouth U.

351: (AAW) Academy of Management Learning & Education Writers’ Workshop
10:00am - 12:00pm Anaheim Marriott: Platinum 4
Proposals will be due to the AMLE office by May 1, 2008, and notification of acceptance will occur on or before June 2, 2008. Please note that accepted proposals and authors will not be listed in the Academy program.
Organizers: David Waldman, Arizona State U.; J B Arbaugh, U. of Wisconsin, Oshkosh

352: (CAR) Questioning Our Selves, Lives, and Passions: Integrating avocational interests into academic life
10:00am - 12:00pm Hilton Anaheim: Radondo
Chairs: Christy Harris Weer, Radford U.; Marco DiRienzo, Drexel U.; Barrie E. Litzky, Pennsylvania State U.; Great Valley
Moderator: Kimberly Eddleston, Northeastern U.
Presenters: Barbara A. Ribbens, Western Illinois U.; Siddika Nihal Colakoglu, Norfolk State U.; Veronica M. Godshalk, U. of South Carolina, Beaufort; C. Melissa Fender, Drexel U.; Ping Tyra Shao, Drexel U.

353: (CM, OB, BPS, OMT) The Craft of Writing a Book: Wisdom From Top Scholars
10:00am - 12:00pm Hilton Anaheim: Huntington A
Chair: Kurt T Dirks, Washington U.
Participants: Max H. Bazerman, Harvard U.; Roy J. Lewicki, Ohio State U.; Gary P. Latham, U. of Toronto; Fred Luthans, U. of Nebraska, Lincoln; Howard Aldrich, U. of North Carolina; Andrew H. Van de Ven, U. of Minnesota

354: (GDO, CAR, MEN) If, When and How? Combining Parenting and Academic Life
10:00am - 12:00pm Hilton Anaheim: Santa Barbara
Chairs: Ron Ophir, York U.; Robyn A. Berkley, Southern Illinois U., Edwardsville
Speakers: Charlice Hurst, U. of Florida; Jeffrey A Mello, Barry U.

355: (GDO, ODC, MC) Not Either/Or, but Both/And: A Balanced Experiential Inquiry Approach to Diversity Audits
10:00am - 12:00pm Hilton Anaheim: Huntington C
Chairs: Leslie Elizabeth Sekerka, Menlo College; J. Goosby Smith, California State U., Channel Islands
Facilitators: Tracey Eira Messer, Case Western Reserve U.; Regan Harwell Schaffer, Pepperdine U.; Velvet L. Weems-Landingham, Kent State U.; Connie R James, Pepperdine U.

356: (HCM) Exploring the Journey from Dissertation to Tenure through Networking
10:00am - 12:00pm Hilton Anaheim: San Clemente
This session is a highly interactive session using dialogue as a format to explore important career stages and to build relationships.
Organizers: Barbara Bigelow, Clark U.; Margaret Arndt, Clark U.
Facilitators: Martin P. Charns, U.S. Department of Veterans Affairs; Jon Chlingtoner, Brandeis U.; Thomas D’Aunno, INSEAD; DiJon R. Fasoli, U.S. Dept. of Veterans Affairs / Center for Health Quality, Outcomes and Economic Research (CHQOER); Myron D Fottler, U. of Central Florida; Leonard H. Friedman, Oregon State U.; Elizabeth Goodrick, Florida Atlantic U.; Kathleen Montgomery, U. of California, Riverside; Trish Reay, U. of Alberta

357: (HR, OB, OMT) Meet the Editors - OB/HR Micro Journals
10:00am - 12:00pm Hilton Anaheim: California Pavilion B
This session is jointly sponsored by HR, OB and OMT divisions.
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWR. The deadline to register is July 11, 2008.
Organizers: Judith W. Tansky, The Ohio State U.; Jason Colquitt, U. of Florida; Maria Kramern, U. of Melbourne
Participants: Yehuda Baruch, U. of East Anglia; Michael J. Burke, Tulane U.; Gilad Chen, U. of Maryland; David V. Day, U. of Western Australia; Rodger Griffith, Ohio U.; Steve W. J. Kozlowski, Michigan State U.; Michael Mumford, U. of Oklahoma; John Schaubroeck, Drexel U.; Robert J. Vandenbeng, U. of Georgia; Theresa Welbourne, U. of Michigan; Jing Zhou, Rice U.; Neal M. Ashkanasy, U. of Queensland

358: (ITC, CAR, GDO) The Questions Non-US Scholars Ask
10:00am - 12:00pm Anaheim Convention Center: 304C
Organizer: John Blenkensopp, U. of Teeside
Chair: Yehuda Baruch, U. of East Anglia
Facilitators: Neal M. Ashkanasy, U. of Queensland; Jacob Eisenberg, UCD Dublin; Siri Ann Terjesen, Texas Christian U., Max Planck Institute of Economics; Simon Taggar, Wilfrid Laurier U.; Stewart Arnold, Nanyang Technological U.

359: (MC, OM) How to Rapidly Assess the Performance Improvement Gap for a Business
10:00am - 12:00pm Anaheim Convention Center: 304C
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWR. The deadline to register is July 11, 2008.
Presenters: Neena Dosanj, PA Consulting Group; Aarti Thapar, PA Consulting Group

360: (MED) The Diversity and Depth of Questions We Ask About Teaching: Are There Better Ways?
10:00am - 12:00pm Anaheim Convention Center: 210D
Participants: William B. Snavely, San Diego State U.; David A. Cowan, Miami U.; Carol H Sawyer, U. of La Verne; Robert Ledman, Georgia Southwestern State U.; Peter G. Morgan, U. of Bradford School of Management

361: (MED, TTC, ODC, GDO) So You Are Going to Teach, Now What? Tips to Not Only Survive but Also Thrive!
10:00am - 12:00pm Anaheim Convention Center: 211B
Sunday 10:15AM

375 - (AAA) 2009 Program Chairs’ Meeting
10:15am - 12:00pm Anaheim Marriott: Suite 312
Organizers: Susan E. Jackson, Rutgers U.; Jimmy Le, Academy of Management

376 - (AAA) Conference Break
10:15am - 10:45am Anaheim 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 (2008-2009)
10:30am - 12:00pm Anaheim Marriott: Suite 315
Organizer: James P. Walsh, U. of Michigan, Ann Arbor

378 - (AAC) Midwest Academy of Management Officers Meeting
10:30am - 12:00pm Hilton Anaheim: Mezzanine 2
Organizer: Faye L. Smith, Missouri Western State U.

379 - (AAC) Southwest Academy of Management Officers Meeting
10:30am - 12:00pm Hilton Anaheim: Mezzanine 3
Organizer: Darla Domke-Damonte, Coastal Carolina U.

380 - (ENT) Panel Study of Entrepreneurial Dynamics II Users Group Workshop
10:30am - 12:30pm Anaheim Convention Center: 210C
Organizers: Paul D Reynolds, Florida International U.; Richard Curtin, U. of Michigan, Ann Arbor

381 - (MC) MC Doctoral Workshop
10:30am - 12:00pm Anaheim Marriott: La Jolla
Pre-registration is required. To register, please visit https://secure.acmonline.org/PDWReg. The deadline to register is July 11, 2008.
Presenter: Ansgar Richter, European Business School

382 - (MC) Synergy Effects and Real-Time Cases: Lessons for the Classroom
10:30am - 12:30pm Anaheim Convention Center: 201B
Presenters: Eva Boxenbaum, Copenhagen Business School; Lisbet Pals Svendsen, Copenhagen Business School

383 - (OB, IM, CM) The Questions We Ask Regarding Meso-Modeling
10:30am - 1:00pm Hilton Anaheim: Laguna B
Organizer: Hetty Van Emmerik, Utrecht U.

384 - (ONE, SIM, BPS, PNP) Databases for Research on Environmental Management and Corporate Social Responsibility
10:30am - 12:30pm Anaheim Marriott: Platinum 9
Organizer: Ann Katrin Terlaak, U. of Wisconsin, Madison
Participants: Michael V. Russo, U. of Oregon; Bryan W Husted, York U.; Nicole Darnall, George Mason U.; Irene Henriques, York U.; Ivan Montiel, U. of Texas Pan American; Yan Gong, U. of California, Irvine; Aaron Chatterji, Duke U.; Dinah Koehler, U.S. Environmental Protection Agency

Sunday 11:00AM

385 - (RM, CMS) Ask The Experts: Qualitative Research
10:30am - 12:30pm Hilton Anaheim: Pacific Pavilion D
Organizer: Raza A Mir, William Paterson U.
Participants: Andrew B. Hargadon, U. of California, Davis; Sanjay Jain, San Francisco State U.; Amy C. Edmondson, Harvard U.; Christopher B. Bingham, U. of Maryland; Diana Sharpe, Monmouth U.

SUNDAY
Session Details – Sunday

Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.

392 (ENT, MED, PTC) How to Launch a Successful Business Plan Competition? A Best Practice Symposium
11:30am - 1:30pm Anaheim Convention Center: 212B
Participants: John E. Clarkin, College of Charleston; David Desplaces, College of Charleston; Charles H. Matthews, U. of Cincinnati; Patrick James McGuigan, Pace U.; Paul Kirsch, U. of Michigan, Ann Arbor

393 (ENT, PNP) Social Entrepreneurship: Why Should We Care? The Questions Academics Ask
11:30am - 1:30pm Anaheim Convention Center: 304A
Participants will be solicited prior to the conference. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 11, 2008.
Organizers: Jennifer Irwin, U. of Oregon; Suzanne Gladys Tillemann, U. of Oregon
Speakers: Kai N. Hockerts, Copenhagen Business School; Mike Valente, U. of Victoria; Geoffrey Desa, U. of Washington, Seattle; Jeffrey G. York, U. of Virginia; Marya Hill-Popper Besharov, Cornell U.

Sunday 12:00PM

394 (AAA) Professional Development Workshop
Chairs Meeting
12:00pm - 1:30pm Anaheim Marriott: Suite 304
Organizer: Jimmy Le, Academy of Management

395 (AAA) Program Developer Training Session for Program Chairs
12:00pm - 1:30pm Anaheim Marriott: Suite 312
Organizer: Jimmy Le, Academy of Management
Presenter: Gabriel Bramson, Academy of Management; Matthew L. Suppa, Academy of Management

396 (AAA) Division Treasurers’ Meeting
12:00pm - 1:00pm Anaheim Marriott: Suite 315
Organizer: Heather Crowe, Academy of Management
Program Chair: James P. Walsh, U. of Michigan, Ann Arbor

397 (AAC) International Theme Committee Meeting
12:00pm - 1:30pm Anaheim Convention Center: 201D
Organizer: Jacob Eisenberg, UCD Dublin

398 (BPS, OMT, RM, PTC, MOC, HCM, CM) Strategy-as-Practice: Methodological Challenges
12:00pm - 2:30pm Anaheim Convention Center: 207A

Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The chair will contact those registered with the papers for discussion.
Organizers: Linda Rouleau, HEC Montreal; Veronika Kisfalvi, HEC Montreal; David Nils Seidl, U. of Munich; Curtis LeBaron, Brigham Young U.
Distinguished Speakers: Anne S. Huff, Technische U., München; Karen Golden-Biddle, Boston U.
Speakers: Curtis LeBaron, Brigham Young U.; David Oliver, HEC Montreal

399 (ICW) Journal of Applied Management and Entrepreneurship Editorial Board Annual Meeting and Luncheon
12:00pm - 2:00pm Anaheim Marriott: Grand Ballroom - Salon B
Organizer: Jane Whitney Gibson, Nova Southeastern U.

400 (ICW) Management Faculty of Color Lunch and Business Meeting
12:00pm - 2:00pm Anaheim Convention Center: 204C
Business Meeting for all MFCA members and affiliates.
Organizer: Gwendolyn M. Combs, U. of Nebraska, Lincoln

Sunday 12:30PM

401 (AAA) Academy of Management Perspectives
Outgoing/Incoming Editorial Board Meeting
12:30pm - 2:00pm Anaheim Marriott: Elite 3
Organizers: Peter Cappelli, U. of Pennsylvania; Garry D Bruton, Texas Christian U.

402 (AAA) Academy of Management Review Outgoing Editorial Board Meeting
12:30pm - 1:30pm Anaheim Marriott: Platinum 3
Organizer: Martin J. Kilduff, U. of Cambridge

403 (AAC) Eastern Academy of Management
International Advisory Board
12:30pm - 2:00pm Hilton Anaheim: Mezzanine 1
Organizer: D. Anthony Butterfield, U. of Massachusetts, Amherst

404 (ICW) Journal of Management Inquiry’s Editorial Board Meeting
12:30pm - 2:00pm Hilton Anaheim: Mezzanine 3

405 (IM) IM Division Committee Chair Meeting (By Invitation Only)
12:30pm - 3:00pm Anaheim Convention Center: 202A
Organizer: Timothy Michael Devinney, AGSM-Australian School of Business

Sunday 1:00PM


213
Session Details – Sunday

Sunday 1:30PM

406: (AAA) AOM Fellows Group Committee on Membership Meeting
1:00pm - 2:00pm Anaheim Marriott: Marquis Northeast
Organizer: Ramon J. Aldag, U. of Wisconsin, Madison

407: (AAA) Academy Leadership Forum: Workshop for Division Officers and Board Members
1:00pm - 3:00pm Hilton Anaheim: El Capitan B
BY INVITATION ONLY
Organizers: Thomas W. Lee, U. of Washington; James P. Walsh, U. of Michigan, Ann Arbor; Susan E. Jackson, Rutgers U.; Angelo DeNisi, Tulane U.; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Margaret Peteraf, Dartmouth College

408: (AAC) Mentoring Committee Meeting
1:00pm - 2:30pm Hilton Anaheim: Redondo
Organizers: Rowena Ortiz-Walters, Quinnipiac U.; Bahaudin Muytaba, Nova Southeastern U.

409: (ICW) Management & Organizational History Editorial Board Meeting
1:00pm - 2:00pm Anaheim Marriott: Platinum 10
Organizer: Michael Rowlinson, Queen Mary U. of London

410: (ICW) Organization Management Journal, Meet the Editors/Editorial Bd Meeting, Wm Ferris, Editor-in-Chief
1:00pm - 2:30pm Hilton Anaheim: Huntington B
Organizer: William P. Ferris, Western New England College

411: (ICW) Group & Organization Management Editorial Board Meeting
1:00pm - 3:00pm Anaheim Convention Center: 203B
Organizer: Yehuda Baruch, U. of East Anglia

412: (ICW) Management Learning Quarterly International Editorial Board meeting
1:00pm - 3:00pm Anaheim Convention Center: 205B
Organizer: Gordon E. Dehler, College of Charleston

413: (ICW) Journal of Management Spirituality and Religion Editorial Board Meeting
1:00pm - 2:00pm Anaheim Convention Center: 303A
Organizer: Gerald Biberman, U. of Scranton

Sunday 2:00PM

418: (DB) OB Division New Member Networking and Research Forum
1:30pm - 3:00pm Hilton Anaheim: El Capitan A
Organizer: Lucy L. Gilson, U. of Connecticut, Storrs

419: (AAC) Western Academy of Management Officers Meeting
2:00pm - 3:30pm Hilton Anaheim: Mezzanine 3
Organizer: Philip Gorman, California State U., Northridge

420: (ICW) Administrative Science Quarterly Editorial Board Meeting
2:00pm - 5:00pm Anaheim Marriott: Marquis Northwest
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

421: (ICW) Organization Journal Editorial Board meeting
2:00pm - 4:00pm Anaheim Convention Center: 204A
Organizer: Alan Maloney, Sage Publications, U.K.

422: (ICW) Organization Science Senior Editors’ Meeting
2:00pm - 4:00pm Anaheim Convention Center: 205B
Organizer: Jennifer Kukawa, Carnegie Mellon U.

423: (MC) MC Executive Committee Meeting
2:00pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon H
Division Chairs: Rickie A. Moore, EM Lyon; Susan M. Adams, Bentley College
Program Chair: Marc Bonnet, ISEOR, U. of Lyon 3
Professional Development Workshop Chair: Ginka Toegel, London School of Economics

Sunday 2:45PM

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

Sunday 3:00PM

425: (AAA) New Member Orientation: Session 2
3:00pm - 4:30pm Anaheim Marriott: Marquis Northeast
Organizers: James Calvin, Johns Hopkins U.; Kerry Ignatz, Academy of Management

426: (AAC) Teaching Theme Committee Meeting
3:00pm - 4:30pm Anaheim Convention Center: 203A
Organizer: Barbara A. Ritter, Coastal Carolina U.

427: (GDO) GDO Executive Committee Meeting
3:00pm - 5:00pm Hilton Anaheim: Manhattan
Division Chair: Lynn Bowes-Sperry, Western New England College
Division Chair-Elect: Jeannette N. Cleveland, Pennsylvania State U.
Program Chair: Quinetta Roberson, Cornell U.
Professional Development Workshop Chair: David A. Kravitz, George Mason U.

428: (ICW) The Leadership Quarterly Board Meeting
3:00pm - 4:00pm Anaheim Marriott: Grand Ballroom B&C
Organizer: Vicki Wetherell, Elsevier Ltd.

429: (SIM) SIM Executive Committee Meeting

Carolyn Dexter Award Reviewers, Nominees, and Past Winners

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Sunday 3:30PM

430  (AAA) Academy of Management Learning and Education Board Meeting - Outgoing and Incoming
3:30pm - 5:00pm Anaheim Marriott: Platinum 8
Division Chair: Thomas J. Donaldson, U. of Pennsylvania
Division Chair-Elect: Linda K. Trevino, Pennsylvania State U.
Program Chair: Ann K. Buchholtz, U. of Georgia
Professional Development Workshop Chair: Barry M Mitnick, U. of Pittsburgh

Organizers: J B Arbaugh, U. of Wisconsin, Oshkosh; James R Bailey, George Washington U.

431  (AAA) AMR Editors Only Meeting
3:30pm - 5:00pm Anaheim Marriott: Platinum 2
Organizer: Amy Hillman, Arizona State U.

432  (AAC) Southern Management Association Executive Board Meeting
3:30pm - 5:00pm Hilton Anaheim: Mezzanine 2
Organizer: William L. Gardner, Texas Tech U.

433  (BPS) BPS Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 207A
Division Chair: Russell Coff, Emory U.
Division Chair-Elect: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Program Chair: Joanne Oxley, U. of Toronto
Professional Development Workshop Chair: Tammy L. Madsen, Santa Clara U.

434  (CAR) CAR Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: Santa Monica
Division Chair: Barbara A. Ribbens, Western Illinois U.
Division Chair-Elect: Jon P. Briscoe, Northern Illinois U.
Program Chair: Hetty Van Emmerik, Utrecht U.
Professional Development Workshop Chair: Wolfgang Mayrhofer, WirtschaftsU. Wien
Past Chair: Cheryl Skromme Granrose, Berry College
Secretary: Schalon Harrison Newton, Santen Incorporated
Treasurer: Laurel Newman, U. of Illinois, Springfield

435  (CM) CM Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: Huntington A
Division Chair: Susan E. Brodt, Queen’s U.
Division Chair-Elect: Thomas M. Tripp, Washington State U.
Program Chair: Kathleen O’Connor, Cornell U.
Professional Development Workshop Chair: Deanna Geddes, Temple U.

436  (CMS) CMS Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: Coronado
Division Chair: Bill Cooke, Lancaster U.
Division Chair-Elects: Jean Helms Mills, St. Mary’s U.; Albert J. Mills, St. Mary’s U.
Program Chair: Ann L Cunliffe, U. of Hull
Professional Development Workshop Chair: Craig Prichard, Massey U.

437  (ENT) ENT Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 204C
Division Chair: Timothy M Stearns, California State U. Fresno
Division Chair-Elect: Ronald K. Mitchell, Texas Tech U.
Program Chair: Eileen Fischer, York U.
Professional Development Workshop Chair: Per Davidson, Queensland U. of Technology

438  (HCM) HCM Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: San Clemente
Division Chair: Timothy Hoff, State U. of New York, Albany
Division Chair-Elect: Christy Harris Lemak, U. of Florida
Program Chair: Robert Weech-Maldonado, U. of Florida
Professional Development Workshop Chair: Eric S. Williams, U. of Alabama

439  (HR) HR Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: Laguna A
Division Chair: John Hollembec, Michigan State U.
Division Chair-Elect: Sandy J. Wayne, U. of Illinois, Chicago
Program Chair: Howard J. Klein, The Ohio State U.
Professional Development Workshop Chair: John E. Delery, U. of Arkansas

440  (IM) IM Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 206A
Division Chair: Timothy Michael Devinney, AGSM-Australian School of Business
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS

441  (MED) MED Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 205A
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.
Professional Development Workshop Chair: Kenneth R Thompson, DePaul U.

442  (MH) MH Executive Committee Meeting
3:30pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon G
Division Chair: Karl Moore, McGill U.
Division Chair-Elect: John Humphreys, Texas A&M U.
Program Chair: Curt H. Stiles, U. of North Carolina-Wilmington
Professional Development Workshop Chair: David A Lamond, Wuhan U.

443  (MOC) MOC Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 202B
Division Chair: Mary Ann Glynn, Boston College
Division Chair-Elect: Luis Martins, Georgia Institute of Technology
Program Chair: Richard Blackburn, U. of North Carolina, Chapel Hill
Professional Development Workshop Chair: David A Lamond, Wuhan U.

444  (MSR) MSR Executive Committee Meeting
3:30pm - 5:00pm Anaheim Marriott: Grand Ballroom - Salon K
Division Chair: Margaret Benefiel, Andover Newton Theological School
Division Chair-Elect: Kathy Lund Dean, Idaho State U.
Program Chair: Keiko Krahne, U. of Northern Colorado
Professional Development Workshop Chair: Debu Mukerji, Macquarie U.
Session Details – Sunday

445: (OB) OB Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: El Capitan A
Division Chair: Carol T. Kulik, U. of South Australia
Division Chair-Elect: Blake E. Ashforth, Arizona State U.
Program Chair: Sandra L. Robinson, U. of British Columbia
Professional Development Workshop Chair: Joan Brett, Arizona State U.

446: (ODC) ODC Executive Committee Meeting
3:30pm - 5:00pm Anaheim Marriott: Orange County 2
Division Chair: Michael R Manning, New Mexico State U.
Division Chair-Elect: Frank J. Barrett, Naval Postgraduate School
Program Chair: Ann E. Feyerherm, Pepperdine U.
Professional Development Workshop Chair: Ronald Fry, Case Western Reserve U.

447: (OM) OM Executive Committee and Officers Meeting
3:30pm - 5:00pm Anaheim Convention Center: 304B
Division Chair: Hale Kaynak, U. of Texas, Pan American
Division Chair-Elect: Diane H. Parente, Pennsylvania State U., Erie
Program Chair: Elliot Bendoly, Emory U.
Professional Development Workshop Chair: Kathryn Lee Blackmon, Oxford U.
Past Chair: G. Keong Leong, U. of Nevada, Las Vegas
Webmaster: Ravi Kathuria, Chapman U.
Secretary: Karen Chinander Dye, Florida Atlantic U.
Treasurer: Amelia Carr, Bowling Green State U.

448: (OMT) OMT Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 201C
Division Chair: Kimberly D. Elsbach, U. of California, Davis
Division Chair-Elect: William Ocasio, Northwestern U.
Program Chair: Henrich R. Greve, INSEAD
Professional Development Workshop Chair: Royston Greenwood, U. of Alberta

449: (ONE) ONE Executive Committee Meeting
3:30pm - 5:00pm Anaheim Marriott: Orange County 4
Division Chair: Alfred Allen Marcus, U. of Minnesota
Division Chair-Elect: Irene Henriques, York U.
Program Chair: Lynne Andersson, Temple U.
Professional Development Workshop Chair: Magali Delmas, U. of California, Los Angeles
Treasurer: Perry Sadorsky, York U.

450: (PNP) PNP Executive Committee Meeting
3:30pm - 5:00pm Anaheim Marriott: Orange County 1
Division Chair: Bradley E. Wright, U. of North Carolina, Charlotte
Division Chair-Elect: Gordon Kingsley, Georgia Institute of Technology
Program Chairs: Stephen T.T. Teo, U. of Western Sydney; Dean F. Etel, DePaul U.

451: (RM) Research Methods Division Executive Committee Meeting
3:30pm - 5:00pm Hilton Anaheim: Oceanside
Presiding: Gordon W Cheung, Chinese U. of Hong Kong
Division Chair: Mark Gavin, Oklahoma State U.
Division Chair-Elect: Charles A. Pierce, U. of Memphis
Program Chair: Timothy Hinkin, Cornell U.
Professional Development Workshop Chair: Stephanie L. Castro, Florida Atlantic U.

452: (TIM) TIM Executive Committee Meeting
3:30pm - 5:00pm Anaheim Convention Center: 212A
Division Chair: Lori Rosenkopf, U. of Pennsylvania
Division Chair-Elect: Paul Almeida, Georgetown U.
Program Chair: Shawn M. Carrhae, Cameron U.
Professional Development Workshop Chair: Fernando Suarez, Boston U.

Sunday 4:00PM

453: (AAC) Asia Academy of Management Committee Meeting
4:00pm - 5:00pm Anaheim Convention Center: 206B
Organizer: Garry D Bruton, Texas Christian U.

454: (ICW) Network of Leadership Scholars Business Meeting
4:00pm - 5:00pm Anaheim Marriott: Grand Ballroom B&C
Organizers: Kim Jaussi, Binghamton U.; Mary F. Sully De Luque, Thunderbird School of Global Management

455: (ICW) Journal of Management’s 2008 Editorial Board Meeting
4:00pm - 5:30pm Hilton Anaheim: California Pavilion B
Organizer: Talya N. Bauer, Portland State U.

456: (ICW) Organization Science Editorial Review Board Meeting & Reception
4:00pm - 6:00pm Hilton Anaheim: Pacific Pavilion B
Organizer: Jennifer Kukawa, Carnegie Mellon U.

Sunday 5:00PM

457: (AAA) Academy of Management Learning and Education Reception - Outgoing and Incoming
5:00pm - 6:00pm Anaheim Marriott: Platinum 1
Organizer: James R Bailey, George Washington U.

458: (AAM) Asia Academy of Management Reception
5:00pm - 7:00pm Anaheim Convention Center: 206B

459: (ICW) Warwick Business School Reception
5:00pm - 7:00pm Anaheim Marriott: Platinum 3
Social Event
Organizer: Ann Elizabeth Jackson, U. of Warwick

460: (ICW) Business & Society, Editorial Board Meeting, Duane Windsor, Editor
5:00pm - 6:00pm Anaheim Marriott: Platinum 8
Duane Windsor, Editor of Business & Society, the leading international journal in its field, will chair the meeting of the associate editors and Editorial Board held annually at the Academy of Management meeting.
Organizer: Duane Windsor, Rice U.

461: (ICW) Network of Leadership Award Presentation and Speech
5:00pm - 6:00pm Anaheim Marriott: Platinum 9
Organizer: Mary Uhl-Bien, U. of Nebraska

462: (ICW) City University of Hong Kong Reception
5:00pm - 7:00pm Hilton Anaheim: Malibu
Organizer: Kwok Leung, City U. of Hong Kong

463: (OCIS) OCIS Executive Committee Meeting
5:00pm - 7:00pm Anaheim Convention Center: 303C
Division Chair: Ulrike Schultze, Southern Methodist U.
Division Chair-Elect: Paul Hart, Florida Atlantic U.
Program Chair: Katherine J. Stewart, U. of Maryland, College Park
Professional Development Workshop Chair: Brian S. Butler, U. of Pittsburgh

**Sunday 5:30PM**

### 464 (CMS) Critical Management Studies Social Evening
5:30pm - 11:00pm Hilton Anaheim: California Pavilion B
Program Chair: Ann L Cunliffe, U. of Hull

### 472 (AAA) President's Reception (Invitation Only)
8:00pm - 10:00pm Hilton Anaheim: Lanai Deck
**INVITATION ONLY!**
Host: Thomas W. Lee, U. of Washington

**Sunday 6:00PM**

### 466 (ICW) Human Relations Reviews' Reception
6:00pm - 8:00pm Anaheim Marriott: Marquis Northeast
Organizer: Claire Castle, Human Relations

### 470 (ICW) International Family Enterprise Research Academy Meet & Greet Cocktail
6:00pm - 8:00pm Hilton Anaheim: El Capitan B
Organizer: Sabine B. Klein, EBS International U.

**Sunday 7:00PM**

### 471 (AAA) All Academy Reception
7:00pm - 9:00pm Hilton Anaheim: Pacific Pavilion
**Sponsored By:** Tulane University, A. B. Freeman School of Business
Hosts: James P. Walsh, U. of Michigan, Ann Arbor; Susan E. Jackson, Rutgers U.
Local Arrangements Chair: James C Spee, U. of Redlands

**Sunday 8:00PM**
Session Details – Monday

Monday 7:00AM

477: (ICW) Christian Management Scholars Breakfast Meeting
7:00am - 10:20am Anaheim Marriott: Marquis Northwest
To join Mitchell Neubert and other faculty at the breakfast meeting, please contact Molly Wilmington at Molly_Wilmington@baylor.edu
Organizer: Molly Frye Wilmington, Hankamer School of Business, Baylor U.

478: (ICW) Editorial Board Meeting for the Journal of Applied Behavioral Science
7:00am - 10:20am Anaheim Marriott: Platinum 8
A meeting and breakfast for the editorial board members of the Journal of Applied Behavioral Science.
Organizer: Leah Fargotstein, Sage Publications

479: (IM) International Management Division Welcome
7:00am - 8:00am Anaheim Convention Center: 213A
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: Timothy Michael Devinney, AGSM-Australian School of Business
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS
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 Bath

480: (MSR) Meditation session led by Jerry Biberman
7:00am - 8:00am Anaheim Marriott: Desert Springs
Meditation to improve self-control
Organizer: Gerald Biberman, U. of Scranton

Monday 7:15AM

481: (TIM) Welcome Breakfast
7:15am - 8:15am Anaheim Convention Center: 303O
Division Chair: Lori Rosenkopf, U. of Pennsylvania
Division Chair-Elect: Paul Almeida, Georgetown U.
Program Chair: Shawn M. Carraher, Cameron U.
Professional Development Workshop Chair: Fernando Suarez, Boston U.

Monday 8:00AM

482: (AAA) Anaheim 2008 LAC
8:00am - 8:00pm Anaheim Convention Center: 206B
Local Arrangements Chair: James C Spee, U. of Redlands

483: (AAA) Conference Registration
6:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

484: (ICW) Breakfast Reception of WU Wirtschaftsuniversität Wien
8:00am - 10:20am Anaheim Marriott: Newport & Rancho Las Palmas

Breakfast Reception
Meeting of friends and affiliates of the WU Wirtschaftsuniversität Wien
Organizer: Barbara Sporn, WU Wirtschaftsuniversität Wien

Monday 8:30AM

487: (AAS) The questions we ask - Escaping the economic paradigm.
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon E
Organizers: Michael Andreas Pirson, Harvard U.; Wolfgang Amann, U. of St.Gallen
Discussants: Henry Mintzberg, McGill U.; Georges Enderle, U. of Notre Dame
Presenters: Paul R Lawrence, Harvard U.; Domenec Mele, U. of Navarra; Kim Cameron, U. of Michigan
Participants: Heiko Spitzeck, Cranfield School of Management; Shiban Khan, U. of St. Gallen

488: (AAS) Alfred D. Chandler, Jr. - Reflections The Questions He Asked - Contributions to Questions We ask
8:30am - 10:20am Hilton Anaheim: California Pavilion A
Moderator: Mariann Jelinek, College of William and Mary
Coordinator: Marilyn L Taylor, U. of Missouri-Kansas City
Participants: Chi Anyansi-Archibong, North Carolina A&T State U.; Theresa Coates, Clarkson U.; George M Puia, Saginaw Valley State U.

489: (AAS) Management Education: Lessons from the Past, Hopes for the Future
8:30am - 10:20am Anaheim Convention Center: 204B
Chairs: Markus Becker, U. of Southern Denmark/Odense U.; Mie Augier, Stanford U.
Discussant: Thorbjørn Knudsen, SDU

490: (BPS, OMT, ENT) Questions We Ask About the Black-Box of Upper-Echelons Research: Conceptual and Methodological Issues
8:30am - 10:20am Anaheim Convention Center: 208B
Discussant: Richard L Priem, U. of Wisconsin, Milwaukee
Session Details – Monday

491 | SHCS: (BPS, OMT, TIM) Advocates and Activists for Deductive Theory
8:30am - 10:20am Hilton Anaheim: California Pavilion B
Organizer: Willow Sheremata, York U.
Chair: William H. Starbuck, U. of Oregon
Deductive Theorizing—A Provocation | Eric Abrahamson, Columbia U.
The Relationship Between Inductive and Deductive Theorizing | Jay Barlow, The Ohio State U.
The Uses of (Formal) Deductive Theory | Sidney G. Winter, U. of Pennsylvania
Crossing the Inductive-Deductive Divide: Using "Grounded" Processes to Deduce New Theory | Willow Sheremata, York U.
Economic-modeling and Game-theoretic Approaches to Strategy | Richard Makadok, Emory U.
Winner of OMT Division Best Symposium Proposal Award

492 | JS: (BPS, TIM, ENT) The Process of Knowledge Integration: From Firms’ Strategies to Industrial Dynamics
8:30am - 10:20am Anaheim Convention Center: 202A
Organizers: Stefano Brusoni, Bocconi U.; Michael G. Jacobides, London Business School; Andrea Prencipe, U. G. d’Annunzio
Discussants: Robert Grant, Bocconi U.; Gautam Ahuja, U. of Michigan
Integrated Solutions, Firm Capabilities and Industrial Transformation | Andrew Davies, Imperial College London
Organizational Linkages for Surviving Technological Change | Constance E Helfat, Dartmouth College; Alva Taylor, Dartmouth College
Knowledge Space and Alliance Formation as Complements of Industry Architecture | Anindya Ghosh, Wharton School, U. of Pennsylvania; Johannes M Penning, U. of Pennsylvania

493 | (Paper Session) - (CAR) Working together: Conflict and Collaboration
8:30am - 10:20am Hilton Anaheim: Capistrano A
Chair: Nikos Boziolesos, U. of Durham
Discussants: Belgin Okay, Strathclyde Business School; David K. Palmer, U. of Nebraska at Kearney; Kathleen Park, Massachusetts Institute of Technology; Mary Bambacas, U. of South Australia
Occupational Embeddedness and Job Performance | Thomas Ng, U. of Hong Kong; Daniel Feldman, U. of Georgia

Innovative Behaviors and Collaborative Work Practices: Complementary Effects on Individual Outcomes | Brenda E. Ghinlebu, Rochester Institute of Technology
The Impact of Gender-Differentiated Golf Course Structures on Women’s Networking Abilities | Michelle Arthur, U. of New Mexico; Robert G. DeCamplio, U. of New Mexico; Harry J Van Buren, U. of New Mexico
Session Details – Monday

8:30am - 10:20am Hilton Anaheim: Ventura
Organizer: Paul Shrivastava, Bucknell U.

499 (Paper Session) - (CM) Men, Women, and Managing Conflict: Assertiveness, Flirting, and Making the First Offer
8:30am - 10:20am Hilton Anaheim: Sunset
Chair: Hannah Riley Bowles, Harvard U.
Negotiation Norm Ambiguity: Gender and Reactions to Having A First Offer Accepted | Laura Kray, U. of California, Berkeley; Michele J. Gelfand, U. of Maryland
Negotiating Flirts: Likeable Losers | Laura Kray, U. of California, Berkeley; Connon Chou Locke, U. of California, Berkeley
Backlash: Who does it, when and why? | Emily T. Amanullah, UT; Austin, Catherine Tinsley, Georgetown U.
Chair: Edward W. Miles, Georgia State U.; Margaret Marie LaSalle, Georgia State U.

500 (Paper Session) - (CM, SIM, OBJ) Power, Social Responsibility, and Ethics
8:30am - 10:20am Hilton Anaheim: Santa Monica
Organizers: Leigh Plunkett Tost, Duke U.; Kimberly A Wad-Benzeni, Duke U.
Discusssant: Allan Lind Jr., Duke U.
Presenters: David De Cremer, Tilburg U.; Sreedhari D. Desai, U. of Utah; Michel Handgraaf, U. of Amsterdam; Jennifer R. Overbeck, U. of Southern California; Kimberly A Wad-Benzeni, Duke U.
Participants: Arthur P. Brief, U. of Utah; Jennifer M George, Rice U.; Leigh Plunkett Tost, Duke U.

501 (Paper Session) - (CMS) Power and Control: Critical Perspectives on Organizational Life
8:30am - 10:20am Anaheim Marriott: Platinum 9
Chair: Jackie Ford, U. of Bradford School of Management
“Take Care” Managerial Surveillance of Employee Emotions | Ginka Toegel, London School of Economics; Martin J. Kilduff, U. of Cambridge; Anand Narasimhan, IMD
Representations and enactments of ‘progressive’ performance management | Philip Gordon Stiles, Cambridge U.
Identity Regulation: Towards Employee Control? | Nisha Nair, Indian Institute of Management - Ahmedabad
The abuse of rational organizations | Paula Hyde, Manchester Business School; Daniel Madge, Monmouthshire LHB

502 (Paper Session) - (CMS) Teaching Critical Management Studies: Issues and Ideas
8:30am - 10:20am Hilton Anaheim: Mezzanine 13
Chair: Russ Vince, U. of Bath
Toward Engaged Critical Management Studies | Maxim Voronov, Brock U.
Strawman: The Reconfiguration of Max Weber in Management Textbooks and Why it Matters | Todd Bridgman, Victoria Management School; Stephen Cummings, Victoria Management School
Best CMS Paper
The Teaching of a ‘Critical Management Studies’ – A Critique and a Proposal | Damian O’Doherty, Manchester Business School; Alf Rehn, Royal Institute of Technology, Stockholm


503 (CMS, ODC) Transforming Questions: Game-Changing Opportunities for “Developing” Nations
8:30am - 10:20am Hilton Anaheim: Palos Verdes A
Chairs: Tojo Thatchenkery, George Mason U.; Jessica Heineman-Pieper, George Mason U.
Discussant: Michael R Manning, New Mexico State U.
Game-Changing Questions: Seeking Futures Outside a ‘Development’ Paradigm | Tojo Thatchenkery, George Mason U.; Jessica Heineman-Pieper, George Mason U.
Posibilities for Organizational Development and Human Resources Fields in India | Gopakumar Gopalakrishnan, Infosys Leadership Institute
The Loss of ‘Being’ in the Pursuit of Global Economic Gain | Param Srikantia, Baldwin Wallace College
The (Inter)-Face of Development in Brazil: Digital Divides and Post-Development Possibilities | Luiz Antonio Joia, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas

504 (Paper Session) - (ENT) Understanding Entrepreneurial Exits
8:30am - 10:20am Anaheim Convention Center: 205A
Chair: Saulo Barbosa, EM Lyon
Discussant: David Mitchell Ford, U. of Alabama, Tuscaloosa
Managers, Insolvency Risk, and Acquisition Likelihood: An Empirical Analysis of UK Small Companies | Natalia Isachenkova, Faculty of Business & Law, Kingston U. London; Melvyn Weeks, Faculty of Economics, U. of Cambridge
Leaving entrepreneurship: the sell-out or dissolution decision | Antonio Miguel Amaral, Instituto Superior Tecnico; Rui Baptista, Instituto Superior Tecnico; Francisco Lima, Instituto Superior Tecnico
The planned decision to transfer an entrepreneurial company | Hannes Helms Mills, George Mason U.
Miguel LCJ Meuleman, Vierick Leuven Gent Management School; Sophie Manigart, Vierick Leuven Gent Management School

505 (Paper Session) - (ENT) New Insights on Entrepreneurial Orientation and Firm Performance
8:30am - 10:20am Anaheim Convention Center: 205B
Chair: Gocce Andreuski, U. of Kentucky
Discussant: Erik Monsen, Max Planck Institute of Economics
Exploring the Boundary Conditions of Entrepreneurial Orientation Effectiveness | Jeff Covin, Indiana U.; William John Wales, Rensselaer Polytechnic Institute; Kimberly M Green, Clemson U.
An Investigation of Entrepreneurial Orientation, Perceptual Acuity, and Firm Performance | Zhi Tang, Rochester Institute
Montana School of Mines and Technology; Sandra Rothenberg, Rochester Institute of Technology.

- Trust in top management - Moderator of entrepreneurial orientation and performance? | Ning Li, Zhejiang U.; Hwee-Hoon Tan, Singapore Management U.
- Causality Identification between Entrepreneurial Orientation and Corporate Performance | Kozo Yamada, Sophia U.; Sam Kurokawa, Drexel U.; Yoshihiro Eshima, Osaka U. of Economics.

506 (Paper Session) - (ENT) International Entrepreneurship 1: The Role of Networks and Institutions

8:30am - 10:20am Anaheim Convention Center: 206A
Chair: Manjula S Salimath, U. of North Texas
Discussant: Brett Anita Gilbert, Texas A&M U.
- Local MNC Ties and Internationalization Capability Development in Entrepreneurial Firms | Shameen Prashantham, Glasgow U.
- Roots and Wings: Glocalized Networks and Transnational Entrepreneurship | Wenhong Chen, Duke U.; Justin Tan, York U.
- Country institutional context, social networks and new venture internationalization speed | Andreea Noemi Kiss, Georgia State U.; Wadie Danis, Georgia State U.
- SME Direct and Indirect Export Modes: Resource Dependency & Institutional Theory Perspectives | Jolanda Hessels, EIM; Siri Ann Terjesen, Texas Christian U., Max Planck Institute of Economics.

507 (Paper Session) - (ENT) Antecedents and Outcomes of Corporate Venturing

8:30am - 10:20am Anaheim Convention Center: 206B
Chair: Aleksandra J Kacperczyk, U. of Michigan, Ann Arbor
Discussant: Daniel E. Lockhart, U. of Kentucky
- Firm Resources and Corporate Venturing Investment | Yi-Chia Chiu, National Chung Hsing U.; Yi-Ching Liaw, National Chung Hsing U.
-Capability Renewal through Corporation Venturing | Yi-Fen Huang, National Tsing Hua U.
-Managing Unexpected Benefits and Value Creation of Corporate Ventures: An Emporatory Analysis | Taina Tukiainen, Helsinki U. of Technology.

508 (Paper Session) - (ENT, MH) Historical Foundations of Entrepreneurship Research

8:30am - 10:20am Anaheim Marriott - Salon J
Coordinators: Franz T. Lohrke, Brock School of Business, Samford U.; Hans Landstrom, Lund U.
- Historical Perspectives in Entrepreneurship Research | Hans Landstrom, Lund U.
- Environmental Uncertainty and Firm-level Entrepreneurship | Patrick Kreiser, Ohio U.; Louis Marino, U. of Alabama
- Overcoming the liability of newness: A review and research agenda | Brian Nagy, U. of Alabama; Franz T. Lohrke, Brock School of Business, Samford U.
- Social Entrepreneurship: A Review and Research Agenda | Todd W. Moss, Texas Tech U.; Jeremy Collin Short, Texas Tech U.; G. T. Lumpkin, Texas Tech U.
- Entrepreneurial Alertness | Nicolas Foss, Copenhagen Business School; Peter G Klein, U. of Missouri
- How History Matters In Entrepreneurship Research: Entrepreneurship In Ethnic Chinese Communities | David Ahlstrom, Chinese U. of Hong Kong; Linda Chang Wang, Chinese U. of Hong Kong
- Historical Methods and the Dynamics of Entrepreneurship | Daniel Wadhwan, U. of the Pacific


509 SHCS: (ENT, OMT, MOC) Cultural Approaches to the Study of Entrepreneurship

8:30am - 10:20am Anaheim Convention Center: 204C
Organizer: Victoria Johnson, U. of Michigan
- Product Ideology, Value and Meaning in the Specialty Coffee Industry | Violina Rindova, U. of Texas, Austin

Presenters: Patricia H Thornton, Duke U.; Woody Powell, Stanford U.; Tricia Martin, Stanford U.; Violina Rindova, U. of Texas, Austin; Mary Ann Glynn, Boston College; Mamba Bhatt, Boston College.

510: (GDO) GDO Welcome Continental Breakfast

8:30am - 10:20am Hilton Anaheim: Malibu
The GDO Division would like to welcome all new, international and continuing members. We hope that you will join us!
Division Chair: Lynn Bowes-Sperry, Western New England College

511 (JS: (GDO, OB) Intergroup Bias in Organizations: When do Ingroup Favoritism and Outgroup Derogation Not Apply?

8:30am - 10:20am Hilton Anaheim: San Clemente
Chairs: Jill Bradley, California State U. Fresno; Eden King, George Mason U.; Lisa M. Leslie, U. of Minnesota
Ethnic Status and Ingroup Bias: Implications for the Study of Ethnicity in Organizations | Lisa M. Leslie, U. of Minnesota
- Rejection and Deflection: The Case of the "Poor White Trash" Stereotype | Jill Bradley, California State U. Fresno
- Do Women Support Other Women? Self-Esteem Threat and In-Group Bias | Lisa M. V. Guick, George Mason U.; Cory Adis, George Mason U.; Ryan Hargraves, George Mason U.;
Eden King, George Mason U.; Katherine M. Ryan, George Mason U.
Motivated to Penalize: Women's Strategic Rejection of Successful Women | Elizabeth J. Parks-Stamm, New York U.; Madeline E. Heilman, New York U.

512  The Questions We Don’t Ask: Work-Family Issues Among Low-Wage Families
8:30am - 10:20am Hilton Anaheim: Redondo
Organizer: Charlice Hurst, U. of Florida
Facilitator: Myrtle P. Bell, U. of Texas, Arlington
The Questions We Don’t Ask: Making Low-Wage Earners Visible in Management Research on Work & Family | Charlice Hurst, U. of Florida; Myrtle P. Bell, U. of Texas, Arlington; Beth Ann Livingston, U. of Florida; Daphne Perkins Berry, U. of Massachusetts at Amherst
Workplace Flexibility: Only for the Privileged? | Wendy J. Casper, U. of Texas, Arlington; Alankrita Pandey, U. of Texas at Arlington
Child Care Providers and Maternal Well-Being: The Missing Link in Work-Family Research | Ellen Ernst Kossek, Michigan State U.; Shaun Pichler, Michigan State U.; Darrell Meece, Michigan State U.; Marguerite E. Barratt, National Science Foundation
Impermeable Boundaries? Importing Living Wage Frames Into Corporations | Maureen A. Scully, U. of Massachusetts

513  Organizational Responses to Environmental Forces: The Health Care Industry
8:30am - 10:20am Anaheim Marriott: Platinum 7
Chair: James D. Bramble, Creighton U.
Discussant: Christopher Johnson, Texas A&M Health Science Center
Sense-making by Clinical and Non-Clinical Executive Directors within New Governance Arrangements | Richard Holt, Open U. Business School; John Storey, The Open U.
Winner of HCM Best International Paper Award
Community Benefit Provided by Hospitals Affiliated with Health Systems | Jeffrey Alexander, U. of Michigan, Ann Arbor; Gary J. Young, Boston U.; Bryan J. Weiler, U. of North Carolina at Chapel Hill; Larry R. Heard, U. of Michigan
The GATS: Challenge to US Health Services Competitive Position and Institutional Logics | Terri C. Reeves, U. of North Carolina Greensboro; Patricia Arnold, U. of Wisconsin Milwaukee; Mary Madsen, U. of Wisconsin Milwaukee; Scott Stegall, U. of Wisconsin Milwaukee
Nursing Home Response to Quality Measure Publication: A Resource Dependence Perspective | Jacqueline Zinn, Temple U.; Dana Mukamel, U. of California, Irvine; David Weimer, U. of Wisconsin, Madison; William Spector, AHRQ
The Effects of Certificate of Need Regulation on Hospital Costs | Patrick A. Rivers, Southern Illinois U.; Myron D Fottler, U. of Central Florida

514  New perspectives on leadership and teamwork for innovation: Evidence from research and practice.
8:30am - 10:20am Hilton Anaheim: Palos Verdes B
Participants: Elisabeth Wilson-Evered, Monash U.; Rebecca Wells, U. of North Carolina; Gregory A. Aarons, U. of California, San Diego; Fiona Page, Monash U.; Ronald McKinley, Cincinnati Children’s Hospital; Sara J. Singer, Harvard School of Public Health

515  (Paper Session) - (HR) The Fairness of Human Resource Practices
8:30am - 10:20am Hilton Anaheim: Coronado
Chair: Paul Sparrow, Lancaster U.
Discussant: Stephen Gilliland, U. of Arizona
High Commitment Performance Management and the Roles of Organisational Justice and Trust | Elaine Fmdale, Tilburg U.; veronica hope hailey, Cass Business School; Clare Kellihier, Cranfield School of Management
Pay Secrecy & Task Performance: The Role of Fairness Perceptions and Interpersonal Competitiveness | Peter Bamberger, Technion Israel Institute of Technology; Tamar Verach, Technion Israel Institute of Technology; Racheli Levi, Technion Israel Institute of Technology
Multifoci Justice, Social Exchange, and Citizenship Behavior: A Target Similarity Perspective | James J. Lavelle, U. of Texas, Arlington; Gary C. McMahen, U. of Texas, Arlington; Christopher Harris, U. of Texas at Arlington; Amy B. Henley, Kennesaw State U.
HPWS, Justice Climate, and Organizational Effectiveness: A Multilevel Investigation | Kiwook Kwon, U. of Illinois, Urbana-Champaign; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Erik Young, U. of Illinois at Urbana-Champaign

516  (Paper Session) - (HR) Human Resource Management and Firm Performance
8:30am - 10:20am Hilton Anaheim: Huntington A
Chair: Benjamin A. Campbell, The Ohio State U.
Discussant: Stephen M Colarelli, Central Michigan U.
Integrating Macro- and Micro- HRM Research: Firm-Employee Commitment and Performance | Li-yun Sun, Macau U. of Science and Technology
Strategy, Profitability and Human Resources – Theory and Evidence from UK SMEs in the THL Sector | Christos N. Pitelis, U. of Cambridge; Andreas Georgiadis, Centre for Economic Performance, LSE
The Role of Past and Current Performance in Strategic HRM: A New Model and Empirical Test in Japan | Norihiko Takeuchi, Tokyo U. of Science; Tomoki Sekiguchi, Osaka U.; Tomokazu Takeuchi, Tokyo Fuji U.

517  (HR) HR Division Welcome Breakfast and Awards Ceremony
8:30am - 10:20am Hilton Anaheim: Huntington B
Eat & congratulate award winners Susan Jackson, Tony Rucci, Gary Latham, Bradford Bell, Anuradha Ramesh, Mo Wang, Sven Keppes, Ruolian Fang, & others.
Organizers: Wendy R. Boswell, Texas A&M U.; Theresa M. Glomb, U. of Minnesota
Division Chair: John Hollenbeck, Michigan State U.
Division Chair-Elect: Sandy J. Wayne, U. of Illinois, Chicago
Program Chair: Howard J. Klein, The Ohio State U.
Professional Development Workshop Chair: John E. Delery, U. of Arkansas

Distinguished Speakers: Susan E. Jackson, Rutgers U.; Anthony J. Rucci, The Ohio State U.; Gary P. Latham, U. of Toronto

A Sampling-based Method for Managers to Evaluate Institutional Maturity when Doing Business Abroad | Joao Neiva De Figueiredo, Saint Joseph's U.; Sergio Fernando Mayerle, Federal U. of Santa Catarina

521  ➔ (Paper Session) - (IM) Impact of National Culture I
8:30am - 10:20am Anaheim Convention Center: 212A
Chair: Paul S. Hempel, City U. of Hong Kong
Discussant: Yih-teen Lee, IESE Business School

➔ Etic & Emic Research on Face in Chinese Culture: Implications for Cross-cultural Management Research | Peter W. Cardon, U. of South Carolina; Ronda R. Callister, Utah State U.

➔ Cultural Variation in Group Dynamics: Applications of the Theory of Individualism and Collectivism | Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Vijayan P. Munusamy, Center for Creative Leadership; Keith Sakuda, U. of Hawaii at Manoa

A Sub-cultural Study on Perceptions of Power Distance and Working Environment | Yi Zhang, U. College Dublin

➔ Comparing Employment Interviews Across Countries and Cultures | Richard A. Posthuma, U. of Texas El Paso; Filip Lievens, Ghent U.; Wei-Chi Tsai, National Chengchi U., Taiwan; Julia Levashina, Indiana U. Kokomo; Michael A. Campion, Purdue U.

522  ➔ (Paper Session) - (IM) International Joint Ventures I
8:30am - 10:20am Anaheim Convention Center: 212B
Chair: Liliana Perez-Nordvedt, U. of Texas at Arlington
Discussant: Cordula Barzantny, Group ESC Toulouse Business School

➔ Institutional and Cultural Influences on Joint Venture Control: Evidence from China | Dong Chen, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.; Seung Ho Park, Samsung Economic Research Institute & CEIBS

➔ U.S. TOP EXECUTIVES’ ASSESSMENTS OF IJVs IN CHINA | Beverly B. Tyler, North Carolina State U.; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Tony W. Tong, U. of Colorado

➔ Would You Like Control and/or Collaboration? How Ownership Levels Affect JV Productivity in China | Jing Li, Simon Fraser U.; Changhui Zhou, Peking U.

➔ The Instability of Joint Ventures: Learning from Others or Learning to Work with Others | Jose Mata, U. Nova de Lisboa

523  ➔ (Paper Session) - (IM) Foreign Entry Location Choice
8:30am - 10:20am Anaheim Convention Center: 213A
Chair: Shih-Fen S. Chen, U. of Western Ontario
Discussant: Sarita Pruthi, King’s College London

➔ A Simulated Annealing Approach to Understanding Which Regions Matter for Explaining MNC Location | Ricardo Gabriel Flores, U. of Illinois at Urbana-Champaign; Ruth V. Aguileria, U. of Illinois, Urbana-Champaign; Paul M Vaaler, U. of Minnesota

➔ Precursors for FDI Location: Surprises from a Strong and Weak Ties Argument | Debbie Elizabeth de Lange, U. of Toronto
524: (Paper Session) - (IM) MNC Strategy and Location Choice
8:30am - 10:20am Anaheim Convention Center: 213B
Chair: Candace Agrella Martinez, St Louis U.
Discussant: Frank Duboss, American U.
The Effect of National Corporate Responsibility Environment on Japanese MNCs’ Location Choice | George Z. Peng, U. of Western Ontario
Doug Nigh Award Finalist
A Portfolio Approach to MNE Location Choices | Lilach Nachum, Baruch College; Sangyoung Song, Baruch College, CUNY
Strategy for Internationalization and Distribution: A Brazilian Case | Natura | Silvia Novaes Zilber, UNIOVNE; Carlos Mora, UNIOVNE; Francisco Lourenço, UNIOVNE
Factors Determining The Home Region and Inter-Triad R&D Location Choice | Mehmet Demirbag, U. of Sheffield; Keith W. Gaister, U. of Sheffield

525: (Paper Session) - (IM) Expatriate Assignment I
8:30am - 10:20am Anaheim Convention Center: 213C
Chair: David C. Thomas, Simon Fraser U.
Discussant: Svjetlana Madzar, U. of Minnesota
Predictors of Turnover Intentions in Learning-Driven and Demand-Driven International Assignments | Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South Carolina; Paula M Caligiuri, Rutgers U.; Jean-Luc Cedrin, ESSEC Business School; Manju Taniuguchi, Waseda U.
Socialization Tactics, Fit, and Expatriate Outcomes | Carmen K. Fu, Hong Kong Polytechnic U.; Yu-Shan Hsu, U. of Wisconsin Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee
Idiosyncratic knowledge: A strategic frame for the study of expatriation | Brendan Boyle, U. of Newcastle; Stephen Nicholas, U. of Newcastle
Predictors of Expatriate Job Satisfaction in Japan: A Cultural Distance Perspective | Fabian Jintae Froese, Korea U.; Vesa Matti Peltokorpi, HEC School of Management

526: (Paper Session) - (IP) Creativity and Innovation Among Individuals
8:30am - 10:20am Hilton Anaheim: Mezzanine 1
Facilitator: Margaret Ormiston, London Business School
New Tricks from Old Dogs: Towards Better Use of Innovation Resources of Older Employees | Polina Isichenko, Jacobs U. Bremen; Christian Stanov Roßnagel, Jacobs U. Bremen; Sven Constantin Voelpel, Jacobs U. Bremen
Creativity: The Impact of Self-efficacy and Rewards | Pamela Tierney, Portland State U.
Thinking in the Spaces Between: The Effect of Individual Differences on Creativity and Brokerage | Monique Ziebro, U. of Illinois
How do Supervisors Develop Creative Employees? | Jennifer Bowers, Florida A & M U.

527: (Paper Session) - (IP) Affect and Judgement
8:30am - 10:20am Hilton Anaheim: Mezzanine 10
Affecting Choices Using Affective Neuroscience to Make the Case Against Emotional Intelligence | Jonathan D. Raelin, Loyola College in Maryland

528: (Paper Session) - (IP) Team Processes II
8:30am - 10:20am Hilton Anaheim: Mezzanine 11
Facilitator: Taryn Lyn Stanko, U. of Oregon
Coordinating Both People and Task: Revisiting and Explicating the Process Conflict Construct | Kristin Behfar, U. of California, Irvine; Elizabeth A. Mannix, Cornell U.; Randall S. Peterson, London Business School; William Tromich, Cornell U.
The Influence of Team Meetings and Cross-Functional Communication on Team Performance | Diether Gebert, Korea U.; Melanie Schäffner, Technical U. Berlin; Eric Kearney, Jacobs U. Bremen; Sabine Boerner, U. of Konstanz
Issue Delays in Negotiations | Martin Schulz, U. of British Columbia; Tina Kiefer, U. of London; Laurie J. Barclay, Wilfrid Laurier U.
Reactions to Bureaucratic Rules | Martin D. W. Chiu, U. of Hong Kong

529: (Paper Session) - (IP) All About Family Business
8:30am - 10:20am Hilton Anaheim: Mezzanine 12
Facilitator: George S. Vozikis, California State U. Fresno
Management and Customer Relations in Small/Medium Family Business: the Perceptive Concordance Index | Cinzia Dessi, U. of Cagliari; Michela Floris, U. of Cagliari
Diversity Initiatives and Performance of Family Firms | Manisha Singal, Virginia Tech; Virginia Gerde, Duquesne U.
530: (Paper Session) - (IP) Corporate Governance: Managing the Board, CEOs, and Crisis
Facilitator: Rita Driehge Kosnik, Trinity U.
OMT: Board, Ownership, and Bank Performance: Evidence from Taiwan | Chi-Jui Huang, Chihlee Institute of Technology; Sophie Hsiao Han Tsou, National Taipei U.; Chih-Pin Lin, Aletheia U.

531: (Paper Session) - (IP) Contingency Theorizing
Facilitator: Benjamin M. Cole, Stern School of Business, New York U.
BPS: Exploring Strategic Fit: An Empirical Test of the Miles and Snow Model | Rhys Andrews, Cardiff U.; George Alexander Boyne, Cardiff U.; Laurence O'Toole, U. of Georgia; Richard Mark Walker, U. of Hong Kong
BPS: An Integrative Framework for Identifying Internal and External Complements to ICT Types | Tobias Kretschmer, U. of Munich; Ferdinand Mahr, Ludwig-Maximilians U., Munich
BPS: The Outsourcing Process | Michael J. Mol, U. of Reading

532: (Paper Session) - (IP) Mergers and Acquisitions
Facilitator: Asem Kaul, U. of Pennsylvania
OMT: Conformity Brings Profitability? An Empirical Test of Mergers and Acquisitions by Commercial Banks | Monica Yang, Adelphi U.
BPS: When Do Firms Value the Whole versus Parts? Acquisition of Multi-Location Targets | Miguel A. Ramos, U. of Massachusetts, Dartmouth; J Mycles Shaver, U. of Minnesota
IM: Institutions and Cross-border M&A Value Creation | Hong Zhu, Texas A&M U.; Laszlo Tihanyi, Texas A&M U.
IM: Impact of National & Organizational Cultural Differences on Acquisition Integration Outcomes | Ingmar Bjorkman, Swedish School of Economics and Business Administration
BPS: Two New Measures of Relatedness | Felipe Csaszar, U. of Pennsylvania

533: (Paper Session) - (IP) Perspectives on Internationalization and Firm Performance
Facilitator: Mohsin Habib, U. of Massachusetts, Boston
IM: Internationalization and Performance in High Growth Emerging Economies: Firm Behavioral Theory | Wen-Ting Lin, National Taiwan U.; Kuei-Yang Cheng, National Taiwan U.
IM: On the relationship between disasters and international trade | Chang Hoon Oh, Brock U.
IM: Export Performance of Emerging Market Firms | Deeksha A Singh, National U. of Singapore
IM: Internationalization, OLI Advantages and Performance of U.S. Biopharmaceutical SMEs | Lei Li, U. of Portland; Dan Li, Indiana U.; Weiwei (Stone) Shi, U. Of Pittsburgh / Baruch College-CUNY
IM: Growth from the Top? Evaluating a High Tech Incubator in Siberia | Aron S. Spencer, New Jersey Institute of Technology; Sarah Busse Spencer, The College of New Jersey
IM: New Kids on the Block: Multinationals From Transforming Economies | Carl Fey, Stockholm School of Economics; Amar K.J.R. Nayak, Xavier Institute of Management, Bhubaneswar, INDIA; Changqi Wu, Peking U.

534: (Paper Session) - (IP) Technology and Change
Facilitator: Anice Anderson, Arizona State U.
OCIS: Escalation or De-Escalation: A Dynamic IT-Enactment Process of E-Government Projects Implementation | Lili Cui, Shanghai U. of Finance & Economics; Cheng Zhang, Fudan U.; Kuang-Shih Yeh, National Sun Yat-Sen U.
TIM: Peer Influence in Network Markets: An Empirical and Theoretical Analysis | Joern Hendrich Block, Technische U., München; Joachim Henkel, Technische U. of Munich
TIM: New Product Introduction in Lead Markets | Yuchang Kim, KAIST Graduate School of Management; Jeho Lee, KAIST Graduate School of Management

535: (Paper Session) - (IP) Organizational Learning and Acquisition Preparation
BPS: Validation of a Multi-Dimensional Measure of Organizational Learning | Luis G. Flores, Northern Illinois U.; Devaki Rau, Northern Illinois U.; Wei Zheng, Northern Illinois U.
OCIS: Knowledge Sharing via Repositories, Personal Networks, versus Institutionalized Routines | Wai Fong Boh, Nanyang Technological U.; Sze-Sze Wong, Nanyang Technological U.
OMT: Organizational Learning in Acquisition Preparation: Evidence from the Newspaper Industry | Katrin Susanne Muehfeld, Utrecht School of Economics; Padma Rao Sahib, U. of Groningen; Arjen van Witteloostuijn, U. of Antwerp

OCIS: WITH OR WITHOUT YOU: Job Performance With and Without Friends | Neha Shah, UCLA; Barbara S. Lawrence, U. of California, Los Angeles

MOC: Understanding Learning in New Ventures and its Impact on Venture Performance | Malte Brettel, RWTH Aachen U.; Florian Heinemann, RWTH Aachen U.; Kathrin Rothe, RWTH Aachen U.; Jessica Rottenberger, RWTH Aachen U.

536: (Paper Session) - (IP) Staffing and Socialization
8:30am - 10:20am Hilton Anaheim: Mezzanine 8
Facilitator: Robyn L. Brouer, Hofstra U.

HR: Selection Characteristics of Cross-Border Managers – Understanding Social and Business Impact | Alan Fish, Charles Sturt U.; Julie Ann Cogin, AGSM-Australian School of Business


HR: Exploring the Mediating Process Linking Applicant Personality and Hiring Recommendations | Chien-Cheng Chen, National Taipei U. of Technology; Tun-Chun Huang, National Taiwan U. of Science and Technology; Yin-Mei Huang, Department of Business and Entrepreneurial Administration, College of Management, Kainan U.; Choug Liu, Institute of Commerce Automation and Management

OB: Retention Management: Accomplishments and Future Challenges | Regina Viola Frey, heilbron University business school; Markus Klaus Ehrmann, Durr Systems GmbH

HR: Proactive Socialization: Asking New Questions About Its Conceptualization and Antecedents | Wendy J Walker, Georgia Institute of Technology

HR: Staffing as a Strategic Capability |

537: (Paper Session) - (IP) Leadership in Healthcare
8:30am - 10:20am Hilton Anaheim: Mezzanine 9
Facilitator: Amy K. Yarbrough, U. of Florida

OB: Organizational Culture, Organizational Ambiance & Competences: A Competence-based Theory of the Firm | Hanno Fichtner, U. of Bremen, Germany; Joerg Freiling, U. of Bremen, Germany

HCM: The Pride and Prejudice of Being a Female Primary Care Physician | Timothy Hoff, State U. of New York, Albany


HCM: Performance Implications of Service Sharing Arrangements within Local Hospital Systems | Hanh Q Trinh, U. of Wisconsin, Milwaukee; James W Begun, U. of Minnesota; Roice D Luke, Virginia Commonwealth U.

HCM: Do Alabama and Florida Not-For-Profit and For-Profit Nursing Homes View the Market Differently? | Juliet A. Davis, U. of Alabama, Tuscaloosa; Joshua Reece Aaron, East Carolina U.

538: (Paper Session) - (MC) Consultants as professionals
8:30am - 10:20am Anaheim Marriott: Platinum 3
Chair: Rickie A. Moore, EM LYON

Discussant: Ginka Toegel, London School of Economics

OB: The Organization of Consultancy Careers and Flexibility: An Anglo-Dutch Comparison | Rory Donnelly, Manchester Business School

OB: Making Sense of Leadership in Norway: The View from Management Consultants | Bjarne Espedal, Norwegian School of Economics and Business Administration; Svein Tevdt Johansen, Norwegian School of Economics and Business Administration


OB: Integrating Competencies in Consulting - The Role of Language, Role Frames and Social Action Theory | Philip Runsten, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics

OB: Consultants As Professionals, or Are They? | Larry E. Greiner, Marshall School of Business; Ilse Ennsfellner, Ennsfellner Consulting

539: (SHCS: (MC, ODC, SM) What's the consultant's responsibility re client's social responsibility? A long overdue examination
8:30am - 10:20am Anaheim Convention Center: 204A
Chair: Therese F. Yaeger, Benedictine U.
Participants: Thomas C. Head, Roosevelt U. Chicago-Schaumburg; Peter Sorensen, Benedictine U.; Flemming Poufelt, Copenhagen Business School; Larry E. Greiner, Marshall School of Business; Anthony F. Buono, Bentley College; Terry R Armstrong, Georgetown U.

540: (MED) Teaching and Learning at Business Schools – Transforming the Delivery of Business Education
8:30am - 10:20am Anaheim Convention Center: 211A
Chair: Par Martensson, Stockholm School of Economics

"Fasten Your Seatbelts – Ready for Takeoff" - Important Considerations When Starting Programs | Kristina Nilsson, Stockholm School of Economics
Team Teaching | Pedro Parada, ESADE- Ramon Llull U.; Josep Franch, ESADE

Mastering Business Action: Implications for Management Learning in Business Schools | Elena P. Antonacopoulou, U. of Liverpool

Learning Styles as a Vehicle for Pedagogical Development | Magnus Bild, Bild & Runsten; Par Martensson, Stockholm School of Economics

Presenters: Kristina Nilsson, Stockholm School of Economics; Pedro Parada, ESADE- Ramon Llull U.; Josep Franch, ESADE; Elena P. Antonacopoulou, U. of Liverpool; Magnus Bild, Bild & Runsten; Par Martensson, Stockholm School of Economics
541 | (Paper Session) - (MH) Institutional Roots of Competitive Structure
8:30am - 10:20am Anaheim Marriott: Elite 1
Chair: Peter B. Petersen, Johns Hopkins U.
Discussant: Jean-Philippe Vergne, HEC Paris
The social construction of competitive advantage and the origin of global capitalism: The VOC case | Jean-Philippe Vergne, HEC Paris
The Antecedents Of Entrepreneurial Management Practice In The New Zealand Local Government Sector | Andrew Cardow, Massey U.
A Cyclical Model of Institutional Change | Chris Papenhuisen, U. of Massachusetts, Dartmouth
Management History Division Best Reviewer Award
Image and Identity in British Management | John Francis Wilson
Mind, Hand, and Heart: Traditions of U.S. Business Schools | Ellen O’Connor, U. of Paris Dauphine
Winner of MOC Division Best Paper Award

542 | (Paper Session) - (MOC) Antecedents of Team Performance
8:30am - 10:20am Anaheim Marriott: Elite 2
Chair: Peter O. Foreman, Illinois State U.
Discussant: Frances J. Milliken, New York U.
Why Is It so Hard to Do My Work? The Challenge of Attention Residue when Switching Between Tasks | Sophie Leroy, U. of Minnesota
Winner of MOC Division Best Paper Award
Multiple Team Membership: Learning and Productivity Effects for Individuals, Teams and Organizations | Michael Boyer O’Leary, Boston College; Anita Williams Woolley, Harvard U.; Mark Mortensen, Massachusetts Institute of Technology
Exploring the Paradox between Cognitive Similarity and Cognitive Diversity in Teams | Sjir Uitdewilligen, U. of Maastricht
Perceived Entitativity and the Black-sheep Effect: When Will We Denigrate Negative Ingroup Members? | Amy C. Lewis, Drury U.
Blended Work Groups: Asymmetric Effect of Work Status Differences on Standard and Temporary Workers | Elizabeth George, Hong Kong U. of Science and Technology; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology; Sandra A. Lawrence, Griffith U.

543 | (Paper Session) - (MOC) Antecedents of Decision Effectiveness
8:30am - 10:20am Anaheim Convention Center: 209B
Chair: Colin Eden, Strathclyde U.
Discussant: Steve Arendall, Union U.
Decision Making under Time Pressure: The Influence of Cognitive Style and Expertise on Performance | Thorvald Haerem, Norwegian School of Management; Bjørn Tallak Bakken, Norwegian Defence Academy; Devaki Rau, Northern Illinois U.
The Effect of Hierarchical Level on the Content and Structure of Managers’ Mental Models | Artur Baldauf, U. of Bern; William L. Cron, Texas Christian U.; Samuel Grossenbacher, U. of Bern

544 | (MOC. ENT) Is Homo Economicus a Myth? Should Organizations Care?
8:30am - 10:20am Anaheim Convention Center: 210A
Chair: Angela Agnes Stanton, Max Planck Institute of Economics, Jena
Moderator: Melliani Day, Colorado Christian U.
Homo Corporaticus and Decision-Making: What’s Hormone Got to Do with It? | Angela Agnes Stanton, Max Planck Institute of Economics, Jena
What Can Entrepreneurship Learn from Neuroscience? Accessing Cognitive & Emotional Dynamics | Norris F. Krueger, Entrepreneurship Northwest; Isabell Melanie Welpe, Max Planck Institute of Economics; Sameeksha Desai, Max Planck Institute of Economics
Do It Right: Entrepreneurial Decision-Making through the Lens of Cognitive Psychology | Veronica Gustafsson, Jonkoping International Business School
The Role of Information Asymmetry in Escalation Phenomena: Empirical Evidence | John Dickhaut, U. of Minnesota; Joyce E. Berg, U. of Iowa; Chandra Kanodia, U. of Minnesota
Experimental Entrepreneurship: A Research Prospectus | Zoltan J. Ac, George Mason U.; David Audretsch, Max Planck Institute of Economics; Norris F. Krueger, Entrepreneurship Northwest; Isabell Melanie Welpe, Max Planck Institute of Economics

545 | (SHCS; (MOC. OB, ODC) Looking Through the Lens of Positive Identity
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon F
Organizers: Jane E. Dutton, U. of Michigan, Ann Arbor; Jeffrey Bednar, U. of Michigan
Finding the Positive in Organizational Identity Change: Remaining Authentic While Pursuing Growth | Kevin G. Corley, Arizona State U.; Spencer Harrison, Arizona State U.
Experiencing Hope in Organizational Lives | Arne Carlsen, SINTEF Technology and Society; Tyrone S. Pitts, U. of Technology, Sydney

Value from Fit: The Effect of Assessment Orientation on Decision Processes | Xi Zou, Columbia U.; Kirstin C. Appelt, Columbia U.
Examining Experience and Its Role in Dynamic versus Static Decision-making Effectiveness | Erik Ian Dane, Rice U.
To What Extent Are Comparative Judgments Based on Individual Judgments? | Joseph R. Radzevick, Carnegie Mellon U.
Winner of MOC Best Student Paper Award
**Session Details – Monday**

**546**: *(Paper Session)* - *(MSR)* Ethics, Spirituality, and Entrepreneurship
8:30 am - 10:20 am Anaheim Marriott: Platinum 10
Chair: Peter D Steane, Southern Cross U. 
Discussant: Fahri Karakas, McGill U.
*Extending Theory Through Experience: A Framework for Business Ethics From Yoga* | Patricia Corner, Auckland U. of Technology
*Unfolding the Relationship between Religion and Socially Responsible Business Conduct* | Corrie Mazereeuw-vd Duijn, Tilburg U.; Johan Graafland, Tilburg U.; Muel Kapteijn, RSM Erasmus U.
*Entrepreneurial Start-ups as Leaps of Faith* | William Q. Judge, Old Dominion U.

**547**: *(Paper Session)* - *(OB)* Emotion Regulation
8:30 am - 10:20 am Anaheim Marriott: Grand Ballroom - Salon A
Chair: Bin Zhao, Simon Fraser U.
Discussant: Sigal Barsade, U. of Pennsylvania
*Antecedents and Consequences of Emotion Regulation and Emotional Deviance* | Paraskevi T. Christoforou, National U. of Singapore
*Feedback and Self-Regulatory Focus: Predicting Affective Reactions and Performance in a Field Study* | Sabine Sonnentag, U. of Konstanz; Judith Volmer, U. of Eindhoven-Nuremberg
*Authoritarian Leadership, Internalization of Emotional Regulation, and Well-Being* | Li-Chuan Chu, Chung Shan Medical U.
*We Ask about Emotions, "Are They in Our Control"? One Answer to the Paradox* | Donald E. Gibson, Fairfield U.

**548**: *(Paper Session)* - *(OB)* Creativity and Leadership
8:30 am - 10:20 am Anaheim Marriott: Grand Ballroom - Salon B
Chair: Roni Reiter-Palmon, U. of Nebraska, Omaha
Discussant: Johannes Rank, U. of Surrey
*Humor Works: How Leader Humor Affects Follower Creativity* | Lucy A. Arendt, U. of Wisconsin, Green Bay
*Potential Moderators of Transformational Leadership and Follower Creativity: An Identity Perspective* | Joseph Charles Rode, Miami U. Ohio; Peng Wang, Miami U. Ohio
*The Effects of Transformational and Transactional Leadership on Follower Creative Performance* | Tatiana N. Kuzmenko, McMaster U.
*Effects of Transformational and Transactional Leadership on Follower Creativity: A Meta-analysis* | Tatiana N. Kuzmenko, McMaster U.

**549**: *(Paper Session)* - *(OB)* Outcomes of the Psychological Contract
8:30 am - 10:20 am Anaheim Marriott: Grand Ballroom - Salon C
Chair: Gretchen Renee Vogelgesang, State U. of New York at New Paltz
Discussant: Jesus Bravo, Arizona State U.
*The Mediation Effects of Psychological Contracts between HR Systems and Role Behaviors* | Jin Feng Uen, National Sun Yat-Sen U.; Shu Hwa Chien, National Sun Yat-Sen U.; Chih Huang, National Sun Yat-Sen U.
*Work Beliefs and Organizational Influence: How the Psychological Contract Shapes Social Networks* | James Oldroyd, SKK Graduate School of Business; John B. Bingham, Brigham Young U.; Jeffery A. Thompson, Brigham Young U.; Jeffrey Bednar, U. of Michigan; J. Stuart Bunderson, Washington U.

**550**: *(Paper Session)* - *(OB)* Escalation of Commitment
8:30 am - 10:20 am Anaheim Marriott: Grand Ballroom - Salon D
Chair: Elizabeth A. Cooper, U. of Rhode Island
Discussant: Robert Phillip Wright, Hong Kong Polytechnic U.
*Terminating a Failing Course of Action Under Escalation Situations: A Failure Quota Account* | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong
*Selective Exposure to Confirming Information and Escalation of Commitment* | Özge Pala, Radboud U. of Nijmegen; Dirk Vriens, Radboud U. of Nijmegen; Jac A. M. Vennix, Radboud U. of Nijmegen
*Fear, Anger, Escalation of Commitment* | Ming-Hong Tsai, U. of California, Los Angeles; Maia J. Young, U. of California, Los Angeles
*Overcoming Dysfunctional Momentum* | Michelle A. Barton, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

**551**: *(Paper Session)* - *(OB)* Work-Life Balance Issues
8:30 am - 10:20 am Hilton Anaheim: Capistrano B
Chair: Sarah E. DeArmond, U. of Wisconsin Oshkosh
Discussant: Nancy Rothbard, U. of Pennsylvania
*Antecedents and Outcomes of a Four-Fold Taxonomy of Work-Family Balance in Chinese Employed Parents* | Jiafang Lu, Lingnan U.; Oi Ling Siu, Lingnan U.; Paul E. Spector, U. of South Florida
*Contributions of Work-Life and Resilience Initiatives to the Individual/Organization Relationship* | Ariane Ollier-Malaterre, Boston College
*Winner of OB Division Best Paper Award*
*Between You and Me: A Relational Perspective on Managing Work-Life Boundaries* | Spela Trefalt, Simmons School of Management
*The Sunny Side of the Work-Family Interface in Korea: Can Family Life Facilitate Work Life?* | Eun-Suk Lee, Massachusetts Institute of Technology; Jae Yoon Chang, Sungshin Women's U.; Hysoun Kim, Chung Ang U.

**552**: *(Paper Session)* - *(OB)* Satisfaction in Many Forms
8:30 am - 10:20 am Hilton Anaheim: El Capitan A
Chair: Deshani B. Ganegoda, National U. of Singapore
Discussant: Kimberly B. Boal, Texas Tech U.
The Relationship Between People-related TQM Practices and Job Satisfaction: A Multi-Level Analysis | Daniel Indarto Prajogo, Monash U.; Brian Cooper, Monash U.

Implicit Theories of Work: Implications for Job and Life Satisfaction | Jeffrey Matthew Pollack, Virginia Commonwealth U.; Jeni L. Burmette, U. of Richmond

A Longitudinal Study of Positive Affect, Organization Changes, and Career Satisfaction | Olivia Amanda O’Neill, U. of Georgia; Laura J. Stanley, U. of Georgia; Kanu Priya, U. of Georgia; Charles A O'Reilly, Stanford U.

The Relationship Between Organization-Level Satisfaction and Performance: A Meta-Analysis | Irini Kokkinou, Purdue U.; Reeshad Sam Dalal, George Mason U.

553 ☐: (Paper Session) - (OB) Focus on Followers
8:30am - 10:20am Hilton Anaheim: El Capitan B
Chair: George A. Hrvnak Jr, George Washington U.
Discussant: Arran Caza, U. of Illinois at Urbana-Champaign
A Missing Dimension of Leadership: Follower Self-Interest | Vicki M. Scherwin, U. of California, Los Angeles

The Effect of Transformational/Transactional Leadership on Follower Moral Identity | Weichun Zhu, Claremont McKenna College; Ronald E. Riggio, Claremont McKenna College

Value Congruence as a Mechanism Underlying the Impact of Transformational Leadership | Brian J Hoffman, U. of Georgia; Ashley Williams, The U. of Georgia; Ronald F. Piccolo, U. of Central Florida

Transformational Leadership and Follower Behavior: An Integrative Review and Extension | J. Lee Whittington, U. of Dallas; Vicki L. Goodwin, U. of North Texas

554 ☐: (Paper Session) - (OB) Trust: New Directions
8:30am - 10:20am Hilton Anaheim: Laguna A
Chair: Anthony P. Ammeter, U. of Mississippi
Discussant: Roger C Mayer, U. of Akron

Threat-Reducing Behavior: Interpersonal Emotion Work, Trust and Performance in Collaborative Settings | Michele Williams, Cornell U.

The Role of Affect in Trust Breaks, Resilience, and Repairability | Patrick Saporito, Drexel U.; Liuba Y. Belkin, Lehigh U.; Chao C. Chen, Rutgers U.

Work Consequences of Reliance and Disclosure: Interpersonal Trust Dynamics Within Vertical Dyads | Dora C. Lau, Chinese U. of Hong Kong; Long Wai Lam, U. of Macau

Multi-Level Trust Development in Strategic Alliances | Oliver S. Schilke, Stanford U.; Karen S Cook, Stanford U.

555 ☐: (Paper Session) - (OB) Ostracism and Social Exclusion
8:30am - 10:20am Hilton Anaheim: Laguna B
Chair: Sandy Hershcovis, U. of Manitoba
Discussant: Maureen L. Ambrose, U. of Central Florida

When Silence Isn’t Golden: Measuring Ostracism in the Workplace | D. Lance Ferris, U. of Waterloo; Joseph W. Berry, U. of Waterloo; Douglas J. Brown, U. of Waterloo; Huiwen Lian, U. of Waterloo

Interpersonal Workplace Exclusion: The Development and Test of an Exchange-Based Model | Kristin L. Scott, Clemson U.; Michelle K. Duffy, U. of Minnesota; Giuseppe Labianca, U. of Kentucky; Daniel J. Brass, U. of Kentucky

A Multidimensional Understanding of Relational Distance in Organizations | Laura Erskine, Illinois State U.

The Role of Emotional Intelligence and Social Exclusion in Self-Defeating Organizational Behaviors | Robert W. Renn, U. of Memphis

556 ☐: (Paper Session) - (OB, OCIS) Third Culture in the Workplace: Refining, Testing, and Challenging Theory
8:30am - 10:20am Hilton Anaheim: Pacific Pavilion A
Organizer: Wendi L. Adair, U. of Waterloo
Discussant: Ya-Ru Chen, Rutgers U.

Third Culture Strength as Reflected in Group Cohesion and Conflict | Terri R Lituchy, Concordia U.; Elena Lvina, Concordia U.; Martin L. Martens, Concordia U.; Zheni Wang, Concordia U.

Third Culture in Multicultural Teams | Wendi L. Adair, U. of Waterloo; Mariana Soraggi, U. of Waterloo; Ivona Hideg, U. of Toronto

Two Relational Schemas and Their Dynamic Linkages in Negotiation | Leigh Anne Liu, Georgia State U.; Chi-Yue Chiu, U. of Illinois at Urbana Champaign

Leading Multicultural Teams in the Global Work Culture | Alon Lisak, Technion-Israel Institute of Technology; Miriam Erez, Technion-Israel Institute of Technology

Global Teams: The Role of Site Visits in Third Culture Development | Pamela Hind, Stanford U.; Catherine Crumpton, George Mason U.

557 ☐: (Paper Session) - (OCIS) Mobile Work and Commerce
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon K
Chair: Mary Beth Watson-Manheim, U. of Illinois, Chicago
Discussant: Katherine Chudoba, Utah State U.

Examining the situational and individual correlates of workplace connectivity behavior | Katherine M. Richardson, Baruch College and CUNY Graduate Center; Hannah R. Rothstein, Baruch College - CUNY (Zicklin School of Business)

Empowerment or Enslavement: The Impact of ICT use on the Work-Life Balance | Uthpala Senarathna Tennakoon, U. of Calgary; Daphne G Taras, U. of Calgary

From e- to m-Commerce: A KM Approach to Service-Market Development under Technological Change | Michael Tow Cheung, U. of Hong Kong; Ziqi Liao, Hong Kong Baptist U.

558 ☐: (Paper Session) - (OCIS) Technology Adoption, Usage, and Appropriation
8:30am - 10:20am Anaheim Convention Center: 207A
Chair: Jon Jaspersen, Texas A&M U.
Discussant: Nora Misiolek, Mariet College

The Underlying Structure of Personal Web Usage in the Workplace | Claire A. Simmers, St. Joseph's U.; Murugan Anandarajan, Drexel U.; Rob D'Ovidio, Drexel U.

OCIS Division Best Paper Award - Finalist

Lost in Translation? Appropriation of Open Source Software Development at Hewlett-Packard | Catharina Melian, Stockholm School of Economics; Magnus Mähring, Stockholm School of Economics
650  E: (Paper Session) - (ODC) Leadership Succession, Composition and Perceptions
8:30am - 10:20am Anaheim Convention Center: 210C
Chair: Richard W. Stackman, U. of San Francisco
Discussant: Marie Gould, Peirce College
The Moderating Impact of Succession Origin on Strategic
Persistence between Large Firms and SMEs | Chengli Tien
Lo, National Taiwan U.
TMT Characteristics and Organizational Survival: New
Evidence From Trucking And Banking Industries | Theresa
S. Cho, Rutgers U./Seoul National U.
Managerial succession and organizational performance | Stefan
Wagner, Munich School of Management, INNO-tec
Questions Asked of Management Gurus - As Reflexive
Change Agents? | Bill Cooke, Lancaster U.; Flavio Romero
Macau, EAESP-FGV; Carisa Almeida-Bradascia, EAESP-
FGV

651  E: (ODC) Distinguished Theme Speaker Session: Dr. William
Torbert
William Torbert
8:30am - 10:20am Anaheim Marriott: Platinum 2
Introduction: Nancy C. Wallis, Pepperdine U.
Program Chair: Ann E. Feyerherm, Pepperdine U.
Distinguished Speaker: William Torbert, Boston College
The Questions We Ought to Ask |

652  T: (OM) OM Division Welcome & Breakfast
8:30am - 9:00am Anaheim Convention Center: 207C
Sponsored by the College of Business Administration, The U. of
Texas-Pan American

653  E: (Paper Session) - (OMT) Types of Control:
Rationality, Emotion, and Structure in Organizations
8:30am - 10:20am Anaheim Marriott: Suite 312
Chair: Humphrey Bourne, U. of Bristol
Discussant: Mark Fichman, Carnegie Mellon U.
The Performance Effect of Management Control Forms in
Young Firms | Jens Hutzschenreuter, RWTH Aachen U.;
Wolfgang Ganswein, RWTH Aachen U.; Sebastian Hild,
RWTH Aachen U.; Uwe Voss, RWTH Aachen U.
The Influence of Entrepreneurs' Regulation of Self-
Emotions On the Building of New Organizations | Guy
Nguyen Huy, INSEAD; Christoph Zott, INSEAD
Making Rational Decisions Happen in Organizations: The
Craft of Rationality by Decision Analysts | Laure Cabantous,
U. of Nottingham; Jean-Pascal Gond, Nottingham U. Business
School; Michael E Johnson-Cramer, Bucknell U.
Heterogeneous Motives: Consequences for How Effectively
Organizational Controls Foster Cooperation | Flore Bridoux,
RSM Erasmus U.

654  E: (Paper Session) - (OMT) Isomorphism Morphed:
Alternative Forms of Institutional Change
8:30am - 10:20am Anaheim Convention Center: 210B
Chair: Juliet A. Davis, U. of Alabama, Tuscaloosa
Discussant: Christine Beckman, U. of California, Irvine
Positive and Negative Isomorphism in the Adoption of
Voluntary Programs: The Mexican Case | Bryan W Husted,
York U.; Ivan Montiel, U. of Texas Pan American
Decomposing Isomorphism: What Drives Similarity in the
Adoption of Administrative Innovations? | Jun Li, Rutgers U.;
Fariborz Damanpour, Rutgers U.; Holly H. Chiu, Rutgers U.
Fools Breaking Out: Explaining Successful Small Business
Institutional Nonconformity | Jan M. W. N. Lepoutre, Ghent
U.; Mike Valente, U. of Victoria
You Never Walk Alone? Team Composition and
Institutional Change in Professional Soccer | Nikolaus Beck,
U. of Lugano; Mark Meyer, Giessen U.

655  E: (Paper Session) - (OMT) Lesson in Survival:
Organizational and Institutional Antecedents of Firm
Failure
8:30am - 10:20am Anaheim Convention Center: 210C
Chair: Lisa Ellen Cohen, London Business School
Discussant: Lyda S. Bigelow, U. of Utah
Your Undivided Attention, Please: How Certifiers may
Compromise Organizational Survival | Benjamin M. Cole,
Stern School of Business, New York U.
Naming Consensus and Organizational Survival among U.K.
Airlines, 1919-2000 | Jeroen Kuilman, Hong
Kong U. of Science & Technology, Filippo Carlo Wezel, U. of
Lugano
Nature vs. nurture: The Fates of De Novo and De Alio
Banks in Russia, 1988-2002 | Olga Suhominova, U. of
Leicester, UK; Ilya Okhmatovskiy, McGill U.
Direct and Diffuse Ecological Processes among Spanish
Railway Companies, 1848-1935 | Maud Pindard, U. of Carlos
III de Madrid; Isabel Gutierrez, U. of Carlos III de Madrid

656  E: (Paper Session) - (OMT) OMT Breakfast and
Distinguished Scholar Presentation
8:30am - 10:20am Anaheim Convention Center: 210D
Untangling the Epistemological and Ontological Challenges of Knowledge Integration | Paul R. Carlile, Boston U.
What is the Object? Co-ordinating Design Work across a Large Construction Project | Jennifer Whyte, U. of Reading
Collaborating through Objects in Conditions of Innovation. A Case from the Field of Bio-engineering | Davide Nicolini, U. of Warwick

Presenters: Paul R. Carlile, Boston U.; Jennifer Whyte, U. of Reading; Sue Newell, Bentley College, USA and Warwick U., UK; Davide Nicolini, U. of Warwick

571 (Paper Session) - (PNP) Networks and the impacts and linkages
8:30am - 10:20am Anaheim Marriott: Orange County 4
Chair: Brent R. Never, U. of Illinois at Springfield

Are Network Ties a Factor in Government Funding to NGOs?: A Case in Korea | Chang Bum Ju, U. of Southern California

Multisectoral Network Adaptation to Changes in Exogenous Policy and Economic Conditions | Joaquin Herranz Jr., U. of Washington, Seattle

572 (Paper Session) - (PNP) Motivation in public and nonprofit organizations
8:30am - 10:20am Anaheim Marriott: Platinum 1
Chair: Robert Ryan Raffety, Syracuse U.


Working Across the Divide: Job Involvement in the Public and Nonprofit Sector | Jessica Word, U. of Nevada, Las Vegas; Sung Min Park, U. of Nevada, Las Vegas

A Multi-Level Analysis of Work Motivation and Organizational Socialization in the Public Sector | Sung Min Park, U. of Nevada, Las Vegas; Hal G. Rainey, U. of Georgia

Consequences of Public Service Motivation in Organizational Settings | Robert K Christensen, U. of North Carolina at Charlotte; Steven Whiting, Georgia State U.

573 (RM) Current Issues with latent variables and organizational research
8:30am - 10:20am Hilton Anaheim: Manhattan
Chair: Larry J. Williams, Virginia Commonwealth U.
Facilitator: Ernest H O’Boyle, Virginia Commonwealth U.
A typology of centering option for latent growth models | Daniel J. Beal, Rice U.; Louma Ghandour, Rice U.
Contrasting latent variable scores from factor scores: uses, differences, and practical concerns | Thomas D. Fletcher, U. of Missouri, St. Louis
Why should correlated residuals between indicators in structural equation models be avoided | Ronald S Landis, U. of Memphis; Bryan D. Edwards, Auburn U.; Jose M. Cortina, George Mason U.
Latent transition analysis | Robert J. Vandenberg, U. of Georgia; Rodney Dishman, U. of Georgia
Measurement models for linking latent variables and indicators | Larry J. Williams, Virginia Commonwealth U.; Ernest H. O'Boyle, Virginia Commonwealth U.

574: (SIM) SIM Welcoming Session
8:30am - 9:00am Anaheim Marriott: Orange County 1
Division Chair: Thomas J. Donaldson, U. of Pennsylvania
Division Chair-Elect: Linda K. Trevisno, Pennsylvania State U.
Program Chair: Ann K. Buchholtz, U. of Georgia
Professional Development Workshop Chair: Barry M. Mitnick, U. of Pittsburgh

575: (Paper Session) - (SIM) Individual Ethics
8:30am - 10:20am Anaheim Marriott: Orange County 2
Facilitator: Scott J. Reynolds, U. of Washington
  - Understanding the Complex Relationship between Creativity and Ethical Ideologies | Paul Bierto, James Madison U.; Robert W. Kolodinsky, James Madison U.; Brian J. Charette, James Madison U.
  - The Revised Schwartz Value Survey: Improving An Existing Measure | Laura Parks, James Madison U.; Gang Wang, U. of Iowa; Charles David White, James Madison U.
  - A Short Note on Selecting for Stewards Not Agents | In-Sue Oh, U. of Iowa
  - The Influence of Attachment Styles on Ethical Decision Making: “From the Cradle to the Grave” | Chris Bresnahan, U. of Southern California; Murat Alpaslan, California State U., Northridge; Ian Mitroff, Alliant International U/U. of California, Berkeley

576: (SIM, MED, PNP) The Real O.C.: A Peek Behind the Scenes to Find the Questions We Need to Ask
8:30am - 10:20am Anaheim Marriott: Orange County 3
Organizers: Cristina Marie Giannantonio, Chapman U.; Amy Elizabeth Hurley-Hanson, Chapman U.
Speakers: Theresa Montminney, Catholic Charities of Orange County; Arthur Kraft, Chapman U.; Steven Buckley, Gianna Rose Atelier; Paula Neal Reza, Wise Place; Kathleen Davis Bowman, Wise Place; Marlene Heyser, Workplace Law Strategies
  - Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

577: (Paper Session) - (TIM) Adaptation and Change: Organizational Learning
8:30am - 10:20am Anaheim Marriott: Suite 315
Welcome: Shawn M. Carraher, Cameron U.
Chair: Madeline M. Crocito, SUNY College at Old Westbury
Discussants: Minna Allarakia, U. of Waterloo; Julio Francisco Dantas de Rezende, Un. do Estado do Rio Grande do Norte (UERN) & Programa de Pós-Graduação em Administração (PPGA/UFRN); Rosario Ramos, U. of Las Palmas de Gran Canaria; Guillermo Hugo Le Fosse, U. de Buenos Aires
  - Knowledge transfer across projects: Evidence from creative, high-tech and engineering industries | Eugenia Cacciatori, Bocconi U.; Gernot Grabher, U. of Bonn; David Tamassos, U. of Bonn
  - Balancing Exploration and Exploitation Alliances: The Influence of the Firm’s Knowledge Base | Jing Zhang, Iowa State U.
  - Process Innovation in User Firms: Promoting Innovation through Learning by Doing | Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne

578: (Paper Session) - (TIM) New Product Development and Adoption: Research & Development Strategic Management of Innovations
8:30am - 10:20am Anaheim Convention Center: 303D
Welcome: Shawn M. Carraher, Cameron U.
Distinguished Speaker: Dianne HB Welsh, U. of North Carolina-Greensboro
Chair: Dianne HB Welsh, U. of North Carolina-Greensboro
  - R&D cooperation with customers: A panel analysis | Gloria Sanchez-Gonzalez, U. of Leon; Nuria Gonzalez-Alvarez, U. of Leon; Mariano Nieto, U. of Leon
  - Growth in Large-Established and Fastest-Growing Firms: Resource Allocation, Intangibility and Growth | A D Amar, Seton Hall U.
  - R&D Collaborations and Product Innovation | Kazuhiro Asakawa, Keio U.; Alvaro Cuervo-Cazurra, U. of South Carolina; C. Annette Ur, U. of South Carolina
  - The Role of the Direct Manager as a Function of Innovation Project Characteristics | Donna Kelley, Babson College; Hyunsuk Lee, Seoul National U. of Technology

579: (Paper Session) - (TIM) Adaptation and Change
8:30am - 10:20am Anaheim Convention Center: 304B
Welcome: Shawn M. Carraher, Cameron U.
Distinguished Speaker: Howard E Van Auken, Iowa State U.
Chair: Howard E Van Auken, Iowa State U.
Discussants: Katia Richomme-Huet, Euromed Marseille-School of Management; Andreas A. Rauth, U. of Stuttgart; Moises Ari Zilber, U. Presbiteriana Mackenzie
  - Inside the Exploration-Exploitation Paradox: Balancing Multiple Tensions in Innovation Projects | Torsten Schmid, U. of St. Gallen; Steven W Floyd, U. of St. Gallen
  - Knowledge Transfer and Exploratory Search Behavior: Network Density Effect is Moderated by Knowledge Diversity of Firm’s R&D Network | Robert L. Porter, U. of Central Florida
  - CEO human capital, top management teams, and acquisition of venture capital in technology ventures | Holger Patzelt, Max Planck Institute of Economics; Lars Schweizer, U. of Frankfurt
  - The Role of Incubator Interactions in Assisting New Ventures | Joanne L Scillitoe, Michigan Technological U.; Alok K Chakrabarti, New Jersey Institute of Technology
Session Details – Monday

Monday 9:00AM

580: (Paper Session) - (TIM) Adaptation and Change: Entrepreneurship and New Venturing
8:30am - 10:20am Anaheim Convention Center: 304C
Welcome: Shawn M. Carraher, Cameron U.
Distinguished Speaker: Sherry E. Sullivan, Bowling Green State U.
Chair: Sherry E. Sullivan, Bowling Green State U.
Discussants: Martin Ganco, U. of Illinois, Urbana-Champaign
Determinants of Spanish University Spinoffs Development: A comparison with corporate Spinoffs | Pedro Ortín-Ángel, U. Autonoma de Barcelona, Spain; Ferran Vendrell-Herrero, U. Autonoma de Barcelona, Spain
Exploitation of corporate venturing activity: The role of strategic and structural context | Dilene Crockett, Northeastern State U.; Jeffrey E McGee, U. of Texas, Arlington
Who Creates New Industries and Then Lives to Tell About It? | Raj Echambadi, U. of Central Florida; Barry Bayus, U. of North Carolina, Chapel Hill; Rajshee Agarwal, U. of Illinois, Urbana-Champaign

581: (Paper Session) - (TIM) Adaptation and Change: Learning Issues
8:30am - 10:20am Anaheim Convention Center: 304D
Welcome: Shawn M. Carraher, Cameron U.
Chair: Christopher Hastings, U. of St. Thomas
Discussants: Aditya Johri, Virginia Tech; Olga Rivera, Professor of Strategy
Learning in Project Ventures: Effect of Entrepreneurial Experience on Errors, Novelty and Performance | Yves Damoiseau, Louisiana State U.; Andreas Schwab, Iowa State U.
Exploration: Starting From Firms’ Prior Knowledge Base | Hongyan Yang, Hong Kong Polytechnic U.
Adaptation to Technological Regime Changes: A Real Options Perspective | Mujtaba Ahsan, Pittsburg State U.

582: (AAA) Placement Services
9:00am - 4:00pm Hilton Anaheim: Palisades
Placement Services - Registration and Information
Organizer: Janice A. Black, New Mexico State U.

583: (AAA) Conference Exhibits
9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C
Organizer: Ayman Tarabishy, George Washington U.

584: (AAA) AOM Membership
9:00am - 5:00pm Anaheim 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.

585: (Paper Session) - (BPS) Determinants and Impact of Political Strategies in Emerging Economies
9:00am - 10:20am Anaheim Marriott: Grand Ballroom - Salon G
Chair: Nan Jia, Joseph L. Rotman School of Business, U. of Toronto
Discussant: Jordan Siegel, HBS
How and When: A Dynamic View on Political Ties and Domestic Firms’ Exit in Response to Foreign Entry | Weiting Zheng, Hong Kong Polytechnic U.
How the Content of Political Connections Affects Industrial Restructuring: Evidence from Taiwan | Hongjin Zhu, National U. of Singapore; Chi-Nien Chung, National U. of Singapore
Institutional Entrepreneurship in Emerging Markets: A Coevolutionary Perspective | Marleen Dieleman, National U. of Singapore

586: (Paper Session) - (BPS) Board Influences on Organizational Outcomes
9:00am - 10:20am Anaheim Marriott: Grand Ballroom - Salon H
Chair: Gerwin Van der Laan, U. of Groningen
Discussant: Karen Schnatterly, U. of Missouri-Columbia
When Do Managers Build Resources Efficiently? | Weiping Lu, Shanghai U. of Finance and Economics
Rethinking Value Creation in LBOs: Board Restructurings over the Public-Private-Public Cycle | Michael Braun, U. of montana; Scott Latham, Bentley College
The Impact of Firm and Industry-Level Conditions on Board Task Involvement | Amedeo Pugliese, U. degli Studi di Napoli Federico II; Alessandro Minichilli, Boconi U.; Alessandro Zattoni, SDA Boconi - Parthenope U.

587: (Paper Session) - (BPS) Competitive Advantage Through Structure and Configuration
9:00am - 10:20am Anaheim Convention Center: 201A
Chair: Feng Helen Liang, U. of California, Berkeley
Discussant: Walter J Ferrier, U. of Kentucky
Configurations of Competitive Strategies and Resources: A Set-Theoretic Approach | Na Ni, U. of Manitoba; Parshotam Dass, U. of Manitoba; Kenneth Zantow, U. of Southern Mississippi
Cornerstones of Strategic Management: A Pan-Theoretical Taxonomy of Business Strategies | Mark Andrew Fuller, St. Francis Xavier U.
Competitive Acumen: Market Antecedents and Consequences | Wenpin Tsai, Pennsylvania State U.; Kuo-Hsiun Su, National Taiwan U.; Ming-Jer Chen, U. of Virginia
Industry, Country and Firm-Specific Effects of Firms Competing in Emerging Economies | Roberto Vassolo, IAE Business School - U. Austral; Francisco Diaz Hermele, U. San Andres; Ines Rodriguez, U. San Andres

588: (Paper Session) - (BPS) How to Get Your Money’s Worth: Improving Acquisition Performance
9:00am - 10:20am Anaheim Convention Center: 201C
Chair: Aseem Kaul, U. of Pennsylvania
Discussant: Asli Musaoglu Arikan, Georgia State U.
Session Details – Monday

589: (Paper Session) - (BPS) Behavioral and Organizational Influences of TMT Composition
9:00am - 10:20am Anaheim Convention Center: 201D
Chair: Tariq H. Malik, U. of London
Discussants: Raymond Van Wijk, RSM Erasmus U.; Joseph A. Clougherty, Wirtschaftszentrum Berlin (WZB); Konstantinos Dusse, Humboldt U. & WZB-Berlin
The Impact of Horizontal Mergers on Rivals: Gains to Being Left Outside a Merger | Joseph A. Clougherty, Wirtschaftszentrum Berlin (WZB); Konstantinos Dusse, Humboldt U. & WZB-Berlin
The Influence of Debt on Acquisition Performance | Jeffrey S. Harrison, U. of Richmond; Derek K. Oler, Kelley School of Business, Indiana U.
Can Acquirers Learn to Pay Less for Targets? | Jay Kim, U. of Southern California; Jeray M Haleblian, U. of California, Riverside; Sydney Finkelstein, Dartmouth College
Should We Call In the Experts? Experts and Acquisition Transactions | Patrizia Porrini, Long Island U.

590: (Paper Session) - (BPS) Sharks, Shareholders, Analysts and Institutions: External Influences on Innovation.
9:00am - 10:20am Anaheim Convention Center: 202B
Chair: Tim Swift, St. Joseph’s U.
Discussants: Rosemarie Ziedonis, U. of Michigan, Ann Arbor
Selective Myopia: A Comparison of Analysts’ Reactions when Firms Respond to Technological Change | Mary J. Benner, U. of Pennsylvania; Ram Ranganathan, Wharton School, U. of Pennsylvania
Market for Corporate Control Protection and the Inventive Productivity of Technology-Based Firms | Jeffrey Sugheir, Boise State U.; Iftikhar Hasan, Rensselaer Polytechnic Institute; Christopher L. Tucci, Ecole Polytechnique Federale de Lausanne

591: (Paper Session) - (BPS) Experience, Path Dependence, and Learning through Alliances
9:00am - 10:20am Anaheim Convention Center: 203A
Chair: Tariq H. Malik, U. of London
Discussants: Raymond Van Wijk, RSM Erasmus U.; Absorptive Capacity and the Complementarity of Interorganizational Learning Processes | Ulrich Lichtenthaler, WHU - Otto Beisheim School of Management
Learning Before Doing in Portfolios of International Strategic Alliances | Koen Heimeriks, Rotterdam School of Management
Learning from Joint Ventures: The Role of Experience Asymmetry | Ilya Cuypers, Tilburg U.; Singapore Management U.; Xavier Martin, Tilburg U.
Expansion Mode Choices and Relative Experience Effects. Evidence from New Product Development | Louis Muijles, Tilburg U.

592: (Paper Session) - (BPS) Opportunism and Organizational Form
9:00am - 10:20am Anaheim Convention Center: 203B
Chair: John Patrick Orr, Webster U.
Discussants: Arturs Kalnins, Cornell U.
Coupled Search Processes: Why is it so difficult to find that organizational design matters? | Nicolaj Siggelkow, U. of Pennsylvania; Jan W. Rivkin, Harvard U.
Opportunism, Knowledge, and the Propensity to Franchise | Jerome Barthelemy, ESSEC
Perceived Cohesion and Opportunistic Behaviors: Evidence from Franchised Chains | Assaad El Akremi, U. of Toulouse 1/LIRHE; Karim Mignonac, IAE, U. of Toulouse l; Rozenn Perrigot, IAE, U. of Rennes I - ESC Rennes School of Business
Organizing Human capital Activity: Team-Specificity and the Distribution of Surplus | Sendil Ethiraj, U. of Michigan, Ann Arbor; Pranav Garg, U. of Michigan

593: (Paper Session) - (BPS) Competitive Advantage: What Drives Performance?
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - BPS 1
Presented on panels 1-9
Are All Resources Equally Valuable? A Meta-analysis of the Resource-Performance Relationship | Donald D Bergh, Denver U.; John Perry, Wichita State U.; Ralph Hanke, Bowling Green State U.
Corporate Effects and Core Competencies: Influence of Corporate Strategies on Sub-unit Performance | Qu Xiao, Hong Kong Polytechnic U.; John W. O’Neill, Pennsylvania State U.
Demand-side Competences as Sources of Intra-industry Heterogeneity | Lalit Manral, Long Island U.
Does More Expropriation Mean More Gain? An Agency Theory Perspective on FBM in Emerging Economy | Qian Gu, National U. of Singapore, Chi-Nien Chung, National
U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore
_absorptive capacity in regional clusters: effects on performance | Barbara Larrañeta Gómez-Cami, Universidad Pablo de Olavide; Jose Luis Galán, U. of Seville
→ Home Country Impact on Firm Performance: A Multilevel Approach | Rafael Burstein Goldsmidt, FGV-EAESP; Luiz Artur Ledur Brito, FGV-EAESP; Flavio Vasconcelos, FGV-EAESP
→ Cross-Border Integration of Markets and the Transformation of Performance Patterns | Rogerio Victor, Boston College

594: (Paper Session) - (BPS) Developing and Measuring Capabilities
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - BPS 2
Presented on panels 10-14
→ Strategic Flexibility and the Capabilities for Dynamic Management of Business Development Projects | Ronald Klingebiel, U. of Cambridge
→ The Life Cycle of Internet Organisational Capabilities | Richard Soparnot, ESCIM Tours (France); Laurent Renard, ESG-UQAM; Patricia Klarner, HEC U. of Geneva
→ Re-Conceptualizing Absorptive Capacity: Absorptive Capacity Breadth versus Depth | Michael C. Withers, Arizona State U.; Paul L. Drnevich, U. of Alabama; Craig E. Armstrong, U. of Alabama
→ Corporate Effects as Competitive Heterogeneity: Construct and Scale Development | Andrea Lanza, U.Bocconi/U.Calabria; Antonella Pellegrino, U.Calabria; Giusy Simone, U.Calabria
→ Performance Measurement and the Generation of Meaningful, Useful Answers to the Questions We Ask | Scott L. Newbert, Villanova U.

595: (Paper Session) - (BPS) Dynamic Capabilities and Competitive Advantage
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - BPS 3
Presented on panels 15-19
→ Employees, Managers, Leaders, or Other Resources: Which Drives Firm Performance? | Natarajan Balasubramanian, Florida International U.; Aya S. Chacar, Florida International U.
→ Organizational Core Competency, Strategic Intent and Performance: A Study in Hospitality Industry | Robert D. Hamilton, Temple U.; Yunxuan Han, Temple U.; Ram Mudambi, Temple U.
→ Fast Mover Advantages | Ashton Hawk, New York U.
→ Competitive Advantage Sustainability in the Fast-paced Business Environment | Dong Bian, EM Lyon

596: (Paper Session) - (ENT) Gender, Ethnicity, and Entrepreneurship
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - ENT 1
Presented on panels 69-72
→ The relative disadvantage of women in business: A social network approach | Barthelemy Chollet, U. de Savoie; Mickael Geraudel, U. de Savoie; Vincent Chauvet, Université de Savoie - IREGE
→ Determinants of Business Success: An Examination of Asian-Owned Businesses in the United States | Robert W. Fairlie, U. of California, Santa Cruz; Alicia Robb, U. of California, Santa Cruz
→ The International Asian Immigrant Business Success Story | Robert W. Fairlie, U. of California, Santa Cruz

597: (Paper Session) - (HCM) Workforce, Technology and Health Care Outcomes
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - HCM
Presented on panels 57-64
→ Attribution Theory: A Contemporary Application to Nursing Practice | Patrick Albert Palmieri, Duke U.; Lori T. Peterson, Texas Tech U.
→ The role of managers in averting turnover among health care professionals | Mattia J Gilmartin, Gilmartin Worldwide, Inc.
→ Physicians manage litigation risk: A study of context prediction based on different perspectives | Tali Seger, U. of Haifa; Itzhak Harpaz, U. of Haifa; Ilan Meshulam, Proffesor, Graduate School Of Management, Haife U.
→ Determinants of Professional Incompetence: An Analysis of Surgeon-reported Adverse Events | Duan-Rung Chen, National Taiwan U.
→ Hospital Care on the weekends: An examination of the treatment of stroke | Abby Swanson Kazley, Medical U. of South Carolina
→ Homophily and Social Capital Antecedents to Cosmetic Surgery Intent Amongst Generation Y Consumers | Troy A. Voelker, U. of Houston, Clear Lake; Iryna Pentina, The U. of Toledo
→ Radio Frequency Identification: Beyond the myths. A case for Health Care | Sylvain P. Bureau, ESCP-EAP; B. S. Prabhu, Henry Samueli School of Engineering and Applied Science at UCLA; Rajat Gadh, Henry Samueli School of Engineering and Applied Science at UCLA

598: (Paper Session) - (IM) Emerging, Transition and Developing Economies
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - IM 1
Presented on panels 73-79
→ THE PROPENSITY TO EXPORT OF SOFTWARE SMEs - EVIDENCE FROM AN EMERGING MARKET | Dirk Michael Boehe, U. of Fortaleza
→ A Review of the Literature on the Expansion of China’s Firms to Latin America | Gaston Fornes, ESIC Marketing and Business School; Alan Butt-Philip, U. of Bath
→ Why do Banks Internationalize? New Insights from an Emerging Economy Retail Bank | Sebastian Geraldo Cunha, U. of Fortaleza (UNIFOR); Dirk Michael Boehe, U. of Fortaleza
 Session Details – Monday


MONDAY

Internationalization of Emerging Market Firms: Search for New Direction | Naveen Kumar Jain, Florida International U.; Vikas Kumar, Bocconi U.; Sumit Kumar Kundu, Florida International U.

How applicable are Western theories about change in Russia, Estonia and China? | Tatiana Andreeva, Graduate School of Management, St. Petersburg State U.; Ruth Alas, Estonian Business School; Sinikka Vanhala, Helsinki School of Economics; Wei Sun, Estonian Business School

The Discourse of Emerging Markets Strategy: Theoretical Implications for Heterogeneity | Farzad Alvi, U. of Cambridge

Independent versus captive exporters from emerging markets – Which of them are performing best? | Ha Thi Van Pham, Copenhagen Business School; Bent Petersen, Copenhagen Business School; Christian Geisler Asmussen, Copenhagen Business School

Questions of Value, Relevance and Publication Outlets Presented on panels 65-68
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - MED
Chair: V. Seshan, Pepperdine U.
Discussant: Alice C Stewart, North Carolina A&T State U.
Bridging the relevance gap in management research | Andreas Birnik, National U. of Singapore

Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC)
But where can I publish that? Understanding the management education scholarship domain | Jennifer Leigh, Nazareth College; Joy E. Beaity, U. of Michigan, Dearborn

MED Visual Paper Session I
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - MED
Presented on panels 65-68
What competencies do future business leaders need to be successful?: In search of the vital few | Tim O Peterson, North Dakota State U.; Amy Wood, Texas A&M U.; Michael Abelson, Texas A&M U.; David D. Van Fleet, Arizona State U.
What is the impact of an international consultancy course on OD, MBA, and OD/MBAs students? | Toni Ungaretti, Johns Hopkins U.; Sebastian Schloemer, U. Augsburg; Richard O. Mitter, John Hopkins U.; Kaitlin Dunn, Johns Hopkins U.
Developing Competences in MBAs: Fiction or Reality? | Roberto Lima Ruas, U. Federal do Rio Grande do Sul
Grace Vieira Becker, Pontificia U. Católica do Rio Grande do Sul; Zandra Balbinot, Universidade Positivo - UP

(OM) Dynamics in Contracting
9:00am - 10:20am Anaheim Convention Center Center: 209A
Contracting for Success: Aligning Managers’ Compensation Contracts with the Supply Chain Strategy | Björn Claes, Instituto de Empresa Business School
Contracting in Supply Chains: A Laboratory Investigation | Bin Jiang, DePaul U.
Choosing the Right Contract for Outsourcing | Diana Wu, U. of Kansas; Elena Katok, Penn State U.

(OM) Acquisition Policies
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OM 1
Presented on panels 49-52
Vendor-Manufacturer Partnerships in Small, Oligopolistic Markets: Insights from Australasia | Jay Sankaran, U. of Auckland; Daniel Samson, U. of Melbourne; Terry H Wilson, Universal Pictures UK
New Policies for the Inventory Control Problem with Two Supply Sources | Anshul Shempuri, IBM Research; Ganesh Janakiram, Stern/BU; Sridhar Seshadri, Stern/BU
Logistics service providers: supply chain solutions leading competition | Alessandra Cozzolino, U. of Rome La Sapienza

(OM) Developments in Service
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OM 2
Presented on panels 53-56
The Effect of Customization on Buying Firm Satisfaction and the Moderation Effect of Human Contact | Rafael Teixeira, Texas A&M U.; Ely Laureano Paiva, UNISINOS
New Measurement Scales for Evaluating Retail Service Design: Construct Development & Validation | Jeff Shockley, Clemson U.; Lawrence Fredendall, Clemson U.; Aleda V. Roth, Clemson U.
Porter’s Generic Competitive Strategies: an examination of Service Characteristics | Patti Lynn Collett, U. of Texas at Arlington

(OMT) Organizational Innovation and Creativity
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OMT 1
Presented on panels 33-38
Organizational Creativity: Situation, System and Sensemaking Review of Different Theories | Kandarp Mehta, IESE Business School
Too Many Cooks Don’t Spoil the Broth: A Framework for Value Co-creation | Marie Taillard, ESCP-EAP European School of Management
MONDAY

605  (Paper Session) - (OMT) Organizational Learning and Knowledge
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - OMT 2
Presented on panels 39-44

- Differences between Within-season and Between-season Trainer Turnover | Tom De Schryver, Radboud U.
- In Urgent Need of Change? Coach Dismissals, Regression-to-the-Mean, and Performance of Soccer Teams | Nikolaus Beck, U. of Lugano; Mark Meyer, Giessen U.
- Towards a Holistic Model of Knowledge-based Strategizing | Shenzxue Li, U. of Strathclyde; Timothy Clark, Durham U.

606  (ONE) The Questions We Ask: What is the Role of B-Schools in Creating Sustainable Universities?
9:00am - 10:20am Anaheim Marriott: Platinum 4
Organizers: Mark Starik, George Washington U.; Gordon P. Rands, Western Illinois U.
New Paper Title Goes Here.

607  (Paper Session) - (PNP) OB & HRM in PNP
9:00am - 10:20am Anaheim Convention Center: Exhibit Hall C - PNP 1
Presented on panels 45-48

- Transformational leadership in Government: Exploring the Influence of Organizational Characteristics | Bradley E. Wright, U. of North Carolina, Charlotte; Sanjay K. Pandey, U. of Kansas
Session Details – Monday

Monday 9:20AM

610: (Paper Session) (OM) Project/Program Performance
9:20am - 10:00am Anaheim Convention Center: 207C
Chair: Jeffrey N. Street, Idaho State U.
Process Improvement Program Management and Organizational Performance | Weiyong Zhang, Virginia Commonwealth U.; Arthur U Hill, U. of Minnesota; Roger Schroeder, U. of Minnesota; Kevin Linderman, Carlson School of Management
OM Division Chan Hahn Best Paper Award Finalist
Reducing Risk of Unacceptable Project Performance in NPD | Jeffrey N. Street, Idaho State U.

Monday 10:15AM

611: (AAA) Conference Break
10:15am - 10:45am Anaheim Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

Monday 10:40AM

612: (AAA) Meeting the Academy’s Editors
10:40am - 12:00pm Anaheim Marriott: Platinum 9
Participants: James P. Walsh, U. of Michigan, Ann Arbor; Arthur P. Brief, U. of Utah

613: (AAA) Sustainability: The Questions We Must Ask - But Are Afraid to Look At and Act On
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon E
Organizer: Mark P. Kriger, Norwegian School of Management

Monday 10:40AM

614: (AAS) Questioning Tenure: Does the Academic Career System Disconnect us from Management Practice and Labor Market Reality?
10:40am - 12:00pm Anaheim Convention Center: 204B
Chair: Maury Peiperl, IMD
Participants: Warren Boeker, U. of Washington Seattle; Peter Cappelli, U. of Pennsylvania; Angelo DeNisi, Tulane U.; Mary Jo Hatch, Copenhagen Business School; Robert Hooijberg, IMD; James H. Wall, Deloitte & Touche Tohutoku
Discussant: David Ahlstrom, Chinese U. of Hong Kong
Collective Political Strategies in Emerging Economies: Evidence from the Chinese Private Sector | Nan Jia, Joseph L. Rotman School of Business, U. of Toronto
Governmental Experience of TMTs, Political Networking, and Firm Performance: Evidence from China | Haizhen Wang, Xi'an Jiaotong U.; Jie Feng, Xi'an Jiaotong U.; Xinmei Liu, Xi'an Jiaotong U.; Ruoyong Zhang, Xi'an Jiaotong U.
Political Connections in a Market Economy | Victor Nee, Cornell U.; Sonja Opper, Lund U.

615: (Paper Session) (BPS) Political Connections and Strategies: Evidence from China
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon G
Chair: Wenshin Chen, Prairie View A&M U.
Discussant: Michael McDonald, U. of Central Florida
CEO Duality and Board Attention to Monitoring and Control | Chris Tuggle, U. of Missouri at Columbia; Christopher Ray Reutzel, Utah State U.; Leonard Bierman, Texas A&M U.
Board Effectiveness and the Role of Director Capabilities | Steven Boivie, U. of Arizona; Carla D. Jones, Arizona State U.; Poonam Khanna, Arizona State U.
Effects of Prior Extra- and Intra-Industry Board Experiences On Formulation of Functional Strategies | David G. Simron, Texas A&M U.; Donald Fraser, Texas A&M U.; Chris Tuggle, U. of Missouri at Columbia; Katalin T. Haynes, Texas A&M U.; Babu G Baradwaj, Towson U.
Board Diversity and Firm Performance: The Mediating Effects of Board Processes and Task Performance | Sabina
Nielsen, Copenhagen Business School; Morten Huse, BI Norwegian School of Management; Alessandro Minichilli, Bocconi U.; Alessandro Zattoni, SDA Bocconi - Parthenope U.

617: (Paper Session) - (BPS) Strategic Factor Markets
10:40am - 12:00pm Anaheim Convention Center: 203A
Chair: Robert D. Hamilton, Temple U.
Discussant: Miguel Angel Campo-Rembrado, Dartmouth College
The Development of Trust in Selling Assets | Rolf Böhner, U. of Passau; Miriam Nicole Flickinger, U. of Passau
A Model of Political Activity as Strategic Factor Market Competition | Catherine M Armitan, Syracuse U.; Robert Florence, St. Bonaventure U.
Whether and When Sellers can Extract Value from Reputation Advantage: The Case of Internet Auctions | Tomasz Obioj, INSEAD; Laurence Capron, INSEAD

618: (Paper Session) - (BPS) Managing Change from the Top
10:40am - 12:00pm Anaheim Convention Center: 201B
Chair: Timothy F. O'Shanassy, RMIT U.
Discussant: Richard L Priem, U. of Wisconsin, Milwaukee
Dominating Logic: How Executive Movement Shapes Strategic Change in Medical Firms | Charles Williams, Duke U.; Samina Karim, Boston U.
Strategic Changes following an Environmental Jolt: The Strategic Role of Boards of Directors | Bonjong Kim, U. of Texas, San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio; Michael Burns, U. of Texas at San Antonio
Future Aspirations, Planned Organizational Change and Interorganizational Monitoring | Giuseppe Labianca, U. of Kentucky; Jim Fairbank, Pennsylvania State U.; Erie; Michael Parzen, Emory U.; Goce Andrevski, U. of Kentucky
Strategy Workshops as Strategic Episodes: Three Case Studies | David Nils Seid, U. of Munich; Robert Macintosh, U. of Glasgow; Donald MacLean, Glasgow U.

619: (Paper Session) - (BPS) The Decision to Diversify
10:40am - 12:00pm Anaheim Convention Center: 201C
Chair: Tyson Brighten Mackey, Cal Poly State U.
Discussant: Gordon Walker, Southern Methodist U.
Capabilities, Market Maturity, and Diversification: Evidence from the Cardiovascular Device Industry | Brian Wu, U. of Michigan, Ann Arbor
The Taxonomy of Sequence of Firm’s M&A and Alliance Behaviors: An Exploratory Analysis | Weiwei (Stone) Shi, U. of Pittsburgh / Baruch College-CUNY; John E Prescott, U. of Pittsburgh
Product and International Diversification: Complements or Substitutes? | Harry P. Bowen, Queens U. of Charlotte; Margarethe F Wiersema, U. of California, Irvine

620: (Paper Session) - (BPS) The Role(s) of Ownership in Governance
10:40am - 12:00pm Anaheim Convention Center: 201D
Chair: Dominic Chai, LSE
Discussant: Jean McGuire, Louisiana State U.
Are Ownership and Board Structures All Bark and No Bite in Emerging Economies? | Heechun Kim, Arizona State U.; Hicheon Kim, Korea U. Business School
Subtle Decoupling Policy from Practice: Case of Ownership Restructuring Plans in Chinese Fraud Firms | Pengji Wang, National U. of Singapore
The Influence of Institutional Varieties of Capitalism on Corporate Stakeholder Responsibility | Wendy Chapelle, Nottingham U. Business School; Jean-Pascal Gond, Nottingham U. Business School; Marc Oliver Orlitzky, Nottingham U. Business School; Celine Louche, Vlerick Leuven Gent Management School

621: (Paper Session) - (BPS) Incentive & Governance Mechanisms in Alliances
10:40am - 12:00pm Anaheim Convention Center: 203A
Chair: Anjana Susarla, U. of Washington, Seattle
Discussant: Nicholas Arygretes, Boston U.
Actions Speak Louder Than Modes: Governance Choice, Implementation and Performance | Anne Parmigiani, U. of Oregon; Samuel Holloway, U. of Oregon
Private Operation with Public Supervision: Evidence of Hybrid Modes of Governance in Prisons | Sandro Cabral, Federal U. of Bahia; Sergio Giovannetti Lazzarini, Ibmec São Paulo; Paulo Furquim de Azevedo, Fundacao Getulio Vargas
Contractual Completeness and Relational Norms in the Biotechnology Industry: Theory and Evidence | Jongwook Kim, Western Washington U.

622: (Paper Session) - (BPS) The Practice of Strategy: Sensemaking and Evaluation
10:40am - 12:00pm Anaheim Convention Center: 201B
Chair: Sotirios Parouitis, Warwick Business School
Discussant: Rita Gunther McGrath, Columbia U.
Becoming a Strategist: Senior Management Sensemaking | Saku Mantere, Swedish School of Economics and Business Administration; Richard Whittington, Said Business School
Building Stronger Models Through Strategy-as-Practice: The Case of Strategic Tools Usefulness | Robert Phillip Wright, Hong Kong Polytechnic U.; Sotirios Parouitis, Warwick Business School; Daniela Patricia Blettner, U. of North Carolina, Chapel Hill
The Nature of Strategy Evaluation: Existing Perceptions | Abhijit Mandal, Middlesex U. Business School

623: (Paper Session) - (BPS, IM, TIM) Knowledge Flows in the Cross-Regional and Cross-Border Context
10:40am - 12:00pm Anaheim Convention Center: 203B
Organizer: Mariko Sakakibara, U. of California, Los Angeles
Discussant: Lori Rosenkopf, U. of Pennsylvania
Headquarter and Subsidiary Roles in the Emergence and Diffusion of Technological Capabilities in MNC
Ivo Zander, Uppsala U.
What Determines Knowledge Sourcing From Host Locations of Overseas R&D Operations?
Jaeyong Song, Seoul National U.
Explaining Cross-Regional Differences in Impact & Diffusion of Local Innovations
Jasjit Singh, INSEAD
Comparison of University-Industry Knowledge Transfer in the U.S., Japan and Europe
Marko Sakakibara, U. of California, Los Angeles

Entry Responses: How Do Incumbents Respond to New Firms?
10:40am - 12:00pm Anaheim Convention Center: 202A
Chair: Jason Snyder, UCLA Anderson School of Management
Do Incumbents Improve Service Quality in Response to the Threat of Entry? Evidence from Airlines
Daniel H. Simon, Cornell U.
Entry Deterrence in the Cable TV Industry
Robert C. Seamans, UC Berkeley
Reputations for Toughness in Patent Enforcement:
Implications for Inventor Mobility
Rosemarie Ziedonis, U. of Michigan, Ann Arbor; Martin Ganco, U. of Illinois, Urbana-Champaign
Diversification, Organizational Adjustment and Firm Performance: Evidence from Microdata
Evan Rawley, Wharton, U. of Penn

Managing Mentoring
10:40am - 12:00pm Anaheim Convention Center: Capistrano A
Chair: Corinne Post, Lehigh U.
Discussants: Managing Mentoring and Creativity: The Moderating Role of Impression Management Tactics
Dong Liu, U. of Washington; Sheng Wang, U. of Nevada, Las Vegas
Exploring the benefits of mentoring activities for the mentor
Francois Grima, Paris 12-RMS; Georges Trepo, HEC Paris

The Role of Education and Socialization in Shaping Careers
10:40am - 12:00pm Hilton Anaheim: Oceanwide
Chair: Monica L Forret, St. Ambrose U.
Discussants: Elizabeth F. Cabrera, Arizona State U.; Donald E. Gibson, Fairfield U.; Lorraine Dyke, Carleton U.; C. Melissa Fender, Drexel U.
Antecedents of Graduating Engineers’ Underemployment Tendencies: A Social – Cognitive Perspective
Belgin Okay, Strathclyde Business School; Mahmut Bayazit, Sabanci U.
Nominee for The Arnon Reichers Best Student Paper Award
MBA Programs as an Agent for Change: A Race-Based Comparison of Predictors of Career Success
Edward J. Inderrieden, Marquette U.; Brooks C. Holtom, Georgetown U.
Mediating Role of Knowledge in the Socialization of New Professionals: An Exploratory Study
N Rao Kowtha, Solbridge International Business School; Teck Wei Stewart Tan, National U. of Singapore
How Broadly Does Education Contribute to Job Performance?
Thomas Ng, U. of Hong Kong; Daniel Feldman, U. of Georgia

Careers at Work at the Visual Village
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CAR
Presented on panels 1-10
Research Vitality as Sustained Excellence: What Keeps the Plates Spinning?
J. Bruce Gilstrap, U. of Oklahoma; Bruce Jaron Harvey, U. of Oklahoma; Milorad M. Novicevic, U. of Mississippi; Michael R. Buckley, U. of Oklahoma
Barriers To Career Mobility In A ‘Boundaryless Industry’:
Evidence From Nigeria
Afram Ituma, Brunel U.
A Study on Work-Family Conflict: The Role of Exchange Relationships and Gender
Pavithra Kailasapathy, U. of Melbourne; Isabel Metz, U. of Melbourne; Maria Kaimer, U. of Melbourne
Developmental Relationships: Towards a Theory of Self-Mentoring
Tamara L. Giluk, U. of Iowa; Bennett E. Postlethwaite, U. of Iowa
Navigating Between Commitment and Flexibility
Xiangmin Liu, Cornell U.
Work-Family Balance and Social Support: An analysis of Impacts on Employee Loyalty
Robert G. DelCampo, U. of New Mexico; Christopher J. Mathis, Jackson State U.; Kristie May Boudwin, Arizona State U.
Career Success through a POS Lens: Defining the Construct of Extraordinary Career Achievement (ECA)
Richard Donald Cotton, Boston College
Job attribute preferences, family, and work behavior: Gender and generations
Elizabeth A Corrigall, Pennsylvania State U., Worthington-Scranton
Generational Differences in China About Careers
Xiang Yi, Western Illinois U.; Caryn Morgan, Western Illinois U.; Barbara A. Ribbens, Western Illinois U.
AGENT VERSUS STRUCTURE. AN EMPLOYABILITY MODEL APPLIED TO RE-EMPLOYMENT OF OLDER UNEMPLOYED

What is coaching and when does it matter?
10:40am - 12:00pm Hilton Anaheim: Balboa B
Organizer: Colin M. Fisher, Harvard U.

629 CAU: (CAU) Evidence-Based Management: Opportunities for Collaboration among Researchers, Educators, and Practitioners
10:40am - 12:00pm Hilton Anaheim: Baboo C
Organizer: Mark Fichman, Carnegie Mellon U.

630 CAU: (CAU) African Management: A Research Caucus
10:40am - 12:00pm Hilton Anaheim: Santa Barbara
Organizer: David Zoogah, Morgan State U.

631 CAU: (CAU) Building Entrepreneurial Networks
10:40am - 12:00pm Hilton Anaheim: Ventura
Organizers: Tom Elfring, Free U. Amsterdam; Wouter Stam, VU U. Amsterdam
Participants: Tina Dacin, Queen’s U. Canada; Akbar Zaheer, U. of Minnesota; William S Hesterly, U. of Utah; Olav Sorenson, U. of Toronto

632 (CM) Negotiation "Through the Looking Glass": The contrarian effects of good intentions and bad behaviors
10:40am - 12:00pm Hilton Anaheim: Santa Monica
Chair: Marwan Sinaceur, INSEAD
Value-destructive concessions: Deadweight loss and good intentions | Scott Wiltermuth, Stanford U.
The differential value of perspective taking versus empathy in distinct types of conflict situations | Debra Gilin, St. Mary’s U.; William W. Maddux, INSEAD
Good Grief! Feelings of Anxiety Sour the Economic Benefits of First Offers | Ashleigh Shelby Rosette, Duke U.; Shirli Kopelman, U. of Michigan, Ann Arbor
All fired up, but who to blame?: The benefits of anger and uncertainty in negotiations | Nicholas Anderson, Stanford U.; Margaret A. Neale, Stanford U.
Hot or Icy? Comparing the Effectiveness of Anger and Threat Communication in Negotiation | Marwan Sinaceur, INSEAD; Gerben A. Van Kleef, U. of Amsterdam; Margaret A. Neale, Stanford U.; Hajo Adam, INSEAD; Haag Christophe, EM Lyon

633 (Paper Session) - (CM) Apologies, Forgiveness, and Positive Cues: Repairing Relationships and Promoting Trust
10:40am - 12:00pm Hilton Anaheim: Sunset
Chair: Liuba Y. Belkin, Lehigh U.
Understanding trust: Bridging the divide between rational-choice and psychological approaches | Alexandra A. Mislin, SUNY at Buffalo; Lisa Vargo Williams, State U. of New York, Buffalo
Managers as Forgivers? An Exploratory Study of Forgiveness Tendencies in a Unionized Trucking Co | David S. Bright, Wright State U.
Automatic Trust | Li Huang, Northwestern U.
Workplace Offenders’ Apologies and Excuses: Effects on Empathy, Forgiveness and Revenge | Susie S. Cox, McNeese State U.; Rebecca J. Bennett, Louisiana Tech U.; Karl Aquino, U. of British Columbia

634 (Paper Session) - (CM) Speaking Up: Solving Problems and Repairing Relationships
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CM 1
Presented on panels 11-16
Exit, Voice or Silence: Applying Social Exchange to Explain Employee Responses to Workplace Problems | Dionne Pohler, U. of Alberta; Andrew Luchak, U. of Alberta
Whistle blowing as Positive Deviance: A Review and Research Agenda | Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign
Repairing Trust through the Kindness of Strangers | Susan E. Brodt, Queen’s U.; Michael A. Gross, Colorado State U.
Why does “cheap talk” work?: Interactional justice as a mediator between apologies and trust repair | Ed Tomlinson, John Carroll U.
Examining Managers’ Efforts to Integrate Their Control and Trustworthiness-Promotion Activities | Chris Paul Long, Washington U.
The Fast and the Fragile: Trust Violations in Temporary Teams | Lukas B. Neville, Queen’s School of Business, Canada

635 (Paper Session) - (CM) The Psychology of Negotiation and Conflict Management: New Directions
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CM 2
Presented on panels 29-34
Personality and Negotiation Performance | Mary D. Sass, Western Washington U.; Matthew Liao-Troth, Western Washington U.
Beyond the Friend-Stranger Dichotomy in Relationships in the inter-Cultural Negotiations | Xiao Wang, GSM, Peking U.
Reducing egocentrism in the context of power imbalance in negotiation with deliberation | Mara I. Hernandez, Massachusetts Institute of Technology; Jared R. Curhan, Massachusetts Institute of Technology
Changing cooperativeness in negotiations — The role of accessibility experiences | Patrick A. Müller, Utrecht U.; Rainer Greifenberger, U. of Mannheim; Dagmar Stahlberg, U. of Mannheim; Kees Van den Bos, Utrecht U.; Herbert Bless, U. of Mannheim
The Routes Emotions Travel in Negotiation: A Comparison of Chinese and Americans | Meina Liu, U. of Maryland, College Park; Chongwei Wang, Hong Kong Polytechnic U.; Shuo Yao, U. of Maryland, College Park; Sabine Fritz, U. of Maryland, College Park

636 (Paper Session) - (CMS) Critical Images
10:40am - 12:00pm Hilton Anaheim: Mezzanine 13
Chair: Ann L Cunliffe, U. of Hull
"Just be your brand!" The instrumentalisation of the subject in a cosmetics firm | Claire Dambrin, HEC, Paris; Caroline Lambert, HEC, Paris
Encountering the Other: Empirical insights from the South Asian Non Governmental Sector | Sadhvi Dar, Queen Mary College, U. of London; Ishani Chandrasekara, Queen Mary College, U. of London
Session Details – Monday

The Problem with Odenplan: How Planners Move Wicked Problems in Public Space | Andre Spicer, U. of Warwick; Torkild Thanem, Stockholm U.

Class, Management and Music; Re-Engaging Class in Critical Management Studies | Craig Prichard, Massey U.

637 ㈠: (Paper Session) - (CMS) Issues of Diversity and Identity: Critical Perspectives
10:40am - 12:00pm Hilton Anaheim: Palos Verdes A
Chair: Mario Aquino Alves, EASE-FG Campus U.

Being Human: Asking the Right Questions using Images | David Roy Stiles, Cardiff U.
Conceptualizing the Ontological Foundation of Diversity: Some Perspectives from the Field | Anjesh Prasad, York U.; Patricia Bradshaw, York U.; Sue Inglis, McMaster U.
Are We Exploited Workers? Turning Our Own Theories Back Upon Our Academic Selves | Jackie Ford, U. of Bradford School of Management; Nancy Harding, Bradford School of Management

Gender Fatigue – Camouflaging Gender Discrimination in Organizations | Elisabeth K Kelan, London Business School

638 ㈠: (Paper Session) - (CMS) Critical Ways of 'Seeing'.
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - CMS
Presented on panels 17-20
Chair: Marianna Fotaki, Manchester U.

Opening the Third Eye of Wisdom: Transcendental Metaphors that Transformed Oppressive Worlds | Sangeeta Parameshwar, U. of Illinois, Springfield

Critical realities of the Sergeant’s world of performance management | David Thomas Weir, Liverpool Hope U.; Craig Marsh, Advanced Institute of Management Research/Lancaster U. Management School; Wilf Greenwood, CERAM

From formal to informal: trajectories of executives who migrated to flexible work. | Ha Na Kim, FGV-EAESP; Maria Jose Tonelli, FGV-EAESP
Refiling the Public/Private Divide: Women’s Narratives on Maternity Leave Policy in the U.S. | Kristina A. Bourne, U. of Wisconsin, Eau Claire; Paula Lenz, U. of Wisconsin, Eau Claire

639 ㈠: (Paper Session) - (ENT) Human Factors Affecting Firm Startup, Renewal, and Investing Decisions
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon J
Chair: Daniel P. Forbes, U. of Minnesota
Discussant: Bob Hill, Texas State U.

 Betting on the Horse or the Jockey: The Impact of Expertise on Angel Investing | Richard Sudek, Chapman U.; Cheryl Mitteness, U. of Louisville; Melissa S. Baucus, U. of Louisville

The Practical Intelligence of Entrepreneurs: Antecedents and Links to New Venture Growth | Sheetal Singh, U. of Maryland, College Park; J Robert Baum, U. of Maryland; Barbara jean Bird, American U.
Strategic Renewal in Family Firms: Role of Successor’s Experience and Entrepreneurial Self-Efficacy | Shruti R Sardeshmukh, Ball State U.; Andrew C. Corbett, Rensselaer Polytechnic Institute
Salience of CEOs’ Roles and Career Satisfiers in Family and Non-Family Firms | Tim Barnett, Mississippi State U.; Kimberly Eddleston, Northeastern U.; Franz W. Kellermanns, Mississippi State U.

640 ㈠: (Paper Session) - (ENT) Psychological Traits, States, and Tensions in Entrepreneurial Ventures
10:40am - 12:00pm Anaheim Convention Center: 205A
Chair: Rhett Andrew Brymer, Texas A&M U.

Entrepreneurs’ moods and hope and their impact on venture effort | Dav-Mer Foo, U. of Colorado, Boulder; Marilyn A. Uy, U. of Colorado, Boulder; Robert Baron, Rensselaer Polytechnic Institute
The Big Five Personality Factors, Gender, and Entrepreneurship: Evidence from Slovenia | Bostjan Antonic, U. of Primorska; Tina Bratkovic, U. of Primorska; Gangaram Singh, San Diego State U.; Alex Frank DeNoble, San Diego State U.

Coping with the Constraints of Self-Employment: A Person-Situation Model of Entrepreneurial Burnout | Sara Jansen Perry, U. of Houston; Lisa Penney, U. of Houston; L A Witt, U. of Houston

The Attenuating Role of Entrepreneurs’ Psychological Capital on the Effects of Work-Family Conflict | Keith Hmielewski, TCU; Jon C. Carr, U. of Southern Mississippi

641 ㈠: (Paper Session) - (ENT) Entrepreneurial Action in Response to Uncertainty
10:40am - 12:00pm Anaheim Convention Center: 205B
Chair: Ravindra Singh Bangari, ۚ2squared Partners; Fellow of The Indian Institute of Management Bangalore
Discussant: Pi-Shen Seet, U. of Adelaide

Multidimensionality of Uncertainty and Entrepreneurial Action: The Influence on Firms’ IPO Decisions | Asda Chintakananda, Marquette U.; Hugh O’Neill, U. of North Carolina, Chapel Hill
The Effects of Antecedents of Entrepreneurial Expectancy on Effort and Startup | Betty Conklin, U. of Louisville; Rodney D’Souza, U. of Louisville

Entrepreneurial Action: Exploitation decisions under conditions of uncertainty | Alexander McKelvie, Syracuse U.; Veronica Gustafsson, Jönköping International Business School; Mike Haynie, Syracuse U.

642 ㈠: (Paper Session) - (ENT) International Entrepreneurship 2: Insights into Early Internationalization and Born Globals
10:40am - 12:00pm Anaheim Convention Center: 206B
Chair: Taiywuan Wang, U. of Western Ontario
Discussant: Dara Szyliowicz, U. of the Pacific

The Early Development of Global Start-ups: A Multidimensional Explanation | Paul Kirwan, U. of Twente; Aad J Groen, U. of Twente, NIKOS; Peter SiJde, van der, U. of Twente
Diversity and Conflict in Teams: A Faultline Model Perspective | Sandeep Goyal, U. of Arkansas; Likoebe M Maruping, U. of Arkansas; Lionel P Robert, U. of Arkansas
The Effects of Faultline Activation on Coalition Formation, Conflict, and Group Outcomes | Karen A. Jahn, Leiden U.; Yekaterina Bezrukova, Rutgers U.
Faultlines and polarization: The neglected effects of crisscrossing work team members | Michael Maes, U. of Groningen; Andreas Flache, U. of Groningen; Károly Takács, U. of Groningen

643  ➤  (Paper Session) - (ENT) Influences on Venture Capitalists’ Deal Decisions
10:40am - 12:00pm Anaheim Convention Center: 206B
Chair: Stefan Wagner, Munich School of Management, INNO-tec
Discussant: Qianqian Du, U. of British Columbia
The Role Of Trust And Control In Investing In Israeli Genesis/Pre-Seed ICT Ventures | Andrew Lewis Maxwell, U. of Waterloo; Moren Levesque, U. of Waterloo; Jimmy Schwarzkopf, Case Western Reserve U.
Transaction Characteristics, Investment Experience and the Governance Structure in VC Financing | Christian Hopp, U. of Konstanz
To Be Financed or Not - The Role of Patents for Venture Capital Financing | Carolin Hauessler, U. of Munich; Dietmar Harhoff, U. of Munich; Elisabeth Mueller, Centre for European Economic Research

644  ➤  (Paper Session) - (ENT) Networks and Networking: How do they Matter to Entrepreneurial Firms
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ENT 1
Presented on panels 75-80
Counting Time: Network Ties and Resource Acquisition with Time Accounted For | Aegaeon Oi Kam Leung, U. of Victoria; Frederick H Willeboordse, National U. of Singapore
Co-opetition and Technological Innovation in SMEs: A Multi-Level Conceptual Model | Devi R Gnyawali, Virginia Tech; Byung Jin (Robert) Park, Virginia Tech
Personal Networks and Networking Activity: A Contingency Model of Organizational Emergence | Scott L. Newbert, Villanova U.; Emo T. Tomikoski, EM Lyon
New Venture Success: The Role of Principal’s Social Effectiveness | Neil Michael Tocher, Idaho State U.; Sharon Oswald, Auburn U.; Christopher Shook, Auburn U.; Garry L. Adams, Auburn U.
Entrepreneurs’ networks and the social capital of their communities | Boris F. Blumberg, U. of Maastricht
Asking the right questions: Applying social network analysis in entrepreneurial network research | Christian Waldstrøm, Aarhus School of Business; U. of Aarhus; Anne Bellingtoft, Aarhus School of Business; U. of Aarhus

645  ➤  (Paper Session) - (GDO) A Faultline Perspective on Diversity in Teams
10:40am - 12:00pm Hilton Anaheim: San Clemente
Chair: Yuan Jiang, Rutgers U.
Discussant: Erica Gabrielle Foldy, New York U.

646  ➤  (Paper Session) - (GDO, HR) Managing Work and Family: An International Perspective
10:40am - 12:00pm Hilton Anaheim: Redondo
Chair: Alyssa Dawn Lambert, Indiana U. Southeast
Discussant: Ellen Galinsky, Families and Work Institute
Coordinator: Christine Dickson, Foresight Management
Individual Career Strategies and WFC: The Organizational Culture Matters | Eleni Apospori, Athens U. of Economics and Business
National Culture and the Use of Flexible Working Arrangements: An Analysis of Two Country Clusters | Aline D. Masuda, IESE, U. of Navarra; Steven A. Y. Poelmans, IESE, U. of Navarra; Tammy D. Allen, U. of South Florida
The Link Among Performance Ratings, Ethnicity and Work-Family Conflict in Women Health-Care Managers | Mary K. Hunt, Lexington College; Roya Ayman, Illinois Institute of Technology; Amy Antani, Illinois Institute of Technology
Effects of Family Responsibilities Discrimination on Flexible Work Arrangements Use | Christine Dickson, Foresight Management; Alyssa Dawn Lambert, Indiana U. Southeast
Anticipated work-family conflict and the transition of medical students into work and family roles | Alyssa Jill Friede, DePaul U.
Presenters: Eleni Apospori, Athens U. of Economics and Business; Aline D. Masuda, IESE, U. of Navarra; Roya Ayman, Illinois Institute of Technology; Christine Dickson, Foresight Management; Alyssa Jill Friede, DePaul U.

647  ➤  (JS: (GDO, HR, OB) The Questions We’re Afraid to Ask: The Answers We’re Afraid to Share
10:40am - 12:00pm Hilton Anaheim: Malibu
Chair: David A. Harrison, Pennsylvania State U.
Discussant: Belle Rose Ragan, U. of Wisconsin, Milwaukee

648  ➤  (Paper Session) - (HCM) Culture and Organizational Change
10:40am - 12:00pm Anaheim Marriott: Platinum 7
Chair: Margarete Arndt, Clark U.
Discussant: Barbara Bigelow, Clark U.
Violent Cycles in Healthcare Organization Integration: The Case of Midwest Health System | Andrew H. Van de Ven, U.
of Minnesota; John P. Bechara, U. of Minnesota, Twin Cities; Kangyong Sun, U. of Minnesota


Session Details – Monday

Teaching-oriented

Bergamo U.; Warwick; Giuseppe Delmestri

Participants:
Stephane Guerard

Discussant:
State U.

Policy

Presenters:
Been There, Done That: The Impact of Experienced Sexual Harassment: A Review of Workplace Concerns Across Countries |

Chairs:
10:40am - 12:00pm Hilton Anaheim: Coronado

Solving Institutional Puzzles in Pharmacy Systems |

ORGANIZATIONAL CAPABILITIES, AND HUMAN RESOURCES | Clinton Chadwick, U. of Alabama, Huntsville; Adina Dabu, HEC School of Management, Paris

The Role of HR Practices and Discretionary Effort of Two Employee Groups on Customer Service Orientation and Firm Performance | Elizabeth McClean, Cornell U.; Christopher Collins, Cornell U.

An analysis of corporate entrepreneurial capabilities and contribution of the Human Resource Management system | Ubaldo Macchietta, Bocconi U. and SDA Bocconi School of Management; James C. Hayton, Bocconi U. and SDA Bocconi School of Management

THE RESOURCE-BASED VIEW OF RENTS, RESOURCES | Clinton Chadwick, U. of Alabama, Huntsville; Adina Dabu, HEC School of Management, Paris

The Questions We Ask, They Ask, and the Answers Firms Need: Convergence, Divergence & Collaboration |

A discussion of human capital concerns by panelists representing the HR Division, SIOP, SHRM, the SHRM Foundation, consulting firms and the C-suite.


Do Company Web Sites Matter? Effects of Web Usability and Image on Applicant Pool Composition | Brian

Corporate Champions and the Blueprint of Nations in Worldwide Business | Regis Coeudero, Université de Louvain; Emmanuelle Maincent, European Commission

A Cross-Cultural Study of P-O Fit Messages in Recruitment Websites of the U.S. and India | Virajanand Cannella, National Taiwan U.; Hsiung Chang, U. of South Carolina

Beyond Parochialism in the Discourse on Culture: Conversations about Ubuntu | Mzamo P Mangaliso, National Research Foundation; Zhengie A Mangaliso, Westfield State College

Are Regional or Global Partners More Central to Multinationals’ Alliance Portfolios and Performance? | Elitza R. Banaleiva, Northeastern U.; Nicholas Athanassiu, Northeastern U.

Mondat, IESE Business School, Maria Kraimer, U. of Melbourne; Anne-Wil Harzing, U. of Melbourne

660 (Paper Session) - (IM) IB Theory, FDI, and Entry Mode
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - IM 1
Presented on panels 65-69
- Captive Offshoring of New Product Development: an Internalization Theoretic Approach | Dirk Michael Boehe, U. of Fortaleza
- Factors Influencing FDI Establishment Mode in Generation of Electrical Energy in Emerging Countries | Janann Joslin Medeiros, U. de Brasilia; Claudia Wirz Leite Sà, Fundacao Getulio Vargas - EAESP/ UnB
- University Ties, FDI, and Firm Innovation | Kai Xu, Xi’an Jiaotong U.; Kuo-Feng Huang, National Chengchi U., Taiwan;
Shanxing Gao, Xi’an Jiaotong U.
- MNE Ownership Strategy: A Japan-US Comparison | Jie Jung, U. of Missouri, Kansas City; Paul Beamish, U. of Western Ontario; Anthony Goerzen, U. of Victoria

661 (Paper Session) - (IP) Bicultural as a Strategic Human Resource
10:40am - 12:00pm Anaheim Convention Center: 204C
Chair: Mary Yoko Brannen, San Jose State U.
Discussants: Fiona Lee, U. of Michigan; Kendall Roth, U. of South Carolina; David C. Thomas, Simon Fraser U.
Cultural Frame Switching and Group Categorization | Chi-Ying Cheng, Columbia Business School
A Culture-Cognitive View of Biculturalism and Its Development | Gundula S. Lücke, U. of South Carolina
Multiple Modes of Being Bicultural | Stacey R. Fitzsimmons, Simon Fraser U.
The Impact of Biculturalism on Cross-Cultural Cognitive and Behavioral Skill Sets | Dominie Garcia, San Jose State U.

662 (Paper Session) - (IP) Decision-Making
10:40am - 12:00pm Hilton Anaheim: Mezzanine 1
Facilitator: Cynthia Kay Stevens, U. of Maryland
OB: I Rented the Documentary First, but I Want to Watch the Comedy Now: Myopia in Online DVD Rentals | Katherine Milkman, Harvard U.; Todd Rogers, Harvard U.
OB: Forgotten Variable in Models of Individual Decision Making Process Related to Ethical Issues in MNC | Virginia Kliukinskaitė, U. of Aderg

663 (Paper Session) - (IP) Team Creativity
10:40am - 12:00pm Hilton Anaheim: Mezzanine 10
Facilitator: Michael J. Prietula, Emory U.
MOC: Asymmetric Valuations of Potential Status Gains and Losses | Nathan Pettit, Cornell U.; Kevyn Yong, Cornell U.; Sandra Spataro, Cornell U.
MOC: Goal Compatibility in Knowledge Creation | Rebecca Mitchell, U. of Newcastle; Brendan Boyle, U. of Newcastle; Stephen Nicholas, U. of Newcastle
MOC: Performance Effects of Transactional Memory: Influence of Knowledge Distribution and Task | Naina Gupta, Nanyang Technological U.

664 (Paper Session) - (IP) Conflict and Resolution
10:40am - 12:00pm Hilton Anaheim: Mezzanine 11
Facilitator: David Lewin, U. of California, Los Angeles
CM: When Good Relationships Go Bad: Effects of a Relational Rift on Individual and Group Behaviors | Tracey Rockett, U. of Texas, Dallas; Alix Valenti, U. of Houston, Clear Lake
CM: The dynamics of culture in bullying within a police service: New theory, new questions, and insights | Hilary Miller, U. Portsmouth Business School
CM: Disputes Settlement: A Structure and Process Approach of Interfirm Governance Dimensions | Fabrice Lumineau, HEC-Paris School of Management
CM: Intra-firm Conflict Management and (Open) Innovation | Christos N. Piteles, U. of Cambridge; Andreas Panagopoulos, Lancaster U.

665 (Paper Session) - (IP) Demographics Issues in Entrepreneuring
10:40am - 12:00pm Hilton Anaheim: Mezzanine 12
Facilitator: Mark T. Schenkel, Belmont U.
ENT: Understanding the Gendered Outcomes of an Entrepreneurship Programme for Bioscience Researchers | Jarna Kaarina Heinonen, Turku School of Economics; Ulla Hytti, Turku School of Economics
ENT: Heteronormativity and the family firm: Will we ever see a queer family business? | Börje Jan Boers, Jönköping Int’l Business School
ENT: A Behavioral View of Social Entrepreneurship and its Application to Internationalization | Hans Nikolas Rawhouser, U. of Minnesota, Twin Cities

666 (Paper Session) - (IP) Changing Structures and Processes
10:40am - 12:00pm Hilton Anaheim: Mezzanine 2
Facilitator: Deborah Kilgore Ford, Roosevelt U.
OMT: From a Peripheral Agency to become Visible in China's Transition Economy: A Case Study of ACFTU | Sunwook Chung, Cornell U.


OMT: Political Embeddedness as a Double-edged Sword: Firms in China’s Stock Market | Lu Zheng, Texas A&M U.

OMT: Niche Construction: The Neglected Process in Organizational Evolution | Pavel Luksha, U. of Hertfordshire

667: (Paper Session) - (IP) Corporate Boards and Governance from Group Perspective
10:40am - 12:00pm Hilton Anaheim: Mezzanine 3
Facilitator: Craig Crossland, U. of Texas at Austin

BPS: Social Capital as a Determinant of Board Member Selection and Board Effectiveness | Yangmin Kim, Sogang U.

BPS: An Empirical Study of the Antecedents of Board Activism | Scott Scarborough, The U. of Toledo; Jeffrey Joseph Haynie, Auburn U.; Christopher Shook, Auburn U.


BPS: Institutional Owners and Competitive Rivalry | Brian Connelly, Auburn U.; Laszlo Tihanyi, Texas A&M U.

BPS: Responses to a Governance Mandate: The Adoption of Governance Committees by NYSE Firms | Carla D. Jones, Arizona State U.; Albert Cannella, Tulane U.

668: (Paper Session) - (IP) Network Theorizing
10:40am - 12:00pm Hilton Anaheim: Mezzanine 4
Facilitator: Poonam Khanna, Arizona State U.

OMT: A Longitudinal Examination of the Dynamic Process of Network Evolution | Irem Demirkan, Northeastern U.; David Deeds, U. of Texas, Dallas

BPS: Where do Social Ties Come From? Institutional Framework and Governmental Tie Distribution | Stan X. Li, York U.; Xiaotao Yao, Xi’an Jiaotong U.; Youmin Xi, Xi’an Jiaotong U.; Christina Sue-Chan, The City U. of Hong Kong

BPS: Social Networks and Firm Performance | Shyh-Rong Fang, National Chung Hsing U.; Wen-Hsien Chang, Chung Chou Institute of Technology; Shyh-Ming Huang, National Chung Hsing U.

BPS: Network Structure and Value Appropriation: A Study on Market Valuation of Technology Alliances | Emery Yao, U. of Kentucky; Margaret V. Hughes, Michigan State U.

BPS: Strategic Alliances between Complementors: Effects of Tie Strength on Innovation and Performance | Fatma Ahmed Mohamed, Morehead State U.; Barbara Spencer, Mississippi State U.; Ahmad M. Hassan, Morehead State U.

BPS: Social Networks, Competition, and Institutionalization: An Integrated Perspective | Chunlei Wang, Stanford U.

669: (Paper Session) - (IP) Learning: Gestation and Dissemination
10:40am - 12:00pm Hilton Anaheim: Mezzanine 5
Facilitator: Xiaoyu Pu, Rutgers U.

TIM: Interrelated Path Dependence of Technological Systems and Organizational Power Relations | Mikko Valorinta, Helsinki U. of Technology; Juha-Antti Lamberg, Helsinki U. of Technology; Henri Schildt, Imperial College of Science, Technology and Medicine

TIM: Disseminative Capacity in the Commercialization of University Technology | Sangchan Park, Cornell U.; W Chad Carlos, Cornell U.

TIM: Learning and product innovation: evidence from the hard disk drive industry | Charlotte R. Ren, Purdue U., West Lafayette

TIM: Heterogeneity Among Survivors of a Competence-Destroying Technological Discontinuity | Rebecca Reuber, U. of Toronto

TIM: Component Change and Architectural Change in Search for Firms’ Technological Innovations | Sai Krishna Yayavaram, National U. of Singapore; Weirn Chen, INSEAD

TIM: Knowledge that grows and knowledge that flows: Inventive performance in the semiconductor field | Elisa Orpiti, Bocconi U.; Gianluca Carnabuci, Bocconi U. and SDA Bocconi School of Management

670: (Paper Session) - (IP) Technology Based Innovation and Strategy
10:40am - 12:00pm Hilton Anaheim: Mezzanine 6
Facilitator: K Thomas Chandy, Santa Clara U.

TIM: Thinking Style and Innovative Intentions in Organizations | John E. Ettlie, Rochester Institute of Technology; Kevin S. Groves, California State U. Los Angeles; Charles M. Vance, Loyola Marymount U.

TIM: Protecting and Leveraging (In)visible resources | Peter T. Gianiodis, Clemson U.; Jill Ann Brown, Lehigh U.


TIM: Strategic Impulses for Innovation in Supply Chains | Thorsten Andreas Teichert, U. of Hamburg; Ricarda R. Bouncken, U. of Greifswald

TIM: Bargains-then-ripoffs: Innovation, pricing and lock-in in enterprise software | Ian Larkin, Harvard Business School

671: (Paper Session) - (IP) Communication and Technology
10:40am - 12:00pm Hilton Anaheim: Mezzanine 7
Facilitator: Dave Yates, U. of Maryland, College Park

OCIS: The Shift from Centralized to Peer-to-Peer Communication in an Online Community | Masamichi Takahashi, Fuji Xerox Co., Ltd.; JoAnne Yates, Massachusetts Institute of Technology; George Herman, Massachusetts Institute of Technology; Atsushi Ito, Fuji Xerox Co., Ltd.; Keichi Nemo, Fuji Xerox Co., Ltd.

OCIS: Living in Multiple-Spaces: MMORPGs and Their Business Implications | Feng Li, Newcastle U., UK; Savvas Papagiannidis, Newcastle U. Business School; Michael Bourlakis, Brunel U.

OCIS: Virtual Worlds and Real-Life Organizations: A Study of the Perspectives of Executives | Nicholas Berente, Case Western Reserve U.; Sean William Hansen, Case Western Reserve U.
Monday: Session Details – Monday

Chair: Jacqueline C. Pike, U. of Pittsburgh; Patrick J. Bateman, Youngstown State U.

672: (Paper Session) - (IP) Must Worklife Hurt?
10:40am - 12:00pm Hilton Anaheim: Mezzanine 8
Facilitator: Eili Ettinger, U. of Twente
HR: The Mediating Effect of Procedural Justice on the Relationship between Monitoring and Turnover | Douglas H. Flint, U. of New Brunswick; Jeff McNally, School of Business & Economics, Wilfrid Laurier U.; Lynn Haley, U. of New Brunswick; Isabelle Belanger, Department of Transportation, Gouvernement du New Brunswick
HR: The Determinants of Turnover Intention among Information Technology Professionals in China | Mian Zhang, Tsinghua U.; Baolin Yang, Tsinghua U.; Li Hai, Beijing Normal U.
HR: The Impact of CEO Turnover on Governance Effectiveness: The Moderating Industry Effect | CL Tien, National Taiwan U.

673: (Paper Session) - (IP) Strategic Issues in Healthcare
10:40am - 12:00pm Hilton Anaheim: Mezzanine 9
Facilitator: Michael Lin, U. of Pittsburgh
HCM: Evaluation under Siege: Trends and Sensemaking of Performance Appraisal at Hebron Public Hospital | Andrea Carugati, Århus Business School; Antonio Giangreco, IESEG School of Management; Antonio Sebastiano, U. Carlo Cattaneo; Hadeel Al Tamimi, UNRWA – Environmental Health Division
HCM: Using Self-concept Theory to Identify and Develop Volunteer Leader Potential in Health Care | Francine Schlosser, U. of Windsor; Deborah Zinni, Brock U.; Andrew Templer, U. of Windsor
HCM: Doctors, Dollars and Drug Development: A Qualitative View | Ariel Y. Fishman, Yeshiva U.
HCM Best Paper Based on a Dissertation Nominee
HCM: The Effects of Health Information Technology Adoption on Nurse Vacancy Rates in US Nursing Homes | Norris Gunby, Elion U.; Nir Menachemi, U. of Alabama at Birmingham; LeJon Poole, U. of Alabama, Birmingham
HCM: Team Leadership and Outcomes: A Field Quasi-Experiment Comparing Crisis and Non-Crisis Conditions | Amy Sommer, Richard Ivey School of Business, U. of Western Ontario; Jane M Howell, Richard Ivey School of Business, U. of Western Ontario

674: (Paper Session) - (MC) Research Methods and Management Consulting
10:40am - 12:00pm Anaheim Marriott: Platinum 3
Chair: Flemming Poultett, Copenhagen Business School
Discussant: Bjoern Z. Ekelund, Human Factors

675: (Paper Session) - (MC) MC Visual Paper Session
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - MC
Presented on panels 41-51

677: (Paper Session) - (MED) What is Known about Teamwork and Collaborative Learning?
10:40am - 12:00pm Anaheim Convention Center: 211B
Speaker: Timothy Baldwin, Indiana U., Bloomington

Chair: Joy VanEck Peluchette, U. of Southern Indiana
Discussant: Ellen L. West, Portland State U.

Team Roles and Fairness: Determinants of Individual and Team Performance | Troy Victor Mumford, Colorado State U.

Student Engagement and Competency Development | Mary Foster, Ryerson U.; Ryan Rahine, Ryerson U.

A Phenomenological Study of Disadvantaged Minority Student Attitudes and Collaborative Learning | Linda F. Turner, Morristown State College

Students’ Teamwork Competencies: Are Business Schools Developing the Right Skills? | Joao S. Neves, The College of New Jersey; Behnam Nakhai, Millersville U. of Pennsylvania

678 (Paper Session) - (MED) MOC Visual Paper Session II
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - MED
Presented on panels 70-74

Managing on the edge: Does current thinking make organizational jazz and education more difficult? | Kenneth Starkey, U. of Nottingham; Michael Humphreys, U. of Nottingham; Susan Tempest, U. of Nottingham

The Psychological Work Preferences of Business and Non Business Students | G. Ronald Gilbert, Florida International U.; Philip McNair, American Public U. System

Innovative Educational Initiatives Based on Subsistence Marketplaces | Madhubalan Viswanathan, U. of Illinois; Ali Yassine, U. of Illinois, Urbana-Champaign; John Clarke, U. of Illinois

Determinants of the Flow of International Students in Higher Education | Christina P. C. Tay, National Chengchi U., Taiwan; Chwo-Ming Yu, National Chengchi U., Taiwan

679 (MH) Pension Fund Managers at Work: Managing the Agency Problem
10:40am - 12:00pm Anaheim Marriott: Elite 1

Distinguished Speaker: Berkeley G. Harrison, Los Angeles Society of Financial Analysts

Chair: Curt H. Stiles, U. of North Carolina - Wilmington

A Relational Account of the Valuation and Management of UK Defined Benefit Pension Funds (1948-2008) | Yally Avrahampour, U. of Essex

The Evolution of Pension Fund Accounting in the US | Robert E. Wright, New York U.

Pension Fund Managers at Work | Berkeley G. Harrison, Los Angeles Society of Financial Analysts

Presenters: Yally Avrahampour, U. of Essex; Robert E. Wright, New York U.

680 (MOC) MOC Welcome Session: Featuring Prof. James G. March, 2008 MOC Distinguished Scholar
10:40am - 12:00pm Anaheim Convention Center: 210A

Division Chair: Mary Ann Glynn, Boston College

Distinguished Speaker: James G. March, Stanford U.

2008 MOC Distinguished Scholar Remarks | James G. March, Stanford U.

681 (Paper Session) - (MOC) Improving Team Effectiveness
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - MOC 1
Presented on panels 61-64

Goal Setting as a Source of Organizational Vulnerability: The Case of WMD in Iraq | D Christopher Kayes, George Washington U.

Redundancy, Accountability, and Sensemaking as Coping Mechanisms of Uncertainty | Kuo Frank Yu, U. of California, Berkeley; Karlene H. Roberts, U. of California, Berkeley

Intersubjective Thought in the Intensive Care Unit | Garry Shynberg, U. of Maryland; Andrew P. Knight, U. of Pennsylvania; Bryan Sexton, Johns Hopkins U.

Transactive Memory Perspective of Group Learning | Vesa Matti Peitokorpi, HEC School of Management

682 (JS): (MSR, SIM) Pragmatizing Wisdom and Compassion: Contemplative Questions and Innovative Practices
10:40am - 12:00pm Anaheim Marriott: Platinum 10
Organizer: Gerald Biberman, U. of Scranton

Practical applications of intangible concepts: linking contemplative practices and somatic learning | Gerald Biberman, U. of Scranton

Non-conventional Leadership Learning: From Knowledge to Wisdom through the Yog System of India | Sanjoy Mukherjee, Indian Institute of Management, Calcutta

Connecting for Change: The Creation of Space for Nurturing Compassionate Possibilities | Charles Holmes, Dalai Lama Center for Peace and Education

Embodyed Leadership and the Martial Arts: Wisdom and Compassion in Leadership Development | Judy Hochberg, Pizzagalli Construction Company

Virtuous Questions, Compassionate Actions: Applying Aikido to Enhance Managerial Communication | Kay Rudisill, Hyperion Solutions, Inc

Implications of Tai Chi for Spirit-centered Leadership, Effectiveness and Sustainability | Arthur L. Jue, U. of Phoenix / Oracle Corp.

683 (Paper Session) - (OBE) Emotions in Organizations
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon A
Chair: Jennifer Mencl, U. of Minnesota, Duluth

Discussant: Joe Magee, New York U.

The Role of Discrete Emotions and Organizational Climate in Employee Silence and Whistle-blowing | Marissa S. Edwards, U. of Queensland; Neal M. Ashkanasy, U. of Queensland

Upward Emotional Contagion and Implications for Leadership | Eugene Y. J. Tee, U. of Queensland; Neal M. Ashkanasy, U. of Queensland

Do Positive Morally Relevant Emotions Influence the Prosocial Behavior of Organizational Leaders? | Susan Michie, U. of Evansville
Session Details – Monday

684 | (Paper Session) - (OB) Creativity in Groups
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon B
Chair: Jason Harris-Boundy, San Francisco State U.
Discussant: Lucy L. Gilson, U. of Connecticut, Storrs
Representational Gaps, Team Integration, and Team Creativity | Laurie R. Weingart, Carnegie Mellon U.; Gergana Todorova, Carnegie Mellon U.; Matthew A. Cronin, George Mason U.
Win or Lose The Battle For Creativity: The Power And Perils Of Intergroup Competition | Markus Baer, Washington U., St. Louis; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Roger TH. A. Leenders, U. of Groningen; Abhiheet K. Vadera, U. of Illinois, Urbana-Champaign
A Multilevel Investigation of the Positive Group Affective Tone and Team Creativity Linkage | Nai-Wen Chi, National Chengchi U., Taiwan; Wei-Chi Tsai, National Chengchi U., Taiwan

685 | (Paper Session) - (OB) New Perspectives on Psychological Contracts
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon C
Chair: Eiston Lo. U. of British Columbia
Discussant: Lisa Schurer Lambert, Georgia State U.
Empirical Study on I-P/C Model of Employee-Organization Relationship from Integrative Perspectives | Jihong Wu, U. of Electronic Science and Technology of China; Charles Weizheng Chen, Sichuan U.; Yun Liu, Shanghai Jiao Tong U.
Psychological Contract & OCB: When Social Exchange Theory Doesn’t Work, but Motivational Theory Does | Chih-Ting Shih, National Pingtung Institute of Commerce; Shyh-ter Chen, National Sun Yat-Sen U.

686 | (Paper Session) - (OB) Feedback Seeking: New Developments
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon D
Chair: Kai Zhang, Renmin U. of China
Discussant: Svjetlana Madzar, U. of Minnesota
The Feedback-Seeking Personality: Big Five and Feedback-Seeking Behavior | Joe Krasman, York U.
A Cross-Cultural Examination of the Motivational Differences in Feedback Seeking | Heather Anne MacDonald, U. of Waterloo; Douglas J. Brown, U. of Waterloo; Lorne M. Sulsky, Wilfrid Laurier U.

Winner of OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal
Development and Validation of a Newcomer Socialization Measure of Information Seeking Frequency | Kyle Edward Brink, Personnel Board of Jefferson County; Charles Lance, U. of Georgia
The Shape, Speed and Direction of Team Development: Promoting Positive Change Trajectories | Catherine G. Collins, U. of Sheffield; Sharon Parker, U. of Sheffield; Cristina Gibson, U. of California, Irvine; Narda Quigley, Villanova U.

687 | (Paper Session) - (OB) Creating Organizational Citizenship Behavior
10:40am - 12:00pm Hilton Anaheim: Capistrano B
Chair: Carol-Ann TetraULT Sirsly, Concordia U.
Discussant: Robert Moorman, Creighton U.
How Does Individualized Consideration Foster OCB? A Comparison of Three Psychological Mechanisms | Yan Zhang, Peking U.; Chao C. Chen, Rutgers U.; Hui Wang, Peking U.
Good Citizens in the Workplace: Today, Tomorrow and Forever? Theory on Predictors of OCB Over Time | Diane Bergeron, Case Western Reserve U.
Does Organizational Support Promote Citizenship? The Moderating Role of Service Climate | Mei-Ling Wang, Aletheia U.

688 | (OB) The State of Teamwork: Team Processes and Emergent States in the Motivation of Today’s Teams
10:40am - 12:00pm Hilton Anaheim: El Capitan A
Organizer: Katherine M. Ryan, George Mason U.
Discussant: Stephen J. Zaccaro, George Mason U.
Unpacking the Black Box of Team Process: Looking Through the Lens of Meta-Analysis | Shawn Burke, U. of Central Florida; Deborah DiazGranados, U. of Central Florida; Rebecca Lyons, U. of Central Florida; Gerald F. Goodwin, U. S. Army Research Institute; Eduardo Salas, U. of Central Florida
Personality, Values, and Team Effectiveness: Examining the Role of Cognitive Motivation | Toshibu Murase, U. of Central Florida; Millian Jimenez, U. of Central Florida; Kenneth R. Randall, Florida International U.; Christian J. Resick, Drexel U.; Leslie A. DeChurch, U. of Central Florida
Cross-level Influences on Organizational Communities of Practice Members’ Viability | John Mathieu, U. of Connecticut, Storrs; Bradley L. Kirkman, Texas A&M U.; John Corderly, U. of Western Australia; Benson Rosen, U. of North Carolina


Section D
Session Details – Monday

10:40am - 12:00pm Hilton Anaheim: Il Capitan B
Chair: Amy Christie, Queen's U.
Discussant: Marshell Glenn Cobb, U.S. Army Research Institute

Transformational Leadership and Performance: A Social Identity Perspective | Herman H. M Tse, U. of Newcastle, Australia


Multiple Pathways of High Performance: A Multilevel Investigation of Transformational Leadership | Jane Yang, City U. of Hong Kong; Zhi-Xue Zhang, Peking U.; Anne S. Tsui, Arizona State U.

Transformational Leadership and Turnover: The Roles of LMX and Organizational Commitment | Herman H. M Tse, U. of Newcastle, Australia; Wing Lam, Hong Kong Polytechnic U.

In the Eyes of the Beholder: Developing a Measure of Leadership Trustworthiness | Craig D. Crossley, U. of Nebraska/Schwans U.; Mahyulic C. Colatat, NASA

Transformational Leadership, Trust in the leader, Self-efficacy, and Employee Well-being | Jiayian Liu, Chinese Academy of Sciences; Qi Ling Shu, Lingnan U.; Kan Shi, Chinese Academy of Sciences

The Mediating Role of Trustworthiness in the Relationship Between Leader/Member Behavior and LMX | Christina Sue-Chan, The City U. of Hong Kong; Al Au, U. of Hong Kong; Ziguang Chen, City U. of Hong Kong; Rick D. Hackett, McMaster U.

Social Capital Development within the Workplace | Victor Cui, U. of British Columbia; Ilan Vertinsky, U. of British Columbia

Reactions to Misbehavior: The Need for a Managers’ Guide in an Era of Pluralism | Shalini Shalini A, U. of Delhi; Ricardo Lacerda, U. of Sao Paulo; Eric Liebowitz, Hong Kong U.

Injustice Regulation: Anger and The Reappraisal of Injustice Perceptions | Erica Christine Holley, U. of Washington; Michael David Johnson, U. of Washington

If You Wrong Us, Shall We Not Revenge? Interactive Effects of Self-Control and Aggressive Culture | Simon Lloyd D. Restubog, U. of New South Wales; Prashant Bordia, U. of South Australia; Sarbari Bordia, U. of South Australia; Georgia Chapman, U. of Queensland

Positive Response to Transgression: A Workplace Forgiveness Process Model | Tae-Yoon Park, U. of Minnesota


10:40am - 12:00pm Hilton Anaheim: Pacific Pavilion A
Chair: Jerald Greenberg, Ohio State U.

SHCS: (OB, OMT, HR) Innovations in Social Exchange Theory: New Perspectives on a Classic Theory

Chair: Steven Blader, New York U.
Discussant: Lois Tetrick, George Mason U.

Maintaining the Exchange in the Interdependent Leader-Member and Organization-Member Exchange | David Henderson, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago

A model of intraunit justice climate and team effectiveness | Andrew Li, U. of Arizona; Russell Cropanzano, U. of Arizona

Money can’t buy love: Gift-givers’ and gift-recipients’ asymmetric beliefs | Frank Flynn, Stanford U.; Gabrielle Adams, Stanford GSB

Tit-for-tat and give-and-take: Communal and exchange norms in work organizations | Steven Blader, New York U.; Ed Sleebos, VU U. Amsterdam

Trust and Reputation Online

Chair: Priscilla Arling, Butler U.
Discussant: Rosanne Marie Sino, Stanford U.

A Trust-Theoretic Model for Consumer Adoption of Mobile Payment System: Case of Singapore | Shalini Chandra, Nanyang Technological U.; Yin-Leng Theng, Nanyang Technological U.; Shirish C Srivastava, National U. of Singapore

Do Citizen’s Emotions and Trust Matter in E-Government Continuance Decisions?: Case of Singapore | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore; Zaheed I Halim, National U. of Singapore


Technology Adoption and Implementation

Chair: Kay M Nelson, Southern Illinois U.
Discussant: Gwanhoo Lee, American U.

The Bright & Dark Side of Experience: Technology & Domain Experience Effects on Technology Adoption | Reut Livne-Tarandach, Boston College; Michael Boyer O’Leary, Boston College

The adoption of inter-organizational systems in small to medium sized enterprises | Sveinn Vidar Gudmundsson, Toulouse Business School

A Multiperspective approach to study use of power during technology implementation in organizations | George Kandathil, Cornell U.

696 (Paper Session) - (OCIS) Work Practices in IT
Settings
10:40am - 12:00pm Anaheim Convention Center: 207B
Chair: Paul Hart, Florida Atlantic U.
Discussant: Ann Majchrzak, U. of Southern California
OCIS Division Best Paper Award - Finalist
From "Ba" as the Place for Knowledge Conversion to "Genba" as Social Practice | Katsuki Aoki, Kanto Gakuin U.
The practice of dialogicity: Knowledge creation in an innovative technology firm | Israel Drori, College of Management, Israel; Shmuel Ellis, Tel Aviv U.; Adi Sapir, Faculty of Management Tel Aviv U.

697 (ODC) Challenging The Inquiry Deficiency In Professional Practice And Education
10:40am - 12:00pm Anaheim Marriott: Elite 2
Organizer: Ronald E Purser, San Francisco State U.
Discussant: Hans Ramo, Stockholm U. School of Business
Solving the Wrong Problems Precisely | Ian Mitroff, Alliant International U.U. of California, Berkeley
Wisdom in the Profession of Management? | Jack Petrranker, Center for Creative Inquiry
Beyond Technological Knowing in Professional Practice: Revitalizing a Spirit of Inquiry | Ronald E Purser, San Francisco State U.
Absolutism, Nihilism, and the Professional-as-Bystander | Alfonso Montuori, California Institute of Integral Studies
Trust or Truth? - A Disquietingly Suggestive Question | Denise Kleinrichert, San Francisco State U.

698 (Paper Session) - (OCIS) Organizational Identity and Ideology
10:40am - 12:00pm Anaheim Marriott: Elite 3
Chair: Woody Van Olffen, RSM Erasmus U.
Discussant: Chris Worley, U. of Southern California
Constructing organizational identity through embodied metaphors | Claus D Jacobs, U. of St. Gallen; David Oliver, HEC Montreal; Loizos Th. Hrailou, U. of Warwick
Organizational Identity as an Anchor for Adaptation: An Emerging Market Perspective | Andres Hatum, IAE Business School - U. Austral; Luciana Silvestri, IAE Business School - U. Austral; Roberto Vassolo, IAE Business School - U. Austral
Towards an Identity Change Model for Business Schools: The case of Accreditation Process | Christophe Lejeune, Catholic U. of Louvain; Alain Vas, Catholic U. of Louvain
Change, Ideology, Crisis Intensity and Demographic Depletion in Kibbutzim: A Longitudinal Study | Zachary Sheaffer, Open U. of Israel & Aniel U. Centre

699 (Paper Session) - (OCIS) Organization Change
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ODC 1
Presented on panels 34-40
Analyzing the Effectiveness of Contemporary Aging Workforce Management | Christoph Klaus Streb, U. of Groningen; Sven Constantin Voelpel, Jacobs U. Bremen
Multiple Facets of Employee Responses to Organizational Change | Tai Gyu Kim, Korea U.
The Chronotropic discourse: the dynamic interplay of theory, narrative and storytelling | John Pillay, Cranfield School of Management; Ashley Braganza, Cranfield U.
Unpacking the Teleological Motor of Change: A Study of the Implementation of a New IT Architecture | Arnaud Gorgeon, UCLA Anderson School of Management
Managing Adjunct Faculty of Business Administration using Grid Organizational Development | Esin E. Esendal, U. of Virginia
"We can do it!": How Clarity Interacts with Collective Efficacy in Organizational Change | Jonathan H. Coleman, Case Western Reserve U.
What Happened to Downsizing? Organizational Continuity, Managerial Fashion & Signaling | Craig R. Littler, St. Andrews U.; Franco Gandolli, Regent U.
The emergence and maintenance of a strategic core – Exploring strategic path dependency | Daniel Geiger, Johannes Kepler U. of Linz; Jochen Koch, Free University Berlin; Elena P. Antonacopoulou, U. of Liverpool
A review of maturity grid based approaches to assessing organizational capabilities | Anja M Maier, Engineering Department, U. of Cambridge; James Moultrie, Institute for Manufacturing, U. of Cambridge; P John Clarkson, Department of Engineering, U. of Cambridge

700 (Paper Session) - (OCIS) Strategizing and Organization Capabilities
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ODC 2
Presented on panels 52-56
Eliciting Sources of Success to Help Strategizing | Veronique Ambrosini, Cranfield U.; Cliff Bowman, Ashridge Management College
Management by Walking Around: from Practice to Theory and Back | Gil Luria, Hafa U.; Ido Morag, Technion Israel Institute of Technology
Organizational strategy change associated with organizational growth | Hsin-Min Hung, TIM, National Chengchi U.
The interplay of theory, narrative and storytelling | Veronique Ambrosini, Cranfield U.; Cliff Bowman, Ashridge Management College
A review of maturity grid based approaches to assessing organizational capabilities | Anja M Maier, Engineering Department, U. of Cambridge; James Moultrie, Institute for Manufacturing, U. of Cambridge; P John Clarkson, Department of Engineering, U. of Cambridge

701 (Paper Session) - (OCIS) Organization Learning, Unlearning, and Insights
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - ODC 3
Presented on panels 57-60
The Current States of Knowledge Transfer from Taiwan to Mainland China | Shih-Yu Cheng, National Ching Kung U.
Learning Organizational Learning | Taman Powell, Warwick Business School
Fostering Unlearning to Facilitate Change and Innovation | Karen Becker, Queensland U. of Technology
Understanding the characteristics of creative insights | J Barton Cunningham, U. of Victoria; James N MacGregor, U. of Victoria; Jenny Gibb, U. of Waikato; Jarrod M. Haar, U. of Waikato
702 (ODC, MC, OMT) Emerging Consulting and Action Research Models: Paradigms, Skills and Applications
10:40am - 12:00pm Anaheim Marriott: Platinum 2
Organizer: Judith Gebhardt, U. of Southern California
Participants: Thomas H. Olson, U. of Southern California; Tojo Thatchenkery, George Mason U.; Kevin McGee, Prince William County Department of Fire and Rescue

703: (Paper Session) - (OM) PN Perspectives
10:40am - 12:00pm Anaheim Convention Center: 207C
Coffee break sponsored by the Project Management Institute.
Chair: Adrian Choo, Rensselaer Polytechnic Institute
- Bridging the Gaps: Impact of the Stretch Strategy on Knowledge Creation in Six Sigma Projects | Adrian Choo, Rensselaer Polytechnic Institute
- A Case Study on Project Lessons Learned: The Good, the Bad, and the Ugly | Kam Judgdev, Athabasca U.; Wendy Yurka, Athabasca U.; Mona Sennara, U. of Calgary; Janaka Ruwanpura, U. of Calgary
- Project Management and High Value Superyacht Projects: An Improvisational and Temporal Perspective | Dr Steve Leybourne, Plymouth U.

704: (Paper Session) - (OM) Service Quality
10:40am - 12:00pm Anaheim Convention Center: 209A
Chair: Larry Menor, U. of Western Ontario
- Product/Service Quality and Emotional Aspect of Customer Satisfaction | Gavriel Meirovich, Salem State College; Nisreen Bahnan, Salem State College
- The EPQ Scale: A Multi-Item Measure of Perceived E-Procurement Quality | Alistair Brandon-Jones, U. of Bath
- An Operational Perspective on the Design and Delivery of Quality E-service Encounters | Yun Kyung Cho, U. of Western Ontario; Larry Menor, U. of Western Ontario
- The Discrepancy between Goal Expectation and Goal Achievement of ISO 9000 Internal Benefits | M. Tawfiq Mady, Kuwait U.

705: (Paper Session) - (OM) Performance Strategies
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - OM 1
Presented on panels 21-24
- Customer Focus, Relational Capabilities, and Supply Chain Performance | Augustine A. Lado, Clarkson U.; Antony Paurajj, U. of North Florida; Injaz J. Chen, Cleveland State U.
- Postponement and Operations Strategy: a Contingency Theory | Fabrizio Salvador, Instituto de Empresa Business School; Alessio Trentin, U. of Padova; Cipriano Forza, U. of Padova
- Factors Influencing Strategic Alliances Outcomes: An Integrative Approach | Siew-Phaik Loke, Faculty of Accountancy and Management, Universiti Tunku Abdul Rahman; Murali Sambasivan, Faculty of Economics and Management, Universiti Putra Malaysia; Zainal Abidin Mohamed, Faculty of Economics and Management, Universiti Putra Malaysia; Choy-Leong Yee, Faculty of Economics and Management, Universiti Putra Malaysia

706: (Paper Session) - (OM) Value Coordination
10:40am - 12:00pm Anaheim Convention Center: Exhibit Hall C - OM 2
Presented on panels 25-28
- Rework and control policies in a CONWIP job system | Yi-Chuan Lai, Providence U.; Yu-Tang Lee, Providence U.; Chyun Perng, Tunghai U.; Sui-Fu Tsai, Providence U.
- Supply Chain Integration and its determinants | Fan-yun Pai, National Taiwan U.; Ruey-Shan Guo, National Taiwan U.; David M Chiang, National Taiwan U.
- Managerial experience and cognitive biases impact on Supply Chain Management | Candido Perez, IESA-Tulane U.

707: (Paper Session) - (OMT) Tearing the Social Fabric: Collaboration and its Nemesis(es)
10:40am - 12:00pm Anaheim Marriott: Suite 312
Chair: Sharyn D. Gardner, California State U. Sacramento
- Managing and Understanding Employees’ Group Helping Behaviours: A Social Identity Perspective | Max Boehling, Kent Business School
- The Contributory Role of a Professionalism Dimension in Contingent Workers’ OCB | Ali Rassuli, IPFW

708: (Paper Session) - (OMT) Spillover: Innovation and Imitation across Organizations
10:40am - 12:00pm Anaheim Convention Center: 207D
Chair: Debbie Elizabeth de Lange, U. of Toronto

709: (Paper Session) - (OMT) Wine, Song, Stumps: Robust Identities in Cultural Industries
10:40am - 12:00pm Anaheim Convention Center: 210B
Chair: Charles Finn, College of Saint Rose
- Wall-Street Meets Wagner: Formation and Impact of a Multiplex Institutional Logic | Stoyan V. Sgourev, ESSEC Business School - Paris
MONDAY

Session Details – Monday

10:40am - 12:00pm Anaheim Convention Center: 303B
Chair: Silvia Dorado, U. of Rhode Island

Organizational Forms from the Inside
Tie versus Tie: When do Corporate Development Activities Cross-Relation Influences and Mechanisms of Competition
Where Do Brokers Come From?
Modern Talking

10:40am - 12:00pm Anaheim Convention Center: 210D
Chair: Donald A. Palmer, U. of California, Davis
Organizations and Ideology
Christopher Marquis, Harvard U.
Organizations and the Natural Environment
Andrew J. Hoffman, U. of Michigan
Organizational Misconduct
Jo-Ellen Pozner, UC Berkeley
Organizations, Work, and Workers
Matthew J. Bidwell, INSEAD

10:40am - 12:00pm Anaheim Convention Center: 303A
Chair: Donald C. Hambrick, Pennsylvania State U.
Macro-Trends and Micro-Processes: The Dutch Response to International Pressures for Shareholder Value
Kuen-Shiou Yang, National Taiwan U.; Shuwen Wang, National Taiwan U.

10:40am - 12:00pm Anaheim Convention Center: 303B
Chair: Antonio Messeni Petruzzelli, Politecnico di Bari

10:40am - 12:00pm Anaheim Convention Center: 303C
Chair: Mary J. Benner, U. of Pennsylvania

Opening the Blackbox: Burgeoning Micro-processes Research on Boards and TMTs
Organizers: James Westphal, U. of Michigan; David H. Zhu, U. of Michigan

Getting the Most Out of Your Network: Social Structure, Formal Boundaries and Knowledge Activation
Marco Tortoriello, HEC Paris
Sustaining Communities of Practice: The Influence of Network Roles in Supporting Knowledge Exchange
Fabio Fonti, Boston College; Alessandro Narduzzo, Free U. Bozen-Bolzano
Brokerage and Firm Network Evolution: The Complementary Roles of Architectural and Functional Broker
Joanne Jin Zhang, City U. London; Charles Baden-Fuller, City U.

11:15 AM: (Paper Session) - (OMT) Taking Shape: Organizational Forms from the Inside
10:40am - 12:00pm Anaheim Convention Center: 210D
Chair: Henrich R. Greve, INSEAD
Discussant: Donald A. Palmer, U. of California, Davis
Organizations and Ideology
Christopher Marquis, Harvard U.
Organizations and the Natural Environment
Andrew J. Hoffman, U. of Michigan
Organizational Misconduct
Jo-Ellen Pozner, UC Berkeley
Organizations, Work, and Workers
Matthew J. Bidwell, INSEAD

11:15 AM: (Paper Session) - (OMT) The Questions OMT Asks: What has been Neglected?
10:40am - 12:00pm Anaheim Convention Center: 210D
Chair: Henrich R. Greve, INSEAD
Discussant: Donald A. Palmer, U. of California, Davis
Organizations and Ideology
Christopher Marquis, Harvard U.
Organizations and the Natural Environment
Andrew J. Hoffman, U. of Michigan
Organizational Misconduct
Jo-Ellen Pozner, UC Berkeley
Organizations, Work, and Workers
Matthew J. Bidwell, INSEAD

11:15 AM: (Paper Session) - (OMT) Multi-Network Effects: How do Networks Interact?
10:40am - 12:00pm Anaheim Convention Center: 303A
Chair: Glen Dowell, Cornell U.
Transferability of Partnering Experiences across Networks
Stan X. Li, York U.; Andrew V. Shипилов, INSEAD
Tie versus Tie: When do Corporate Development Activities Strengthen or Disrupt Buyer-Supplier Ties?
Youth Cuypers, Tilburg U.; Xavier Martin, Tilburg U.
Cross-Relation Influences and Mechanisms of Competition
Kuen-Shiou Yang, National Taiwan U.; Shuwen Wang, National Taiwan U.
Where Do Brokers Come From?
Maxim Sytch, Northwestern U.; Adam Tatarynowicz, U. of St. Gallen; Ranjay Gulati, Northwestern U.

11:15 AM: (Paper Session) - (OMT) Did You Hear? Intrafirm Networks and Knowledge Exchange
10:40am - 12:00pm Anaheim Convention Center: 303B
Chair: Antonio Messeni Petruzzelli, Politecnico di Bari

11:15 AM: (Paper Session) - (OMT) Ambidextrous Organizations
10:40am - 12:00pm Anaheim Convention Center: 303C
Chair: Mary J. Benner, U. of Pennsylvania

Rules, Repeated Exploration and Temporal Ambidexterity in Venture Capital Firms
Dimo Dimov, U. of Connecticut; Pablo Martin de Holan, IE and INCAE
Banking on Ambidexterity: A Longitudinal Study of Ambidexterity, Ambisnistruousness and Performance
Amir Sasson, U. College Dublin, Ireland; Mario Minoja, Bocconi U.
Plural Governance Mechanism: Ambidexterity, Knowledge Characteristics, and Market Heterogeneity
Jaeyoung Kang, State U. of New York, Albany; Cecilia M. Falbe, U. at Albany-SUNY

The Simultaneity of Exploration and Exploitation: Ambidextrous Routines in KM Projects
Roberto Filippini, U. of Padua; Wolfgang H. Guettel, U. of Kassel; Anna Nosella, U. of Padua

11:15 AM: (Paper Session) - (OMT) Ambidextrous Organizations
10:40am - 12:00pm Anaheim Convention Center: 303C
Chair: Mary J. Benner, U. of Pennsylvania

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Organizers: James Westphal, U. of Michigan; David H. Zhu, U. of Michigan

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Brokerage and Firm Network Evolution: The Complementary Roles of Architectural and Functional Broker
Joanne Jin Zhang, City U. London; Charles Baden-Fuller, City U.

11:15 AM: (Paper Session) - (OMT) Ambidextrous Organizations
10:40am - 12:00pm Anaheim Convention Center: 303C
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716 ◀️ SHCS: (OMT, MOC, TIM) Market Devices: Understanding the Underbelly of Financial Markets 10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon F
Organizers: Daniel Beunza, Columbia U.; Daniel A. Gruber, U. of Michigan; Klaus Weber, Northwestern U.
Discussants: Gerald F Davis, U. of Michigan, Ann Arbor; Bruce Kogut, INSEAD
Sustainability Reports and the Material Construction of Socially Responsible Investment | Daniel Beunza, Columbia U.; Fabrizio Ferraro, IESE Business School
Worthy Rhetorics: Analyst Discourse and the Valuation of Biotech Stocks | Klaus Weber, Northwestern U.; Simona Giorghi, Northwestern U.
Dollars and Sense: An Investigation of one Financial News Organization’s Sensemaking and Sensegiving | Daniel A. Gruber, U. of Michigan

717 ◀️ (Paper Session) - (ONE) Eco-Innovation 10:40am - 12:00pm Anaheim Marriott: Platinum 4
Chair: Ivan Montiel, U. of Texas Pan American
Discussants: Bart A.G. Bossink, VU U.; Tom Mierzwa, U. of Maryland U. College
Sustainability-Related Innovation in the Context of Open Innovation: A Qualitative Analysis | Marcus Wagner, Bureau d’ Economie Théorique et Appliquée
Stakeholder pressure and voluntary eco-innovation adoption | Yi-Chun Huang, National Kaohsiung U. of Applied Sciences; Hung-Bing Ding, Loyola College
Country interaction effects in the link of environmental management and environmental innovation | Marcus Wagner, Bureau d’ Economie Théorique et Appliquée

718 ◀️ (Paper Session) - (PNP) The Questions We Ask in PNP 10:40am - 12:00pm Anaheim Marriott: Orange County 4
Discussant: Bernadine Van Gramberg, Victoria U. of Technology
Managing Interorganizational Partnerships: Preconditions, Processes and Perceived Outcomes | Bin Chen, Baruch College
Problem Frames in Community Collaboratives: Exploring the Effect of Frame Alignment and Obliviousness | Branda Nowell, North Carolina State U.
Overcoming Barriers to Academic/Practitioner Engagement in Management Research | Paul Haynes, Universidad Politecnica de Valencia

719 ◀️ (Paper Session) - (PNP) How financial issues impact our organizations? 10:40am - 12:00pm Anaheim Marriott: Platinum 1
Regulatory Stringency, Green Production Offsets and Organizations’ Financial Performance | Nicole Darnall, George Mason U.
Incorporated but Not IRS-Registered: Exploring the Fringes of the Nonprofit Universe | Kirsten Grenbjerger, Indiana U.; Helen Liu, Indiana U.; Kellie McGiverin-Bohan, Indiana U.; Thomas Pollak, The Urban Institute
A comparative analysis of the EU funding process in process in English and local governments. | Stefania Zerbinati, Brunel U.
A Sectoral Comparison of Wage Levels and Wage Inequality in the Human Services Industries | Anver Benner, U. of Minnesota, Twin Cities; Ting Ren, U. of Minnesota, Twin Cities; Darla Flint Paulson, U. of Minnesota, Twin Cities
Presenter: Roxanne Zolin, Queens U. of Technology

720 ◀️ (Paper Session) - (RM) Current Issues on Data Collection and Coding 10:40am - 12:00pm Hilton Anaheim: Manhattan
Chair: Mark Gavin, Oklahoma State U.
Discussant: Xiaohua Zhou, U. of Hong Kong
The questions we ask are not always the ones that people answer: Linguistics in survey research | Ben Hardy, U. of Cambridge; Lucy R. Ford, St. Joseph’s U.
The Social Contexts of Industry Coding: The Coding Scheme, Coders and Coded Organizations | Jongtae Shin, Long Island U., C.W. Post
Interviewing by telephone: Specific considerations, opportunities and challenges | Emily S. Block, U. of Notre Dame; Laura Erskine, Illinois State U.
Detecting and Detering Careless Responding to Online Surveys | Jason Huang, Michigan State U.; Paul G Curran, Michigan State U.; Jessica Fandre, Michigan State U.; Elizabeth Oberlander, Michigan State U.; Goran Kujanin, Michigan State U.; Rick DeShon, Michigan State U.

721 ◀️ (SIM) The Questions SIM Asks: Continuing the Dialogue 10:40am - 12:00pm Anaheim Marriott: Orange County 1
This session will continue the discussion begun in "The Questions SIM Asks: Focusing on Fields" in the previous session in the same room.
Chair: Barry M Mitnick, U. of Pittsburgh
Participants: Edward Freeman, U. of Virginia - Darden; Archie B Carroll, U. of Georgia; Gerald F Cavanagh, U. of Detroit Mercy; Linda K. Trevino, Pennsylvania State U.; Gary R. Weaver, U. of Delaware; Adele Queiroz, U. of Northern Iowa; Shawn Berman, U. of New Mexico; Pursey Heugens, RSM Erasmus U.; Craig S Fleisher, U. of Windsor; John M Holcomb, U. of Denver; Kathleen Getz, American U.; Duane Windsor, Rice U.
722: (Paper Session) - (SIM) The Social Issues of Globalization
10:40am - 12:00pm Anaheim Marriott; Orange County 2
Facilitator: Jennifer Oetzel, American U.
Chair: Sybille Sachs, U. of Applied Sciences, Zurich; Edwin Ruhli, U. of Zurich; Isabelle Kern, U. of Applied Sciences Zurich

723: (Paper Session) - (SIM) Distinguished Speaker
10:40am - 12:00pm Anaheim Marriott: Suite 315
Distinguished Speaker: Haoran Chen, Xi’an Jiaotong U.; Wenhong Zhao, Xi’an Jiaotong U.
Chair: Sham M. Carraher, Cameron U.
Discussants: Ting-Kuei Kuo, U. of Cambridge; Joydeep Chatterjee, Wharton School; Christopher C. Liu, Harvard Business School
The influence of relational embeddedness on explorative and exploitative innovations | Pepijn van Neerijnen, Erasmus U. Rotterdam; Ernst Verwaal, Erasmus U.
The Role of Non-R&D Activities in Learning and Innovation | Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne; Stéphane Luuillery, Ecole Polytechnique Fédérale de Lausanne
What are the Impacts of Absorptive Capacity? A Meta-analysis | Louise Anne Nemanich, Arizona State U.

724: (Paper Session) - (TIM) Immigration: Unexplored Issues in the Academy
10:40am - 12:00pm Anaheim Marriott; Orange County 3
Organizer: Arlise P. Mckinney, U. of North Carolina, Greensboro
Chair: Donna Maria Bianco, National Society of Hispanic MBAs
Discussants: Myrtle P. Bell, U. of Texas, Arlington; Angela Miles, North Carolina A&T State U.; Matrecia S.L. James, Jacksonville U.; Millicent F. Nelson, Middle Tennessee State U.; Channelle D. James, U. of North Carolina Greensboro; Arlise P. Mckinney, U. of North Carolina, Greensboro
Entry and innovation. Entry and innovation. An analysis of the fabless semiconductor business | Roberto Fontana, U. of Pavia and CESPR-Bocconi University; Margherita Balconi, U. of Pavia
Exploration and Exploitation Capabilities: A Comparison of Industrial and Consumer Product Firms | Chiyuan Tu, Ming-Chuan U.
An Empirical Investigation of Service Recovery in Self-Service Technologies Encounters | Hsin Hsin Chang, National Cheng Kung U.; Che-Hao Hsu, Department of Business Administration, National Cheng Kung U., Taiwan

725: (Paper Session) - (TIM) Adaptation and Change: Industry & Learning
10:40am - 12:00pm Anaheim Convention Center; 303D
Chair: Bradley R Staats, Harvard U.

**Monday 12:00PM**

**728**: *(Paper Session)* - *(TIM)* Strategy, Technology, & Innovation VI  
10:40am - 12:00pm Anaheim Convention Center: 304D  
Chair: Susan Cohen, U. of Pittsburgh  
Discussants: Kimberly A. Bates, Trent U.; Douglas J. Miller, U. of Illinois at Urbana-Champaign; Susan Cohen, U. of Pittsburgh; Irem Demirkan, Northeastern U.; Erastus Karanja, Morgan State U.  
Corporate Venturing and Technological Scope | Hsien-Che Lai, Graduate Institute of Technology Management, National U. of Taiwan, Taiwan; Yi-Chia Chiu, National Chung Hsing U.; Yi-Ching Liaw, National Chung Hsing U.  
Amidst Absorptive Capacity and Inter-Organizational Learning | Holger Ernst, WHU - Otto Beisheim School of Management; Ulrich Lichtenthaler, WHU - Otto Beisheim School of Management; Carsten Vogt, OSRAM GmbH  
Let’s make stone soup for a new venture: championing with resource mobilization | Ming-Chang Wu, National Chengchi U.  
R&D Boundaries of the Firm: A literature review | Emilio Alvarez-Suescun, Complutense de Madrid; Isabel Diez-Vial, U. Complutense de Madrid  
Emergent Contingency Planning: Deliberate Decisions and Grounded Assessments | Ronald Klingebiel, U. of Cambridge  

**729**: *(Paper Session)* - *(TIM, BPS)* The Quest for the Treasure Island: Sources, Measures, and Outcomes of Knowledge Spillovers  
10:40am - 12:00pm Anaheim Convention Center: 209B  
Organizers: Giovanni Valentini, Bocconi U.; Marco Giarratana, U. Carlos III de Madrid  
Chair: Gautam Ahuja, U. of Michigan  
Discussant: Keld Laursen, Copenhagen Business School  
Capitalizing on spillovers: The case of immigrant Indian inventors | Paul Almeida, Georgetown U.; Anupama Phene, U. of Utah; Sali Li, U. of Wisconsin Milwaukee  
The mechanisms of collaboration in inventive teams | Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Maryann P Feldman, The U. of Georgia  
The two faces of knowledge spillovers: Complementarity vs. fear of imitation | Marco Giarratana, U. Carlos III de Madrid; Myriam Mariani, Bocconi U.  
Exploring the complementarity between innovation and export for SMEs’ growth | Elena Golovko, Tilburg U.; Giovanni Valentini, Bocconi U.  
Presenters: Paul Almeida, Georgetown U.; Maryann P Feldman, The U. of Georgia; Sali Li, U. of Wisconsin Milwaukee; Elena Golovko, Tilburg U.; Anupama Phene, U. of Utah; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign; Myriam Mariani, Bocconi U.  

**Monday 12:20PM**

**732**: *(AAS)* Market Formation and Construction Processes: What We Know and the Questions we Ask  
12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon E  
Moderator: Filippe Manuel Simoes Dos Santos, INSEAD  
Participants: Michael G. Jacobides, London Business School; Pinar Ozcan, IESE, U. of Navarra; Saras Sarasvathy, U. of Virginia; Marc Ventresca, NPS and U. of Oxford  

**733**: *(Paper Session)* - *(BPS)* Diversification and Firm Performance: Impact of Institutional and Internal Contexts  
12:20pm - 2:10pm Anaheim Convention Center: 204B  
Chair: Elena P. Antonacopoulou, U. of Liverpool  
Participants: Chris Argyris, Harvard U., Monitor PLC; Steve Bagshaw, Avecia Biologics; Jean M. Bartunek, Boston College; Thomas G. Cummings, U. of Southern California; Andrew Herr, Hay Group; Shubanu Saxana, Norvartis Pharmaceuticals UK Ltd.; Andrew H. Van de Ven, U. of Minnesota  

**734**: *(Paper Session)* - *(BPS)* The Rise and Fall of CEOs  
12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon H  
Chair: Thomas Clarke, U. of Technology, Sydney  
Discussant: Rita Drieghe Kosnik, Trinity U.  
The Rise and Fall of CEOs: How Reputation Influences Boards of Directors, Firms, and CEO Dismissal | Mark Castleton, Arizona State U.
Session Details – Monday

736: (BPS) Real Options and Sustainable Competitive Advantage
12:20pm - 2:10pm Anaheim Convention Center: 201A
Organizer: Naga Lakshmi Damaraju, Ohio State U.

737: (Paper Session) - (BPS) Exploration and Exploitation: Balancing the Old with the New
12:20pm - 2:10pm Anaheim Convention Center: 201C
Chair: Christian Stadler, U. of Innsbruck, Department for Strategic Management
Discussant: Daniel Tzabbar, U. of Central Florida
Beyond Structures: The Strategic Fabric of Ambidexterity in a Radical Change Situation | Patrick Bessone, ESCP-EAP European School of Management; Marion Soulerot, ESCE (France)
Unpacking Organizational Ambidexterity: Dimensions, Contingencies, and Synergistic Effects | Qing Cao, U. of Connecticut; Eric R Gedajlovic, U. of Connecticut; Hongping Zhang, Shandong U.
Cognitive and Experiential Evaluation: Implications for Exploration and Exploitation | Oliver Baumann, Ludwig Maximilians U.
Overcoming Inertia: Drivers of the Outsourcing Process | Michael J. Mol, U. of Reading; Masaaki Kotabe, Temple U.

738: (Paper Session) - (BPS) Innovation, Organizational Design and the Boundaries of the Firm
12:20pm - 2:10pm Anaheim Convention Center: 202B
Chair: Thomas Lawton, Imperial College London
Discussant: Alva Taylor, Dartmouth College
Co-Ordination, Coupling, and Complementarities – Sourcing Trade-Offs for IP Protection | Markus Reitzig, London Business School
Open by Design: The Role of Design in Open Innovation | Virginia Acha, Pfizer, Inc.
Assessing the Impact of Technology Agility on Organizational Agilities and Firm Performance | Ronaldo C. Parente, Rutgers U.; Jing Quan, Salisbury U.; Denise R. Dunlap-Hinkler, Northeastern U.; Penelope Sue Greenberg, Widener U.
Dual Strategy as a Response to the Disruption of the Internet: In Search of Synergistic Benefits | Marina Psilositsikou, Athens U. of Economics and Business; Vassilis Papadakis, Athens U. of Economics and Business

739: (Paper Session) - (BPS) Knowledge Development in Alliance Portfolios
12:20pm - 2:10pm Anaheim Convention Center: 203A
Chair: David G Hoopes, California State U. Dominguez Hills
Discussant: Brian S. Silverman, U. of Toronto
Knowledge Bridges in Alliance Portfolios | Shalini Rogge, Vienna School of Economics and Business; Srilata Zaheer, U. of Minnesota; Akbar Zaheer, U. of Minnesota
Portfolio Effects in Knowledge Acquisition from Inter-Firm Alliances | Gurneeta Vasudeva, U. of Minnesota; Jaideep Anand, Ohio State U.
Task Coordination Capacity of Alliances: Impact of Governance Mechanisms and Partner Compatibility | Young Rok Choi, Singapore Management U.; Phillip H Phan, Johns Hopkins U.
Conduits of Innovation or Imitation? Assessing the Effect of Alliances on the Persistence of Profits | Sergio Giovanetti Lazzarini, Ibmec São Paulo; Luiz Artur Ledur Brito, FGV-EAESP; Fabio Ribas Chaddad, U. Missouri, Columbia

740: (Paper Session) - (BPS) Entrepreneurial and Family-Owned Firms
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - BPS 1
Presented on panels 17-20
The Nursery and the Graveyard: Local Births and Local Deaths, and Entrepreneurial Firm Survival | Pamsy Hui, Nanyang Business School
Signaling and the Acquisition of IPO Ventures | Jason A. Harksins, U. of Oklahoma; Lowell W. Busenitz, U. of Oklahoma; Richard A Johnson, U. of Missouri - Columbia
Distinctiveness of family businesses: the impact of stock market listing and family shareholding | Jose Allouche, U. Paris 1 Sorbonne / Institut d’Administration des Entreprises; Bruno Amann, U. of Toulouse III; Pierre Garaudel, U. Paris 1 Sorbonne / Institut d’Administration des Entreprises

741: (Paper Session) - (BPS) Diversification Strategies and M&As
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - BPS 2
Presented on panels 21-28
Diversification Strategies and Firm Performance: The Impact of Corporate Management Capabilities | Markus Menz, U. of St. Gallen; Andreas W Mattig, U. of St. Gallen
Demand-side Diversification as Source of Competitive Advantage? | Lalit Manral, Long Island U.; Kathryn Rudie Harrigan, Columbia Business School
Specialization, Scope, and the Dynamics of Endogenous Growth | Ji-Ren Lee, National Taiwan U.; Sonic Wu, National Taiwan U.
The Role of Imitation and Experience in the Choice among Several Modes of Expansion | Valerie Moatti, ESCP-EAP
The Dimensions of Plural Governance Forms: Control, Incentives and Transmission of Knowledge | Francois
Heterogeneity and New Organizational Forms
School
Participants: How Concerns for Legitimacy Can Bias Assessments of
Sailing into the Wind: Achieving Ambidexterity through
James R Lincoln
Organizers:
Managerial Agents Watching Agents: Multiple Agency
Governance, Signaling and the Acquisition of IPO Ventures |
Governance of Transition in European Firms: An Inductive
Comparing Japanese and U.S. Decision Making in Corporate
Corporate Governance and Strategic Management: Good
Organizers:
12:20pm - 2:10pm Anaheim Convention Center: 201D
743 (Paper Session) - (BPS, IM, OMT) Exploring the Competitive
Dynamics of Business Groups in Emerging Markets
12:20pm - 2:10pm Anaheim Convention Center: 202A
Organizers: Asli M. Colpan, Kyoto U.; Takashi Hikino, Kyoto U.;
James R Lincoln, U. of California, Berkeley
Participants: Andrew Delios, National U. of Singapore; Mauro F
Guillen, U. of Pennsylvania; Hicheon Kim, Korea U. Business
School; Richard N. Langlois, U. of Connecticut; Luiz F. Mesquita,
Arizona State U.; Behlul Usdiken, Sabanci U.
Discussants:
On the Emergence of Collective Beliefs and Organizational
Learning: A General Theory and Model | Teppo Felin,
Brigham Young U.; Thorbojn Knudsen, SDU
744 (Paper Session) - (BPS, OMT) Organizational Learning,
Heterogeneity and New Organizational Forms
12:20pm - 2:10pm Anaheim Convention Center: 2018
Organizer: Teppo Felin, Brigham Young U.
Sailing into the Wind: Achieving Ambidexterity through
Organizational Vaccillation | Peter Austin Boumgarden,
Washington U. in St. Louis; Jack A Nickerson, Washington U.;
Todd Zenger, Washington U.
How Concerns for Legitimacy Can Bias Assessments of
Efficiency | Jerker C. Denrell, Stanford U.; Gael Le Mens,
Stanford U.
The Emergence and Adaptation of Business Models in
Nascent Markets | Filipen Manuel Simoes Dos Santos,
INSEAD; Christoph Zott, INSEAD
On the Emergence of Collective Beliefs and Organizational
Learning: A General Theory and Model | Teppo Felin,
Brigham Young U.; Thorbojn Knudsen, SDU
Session Details – Monday

748 CAU: (CAU) At the crossroads? Comparative HRM and its future – an international dialogue
12:20pm - 2:10pm Hilton Anaheim: Balboa C
Organizer: Ruth Alas, Estonian Business School
Participants: Chris Brewster, U. of Reading; Dennis R Briscoe, U. of San Diego; Wolfgang Mayrhofer, WirtschaftsU. Wien; Randall S. Schuler, Rutgers U.; Eleni Stavrou, U. of Cyprus; Sinikka Vanhal, Helsinki School of Economics

749 CAU: (CAU) The Future of Management Education:
Onward from the AMJ 2007 Issue 6 Essays
12:20pm - 2:10pm Hilton Anaheim: Balboa C
Organizer: JC Spender, Lund U.
Participants: Rita Gunther McGrath, Columbia U.; Andrew M Pettigrew, U. of Bath

750 CAU: (CAU) The future of global management:
Evolution in role of management thought leaders, researchers and teachers.
12:20pm - 2:10pm Hilton Anaheim: Santa Barbara
Organizer: Vicki R. Whiting, Westminster College

751 CAU: (CAU) Maximizing Impact: Developing Research Collaborations for the Indian Context
12:20pm - 2:10pm Hilton Anaheim: Ventura
Organizers: Arup Varma, Loyola U., Chicago; Pawan S. Budhwar, Aston U.

752 CAU: (CM) Repairing Trust in Individuals and Organizations
12:20pm - 2:10pm Hilton Anaheim: Santa Monica
Chair: Cecily D Cooper, U. of Miami
Discussant: Michele Williams, Cornell U.
Repairing Trust: An Implicit Theory Model Considering the Violation and the Violated | Don Vandewalle, Southern Methodist U.; Kurt T Dirks, Washington U.; Donald L. Ferrin, Singapore Management U.; Peter A. Heslin, Southern Methodist U.; Cecily D Cooper, U. of Miami; Peter H Kim, U. of Southern California
The Role of Implicit Theories in Trust Recovery | Michael Haselhuhn, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania
To Retaliate or Restore? Understanding the Behavioral Preferences when Distrusting Others | David De Cremer, Tilburg U.
Effects of Board and CEO Actions to Repair Trust in the Aftermath of a CEO Transgression | Donald L. Ferrin, Singapore Management U.; Cecily D Cooper, U. of Miami; Kurt T Dirks, Washington U.; Peter H Kim, U. of Southern California

753 CAU: (Paper Session) - (CM) Intergroup Conflict:
Implications for Viability, Effectiveness, and Innovation
12:20pm - 2:10pm Hilton Anaheim: Sunset
Chair: Corinne Bendersky, U. of California, Los Angeles
A MultiLevel Examination of the Relationship of Intra-Team Conflict with Team Viability | Joy Oliver, U. of Tennessee, Knoxville; Taylor L. Poling, U. of Tennessee, Knoxville; David J Woehr, U. of Tennessee, Knoxville

A Contingency Model Of Conflict And Team Effectiveness | Jing Zhu, U. of Minnesota; Jason D. Shaw, U. of Minnesota; Kristin L. Scott, Clemson U.
Winner of CM Division Best Paper Award - Conflict in Context
Task conflict and project team innovation: Question of how much and when | JiJing-Lih Farh, Hong Kong U. of Science and Technology; Cynthia Lee, Northeastern U.; Patty C.P. Farh, U. of South Australia
An Integrative Solution to the Conflict over Conflict | Albert E. Mannes, Duke U.

754 CAU: (Paper Session) - (CMS) Organization Culture:
Transgression and Power
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 13
Chair: Charlice Hurst, U. of Florida
The Questions We Ask About Culture: Critical Considerations on a Central Organizational Concept | Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven
Organizational blind spots: counteracting splitting, idealization and blame | Marianna Fotaki, Manchester U.; Paula Hyde, Manchester Business School
Is there a place for lies in organizational discourse analysis? | Ruth Silvia Steuer, Independent Scholar; Eduardo Davel, TELUQ, U. of Quebec in Montreal, Canada; Philip D. Ghadiri, U. of Cambridge
Ambivalence of rebellion:building on Michel Foucault’s approach of power in organization. | Olivier Baebeau, Pans Dauphine U.

755 CAU: (CMS, OMT, OM) Asking “Awkward” Questions? Hegemony, Power and Resistance
12:20pm - 2:10pm Hilton Anaheim: Palos Verdes A
Strategies of Power in Hegemonic Systems | David Levy, U. of Massachusetts, Boston
Resisting Pathogenic Routine: Challenging the Viability of Normal Science for Sustainability | Hugh Willmott, U. of Cardiff
On Antagonism and Resistance with the Capital "R": The Real and Enjoyment as Political Factors | Alessia Contu, U. of Warwick
Is Resistance “Good” in Organizational Change? A Critical Perspective | Damon Gortsoirkhi, Esc Rouen; David Courpasson, EM Lyon

756 CAU: (ENT) Research Methods for Bottom-of-the-Pyramid Markets and Entrepreneurs: Lessons from the Field
12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon K
Organizer: Jose Antonio Rosa, U. of Wyoming
Participatory Action Research Methods | Julie L. Ozanne, Virginia Tech
Pilot Studies and the Blending Qualitative and Quantitative Methods in BOP Research | Katherine E. Browne, Colorado State U.
Assessing Opportunities and Challenges in Base of the Pyramid Markets | Eric J. Arnould, U. of Wyoming
757: (Paper Session) - (ENT) Learning, Knowledge Acquisition, and Knowledge Exploitation in Entrepreneurial Ventures  
12:20pm - 2:10pm Anaheim Convention Center: 205A  
Chair: Ming-Chi Lee, Taiwan Pingtung Inst. of Commerce  
Discussant: Bjorn Willy Amo, Bodo Graduate School of Business  
Diversification of Knowledge Assets and Performance: Evidence from Venture Capital Investments  
| Sharon F. Matusik, U. of Colorado, Boulder; Markus A. Fitza, U. of Colorado, Boulder  
| International Knowledge and the Growth(s) of the Firm  
| Lucia Naldi, Jönköping Inf Business School; Per Davidson, Queensland U. of Technology  
| Transferable Experience and Learning in International Entrepreneurial Firms  
| Dilene Crockett, Northeastern State U.; Susanna Khaval, U. of Texas at Arlington  
Exploration and Exploitation as Learning Strategies: Associations with Entrepreneurial Knowledge  
| Diamanto Politis, Lund U.; Jonas Gabrielson, Lund U.  

758: (Paper Session) - (ENT) Industry Emergence and Entrepreneurial Action  
12:20pm - 2:10pm Anaheim Convention Center: 205B  
Chair: Grid Thoma, CESPRI - Bocconi U.  
Discussant: Zun Tang, Cornell U.  
| Habitus, Symbolic Violence and Opportunity Constitution in the Canadian Cable Industry  
| Kelly Thomson, York U.  
| Industry Emergence: The Role of Meta-Institutions and Institutional Entrepreneurial Firms  
| Justin I. Miller, New York U.; Theresa K Lant, New York U.  
| Institutional Entrepreneurship and the Emergence of Hedge Funds: The Rich Historical Case  
| Justin I. Miller, New York U.  
| Institutional Entrepreneurship and New Form Creation  
| Shih-Chang Hung, National Tsing Hua U.; Richard Whittington, Said Business School  

759: (Paper Session) - (ENT) International Entrepreneurship 3: Linking Internationalization to Performance in Entrepreneurial Ventures  
12:20pm - 2:10pm Anaheim Convention Center: 205A  
Chair: Jörg Zimmermann, Max Planck Institute of Economics, Jena  
Discussant: Ilgaz Arikian, Georgia State U.  
| Refining the Link between Age at International Entry and Growth  
| Vladislav Maksimov, Georgia State U.  
| SME Internationalization, Strategic Orientation, Organizational Systems and Firm Performance  
| Timothy Pett, Wichita State U.; James A Wolff, Wichita State U.  
| Expanding the Resource and Market Reach for Enhancing SME Survival  
| Hyunsuk Lee, Seoul National U. of Technology; Donna Kelley, Babson College; Jangwoo Lee, Kyungpook National U.; Sunghun Lee, Korea National Oil Corporation  
| THE ENTREPRENEURÂ’S GOAL ORIENTATION, VENTURE CAPITALIST INVOLVEMENT AND FIRM PERFORMANCE  
| Frits Wijbenga, U. of Durham; Dirk Van Dierendonck, RSM Erasmus U.  

760: (Paper Session) - (ENT) Capabilities, Competencies and Resources in Entrepreneurial Ventures  
12:20pm - 2:10pm Anaheim Convention Center: 206B  
Chair: Chien Sheng Richard Chan, U. of Washington  
Discussant: James R. Dewald, Haskayne School of Business, U. of Calgary  
Entrepreneurial and Organizational Capabilities: An Extended Model and the Illustration  
| Yuanyuan Wu, McGill U.  
| The Effect of Competence Exploration and Exploitation on Strategic Entrepreneurship  
| Lida Krygidou, Athens U. of Economics and Business; Mathew Hughes, U. of Nottingham; Klaus E. Soderquist, Athens U. of Economics and Business; Gregory P. Prastacos, Athens U. of Economics and Business  
| Teamwork capability, relational capability and resource acquisition of new technology based firms  
| Jan Brinckmann, Loyola U. Chicago; Martin Hoegl, WHU - Otto Beisheim School of Management  
| Resource Acquisition Mechanisms and Survival of Young Ventures in the Telecommunications Industry  
| Borna Polat, California State U. East Bay; Sandip Basu, California State U., East Bay; C W L Hill, U. of Washington  

761: (Paper Session) - (ENT) Who Becomes an Entrepreneur and Why  
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - ENT 1  
Presented on panels 75-79  
| Transactive Life Story Schema and the Origins of Entrepreneurial Firms  
| Peter Bryant, Macquarie U., Sydney  
| Why Individuals Leave Corporations to Become Entrepreneurs - Satisfaction versus Fit  
| Kevin L. Johnson, Baylor U.; Cindy Wu, Baylor U.  
| Who chooses to become an entrepreneur? The jack-off-all-trades in social and human capital  
| Petra M. Moog, U. of Siegen; Uschi Backes-Gellner, U. of Zurich  
| A Model of the Impact of Disability Attributes on Career Utility and Entrepreneurial Intentions  
| Clay Dibrell, Oregon State U.; David C. Baldridge, Oregon State U.; Donald O. Neubum, Oregon State U.  

762: (Paper Session) - (ENT, GDO, MED) Educational Initiatives for the Entrepreneurial Success of Women  
12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon J  
Organizer: Sandra Fielden, U. of Manchester  
Chair: Sandra Fielden, U. of Manchester  
Discussant: Sandra Fielden, U. of Manchester  
Coordinator: Dorothy Perrin Moore, Emeritus Professor of Business Administration, The Citadel  
| WITEC—A Flexible College Entrepreneurship Certification Program for Women in Transition  
| Dorothy Perrin Moore, Emeritus Professor of Business Administration, The Citadel; G Dale Meyer, Emeritus Distinguished Professor, Deming Center for Entrepreneurship  
| The Role of Case Studies in Encouraging or Discouraging Women's Entrepreneurship  
| Mary C. Mattis, The Wallace Foundation; Leslie Levin, Marymount Manhattan College  
| Tailored E-Coaching (TEC) for Female Entrepreneurs  
| Sandra Fielden, U. of Manchester; Carianne Melissa Hunt, U. of Manchester; Marilyn Davidson, U. of Manchester
Women and Indigenous Entrepreneurs in Australia--Is Disadvantage to Their Advantage? | Glenice Wood, Ballarat U.

Case Application: Myth Versus Reality in Succeeding--Must Have Tools | Dolores M. Gill, Boen & Gill

Presenters: Mary C. Mattis, The Wallace Foundation; Dorothy Perrin Moore, Emeritus Professor of Business Administration, The Citadel; Glenice Wood, Ballarat U.; Dolores M. Gill, Boen & Gill; Marilyn Davidson, U. of Manchester

763 (Paper Session) - (GDO) Invisible Diversity: Exploring the Work and Career Outcomes of Lesbian, Gay and Bisexual Employees
12:20pm - 2:10pm Hilton Anaheim: Malibu
Chair: Robin Church, Ryerson U.
Discussant: James Tan, St. Cloud State U.

The Effects of Heterosexism on the Job Involvement and the OCB of Gay and Lesbian Employees | Robin Church, Ryerson U.; You-Ta Chuang, York U.


Exit Stage Left: Reconsidering the Career Paths of Gay, Lesbian, and Bisexual Workers | David M. Kaplan, Saint Louis U.

764 (Paper Session) - (GDO) Understanding the Work-Family Interface: Values, Roles, Social Support, and Hierarchy
12:20pm - 2:10pm Hilton Anaheim: Redondo
Chair: Jessica Bagger, California State U. Sacramento

The Interactive Effects of Role Salience and Gender on the Constructs of Work Family Interface | Bradley Paul Owens, U. of Washington; Lori L Wadsworth, Brigham Young U.; Alex L. Rubenstein, U. of Washington

Investigating Gender-Role Orientation among Social Support, Work-Family Balance, and Job Performance | Christopher J. Mathis, Jackson State U.; Robert G. DelCampo, U. of New Mexico; Dewyana A. Cates, Jackson State U.

Valuing Money More Than People: The Effects of Materialism on Work-Family Conflict | Mark Promislo, Temple U.; John R. Deckop, Temple U.

Exploring the differential work/family interface experiences of high-level and low-level workers | Marco DiRenzo, Drexel U.; C. Melissa Fender, Drexel U.


765 (Paper Session) - (GDO, OB, CM) Advances in Team Diversity Research: Beyond the Input-Process-Output Model of Team Dynamics
12:20pm - 2:10pm Hilton Anaheim: San Clemente
Chair: Lisa M. Leslie, U. of Minnesota
Discussant: Bernardo M. Ferdman, Alliant International U.

The Dynamics of Group Faultlines: Triggers and Subgroup Size | Dora C. Lau, Chinese U. of Hong Kong; J. Keith Murnighan, Northwestern U.

Putting Differences in Context: The Role of Status and Cooperation in Team Diversity Research | Lisa M. Leslie, U. of Minnesota

Team Member Diversity and Asymmetries in Physiological Reactions to Conflict | Frank De Wit, Leiden U.; Karen A. Jehn, Leiden U.

Employee Voice in Culturally Diverse Management Teams | Christian Troester, Erasmus U. Rotterdam; Daan van Knippenberg, Erasmus U. Rotterdam

766 (Paper Session) - (HCM) Knowledge Sharing, Learning and Quality of Care
12:20pm - 2:10pm Anaheim Marriott: Platinum 7
Chair: Naresh Khatri, U. of Missouri, Columbia
Discussant: Kiki Nocella, U. of California at Riverside

Clinical documentation: implications for health care quality and cost | Ruthann Russo, DJ Iber Publishing; Stephen P Fitzgerald, TUI U.

HCM Best Theory-to-Practice Paper Nominee

Knowledge Sharing Networks Related to Hospital Quality Measurement & Reporting | Pavani Rangachari, Medical College of Georgia

Winner of HCM Division Best Paper Based on a Dissertation Award

An Examination Self Identity and Learning Styles within the Home Health Care Setting | Margo Kraft, Case Western Reserve U.

HCM Best Paper Based on a Dissertation Nominee

An Investigation of Physician-Patient Knowledge Sharing based on Social Cognitive Theory | Feng-Yan Kuo, National Sun Yat-Sen U.; Chiu-Wen Hsu, Cheng-Shiu U.; Li-Chun Huang, Ming-Chuan U.; Hsiu-Chia Ko, Chaoyang U. of Technology, Taiwan

767 (Paper Session) - (HCM) Innovation and Organizational Transformation
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - HCM
Presented on panels 29-34

Asking the right questions: Institutionalization processes of three nursing specialties | Carol L. Chau, Finger Lakes Health

Implementing innovative practices in health care: a framework for measuring implementation success | Carol VanDeusen Lukas, U.S. Department of Veterans Affairs; Jill A Marseolle, Johns Hopkins U.


Diffusion and Innovation of New Technologies in Community Health Centers: A Case Study | Oliver John Droppers, Portland State U.; Sherril B Gelmon, Portland State U.

The Effects of Physicians’ Personal Characteristics on Innovation Readiness in Taiwan’s Hospitals | Chung-sheng Lai, Kaohsiung Medical U., College of Medicine; I-Heng Chen.
768 (Paper Session) - (HR) Legal Issues for Human Resource Management
12:20pm - 2:10pm Hilton Anaheim: Coronado
Chair: Elizabeth D. Scott, Eastern Connecticut State U.
Discussant: Richard A. Posthuma, U. of Texas El Paso
Applicant Black – White Differences on Situational Judgment Tests: They May Be Surprising | Philip L. Roth, Clemson U.; Philip Bobko, Gettysburg College; Maury Allen Buster, Alabama State Personnel Department
Managing Workplace Romances: Best Practice Recommendations for HR Leaders | Charles A. Pierce, U. of Memphis; Herman Aguinis, U. of Colorado, Denver

770 (Paper Session) - (HR) New Insights on Performance Appraisal
12:20pm - 2:10pm Hilton Anaheim: Huntington C
Chair: Laura Parks, James Madison U.
Discussant: Steve Scullen, Drake U.
For Whom is Frame-of-Reference Training Effective? The Motivational Role of Goal Orientation | Erich C. Dierdorff, DePaul U.; Eric Alan Surface, SWA Consulting Inc; Kenneth G. Brown, U. of Iowa
The Relationship between Performance Appraisal Reactions and Employee Outcomes | Bard Kuvasas, Norwegian School of Management
National Values, Performance Appraisal and Organizational Performance: A Study Across 21 Countries | Hilla Peretz, ORT Braude College; Yitzhak Fried, Syracuse U.

771 (Paper Session) - (HR) Research on Job Design, Compensation, and Benefits
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - HR 1
Presented on panels 1-8
The Role of Management in Job Design | Timothy P. Munyon, Florida State U.
The Use of Self-Set Goals as an Impression Management Tactic: Antecedents and Consequences | Scott Jeffrey, U. of Waterloo; Alan Webb, U. of Waterloo; Axel Schulz, U. of Melbourne
Deconstructing Interest Alignment: Employee Autonomy or Control through Pay for Performance? | Mathias Carl-Johan Höglund, Hanken Swedish School of Economics and Business Administration
A Motivation-Based View on Human Resource Management and Performance | Antoinette Weibel, U. of Zurich; Katja Rost, U. of Zurich; Margit Osterloh, U. of Zurich
Rewards, Surveillance, and Leadership: Cross-Level Effects on Employee Deviance and Citizenship | Jane O’Reilly, U. of British Columbia; Jana L. Raver, Queen’s U.
Compensation Management in Outsourced Organizations | Danielle van Jaarsveld, U. of British Columbia; Yoshio Yanadori, U. of British Columbia
Merger and Acquisition Transactions and Executive Compensation: A Review of the Evidence | Virginia Bodolica, American U. of Sharjah; Martin Spraggon, American U. of Sharjah
The Effects of Work-Life Bundles on Organizational Turnover and Productivity | Nienchi Liu, National Central U.; Wen-Chung Liu, National Central U.; Chih-Yuan Wang, National Central U.

772 (HR, CM, OJS) Up in the Air: How Airlines Can Improve by Engaging their Employees
12:20pm - 2:10pm Hilton Anaheim: Huntington B
Organizer: Greg J Bamber, Monash U., Melbourne, Australia
Chair: David Finegold, Rutgers U.
Participants: Thomas A Kochan, Massachusetts Institute of Technology; Andrew von Nordenflycht, Simon Fraser U.

773 (HR, OJS) Building HRM Systems for High Involvement, High Performance Work Environments
12:20pm - 2:10pm Hilton Anaheim: Huntington A
Chair: Stanley M Gully, Rutgers U.
Discussant: John Mathieu, U. of Connecticut, Storrs
Contract Human Capital HR Architecture | Bill Castellano, Rutgers U.; David P. Lepak, Rutgers U., Dept. of HRM
High-Performance Work Systems, Job Satisfaction, and Absenteeism:An Individual-Level Analysis | Christopher D.
Session Details – Monday

Zatzick, Simon Fraser U.; Roderick D Iverson, Simon Fraser U.; Melissa McCrae, Simon Fraser U.
High Involvement Management, Role Empowerment and Well-being | Stephen J. Wood, U. of Sheffield; Lilian M. de Menezes, Cass Business School
Participants: Bill Castellano, Rutgers U.; David P. Lepak, Rutgers U.; Dept. of HRM; Lynne Shore, San Diego State U.; Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Christopher D. Zatzick, Simon Fraser U.; Roderick D Iverson, Simon Fraser U.; Melissa McCrae, Simon Fraser U.; Stephen J. Wood, U. of Sheffield; Lilian M. de Menezes, Cass Business School; Joseph Blasi, Rutgers U.; Jean Phillips, Rutgers U.; Richard B. Freeman, Harvard U.; Douglas Kruse, Rutgers U.

774 🟢: (Paper Session) - (IM) Institutional Context and Political Risks
12:20pm - 2:10pm Anaheim Convention Center: 213A
Chair: Kathleen Rehbein, Mariquette U.
Discussant: Hein Bogaard, U. of Michigan, Ann Arbor
Organizational Isomorphism and Corruption | Bertrand Venard, Audencia Nantes
How do Firms’ Linkages with Government Reduce the Intensity of Government Corruption? | David Huangche Weng, UTD

Dough Nigh Award Finalist
The Role of Bribes, Entertainments, and Gifts in Ameliorating Market Imperfections | Francis Sun, U. of Western Ontario; Shih-Fen S. Chen, U. of Western Ontario
Non-Economic Shocks and Socio-Cultural Spillover: The Case of September 11th | Mazhar Islam, U. of Minnesota; Adam Fremeth, U. of Minnesota; Alfred Allen Marcus, U. of Minnesota

775 🟢: (Paper Session) - (IM) International Direct Investment
12:20pm - 2:10pm Anaheim Convention Center: 212A
Chair: Mikelle A. Calhoun, Ohio State U.
Discussant: Xiaowei Luo, U. of Illinois, Urbana-Champaign
Won’t you invest in my country? Cross-national migration and foreign direct investment | Exequiel Hernandez, U. of Minnesota
The Influence of Resource Dependence Structures on M&As in an International Context | Jason Whan Park, U. of Pittsburgh; Akie Iriyama, U. of Pittsburgh; Ravi Madhavan, U. of Pittsburgh
Ownership, Economic Enrichment and Allocation of Capital | Johan E Eklund, Jonkoping International Business School; Sameeksha Desai, Max Planck Institute of Economics

776 🟢: (Paper Session) - (IM) International Joint Ventures
12:20pm - 2:10pm Anaheim Convention Center: 212B
Chair: Jing Li, Simon Fraser U.
Discussant: Olga Petricevic, Georgia State U.
A local parent perspective on IJV controls and performance | Dong Chen, Loyola Marymount U.; Seung Ho Park, Samsung
Economic Research Institute & CEIBS; Donghong Li, Tsinghua U.
Valuation Biases and the Persistence of International Joint Ventures | Andreas Michael Kloesek, Freiberg U.; Klaus Meyer, U. of Bath; Michael C. Nippa, Freiberg U.
Is Experience Valuable in International Strategic Alliance | Jung-Ho Lai, National Taipei College of Business

777 🟢: (Paper Session) - (IM) MNC Strategy and Performance
12:20pm - 2:10pm Anaheim Convention Center: 213C
Chair: John D. Francis, San Diego State U.
Discussant: Robert D. Hamilton, Temple U.
Antecedents of Cross Listing and their Performance Implications | Sudhir Nair, U. of Massachusetts, Amherst
International Orientation Marketing Mix and the Performance of International Firms | Patricia Kraft, U. of Regensburg; Michael Dowling, U. of Regensburg; Roland Helm, Friedrich-Schiller-U. Jena

778 🟢: (Paper Session) - (IM) International Growth and Diversification of MNC
12:20pm - 2:10pm Anaheim Convention Center: 212B
Chair: Sharon D. James, Ohio State U.
Discussant: David J Collis, Harvard U.
The Politics of Vertical Integration in Extractive Industries | Marcelo Bucheli, U. of Illinois, Urbana-Champaign
Multinationality and Performance of Turkish Firms | Nejat Capar, Bilkent U.
How Local Firms Respond to the Competition from Multinational Enterprises? Evidence from China | Xiaolan Feng, Guanghua School of Management, Peking U.; Changqi Wu, Peking U.
A Typology of Business and Geographic Orientations of Corporate Foreign Divestitures | Elitsa R. Banalieva, Northeastern U.; Michael D Santoro, Lehigh U.

779 🟢: (Paper Session) - (IM) Resources and Capabilities of MNCs
12:20pm - 2:10pm Anaheim Convention Center: 213C
Chair: Ping Deng, Maryville U. of St. Louis
Discussant: Kunal Banerji, Eastern Michigan U.
The Emergence and Evolution of Latecomer Multinationals’ International Manufacturing Networks | Xiaobo Wu, School of management, Zhejiang U.; Rufei Ma, Zhejiang U.; Wei Zhang, Zhejiang U.; Jian Du, Zhejiang U.
The Market- and Stage-bound Firm-specific Advantages in Diversification of Developing Country MNCs | Lin Yuan, National U. of Singapore
780: (Paper Session) - (IM) National Institution and Political Economy
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - IM 1
Presented on panels 65-74
Facilitator: Sunwook Chung, Cornell U.
Institutional Relatedness and Strategic Responses to Institutional Demands in Transitional Economies | Stephen Ko, Hong Kong Polytechnic U.; John E Butler, U. of Hawaii at Manoa
Predictors of “National Wealth”: The Moderating Role of Entrepreneurial Activity | Arun Madapusi, U. of North Texas; Derrick E. D’Souza, U. of North Texas
The Impact of Culture on Benefits of Ethics Codes: Evidence from China, North and South America | Chris Robertson, Northeastern U.; K. Matthew Gilley, St. Mary’s U.; Brad Olson, U. of Leibniz; Yongjian Bao, U. of Leibniz; Rivanda Teixeira, Federal U. of Parana; Xingfu Zhang, Antai School of Management
Institutional Duality and Subsidiary IE: Evidence from Taiwanese MNCs in China | Hsiang-Lin Cheng, Feng-Chia U., Taiwan; Ming-Chang Huang, Providence U.; Mei-Hui Kuo, China Productivity Center
Public Policy’s Impact on Globalization: Does Globalization Help Those That Help Themselves? | Gayle Allard, Instituto de Empresa; Candace Agrella Martinez, St Louis U.
Comparative Institutional Systems: Education & the Nature of Work in Germany, Japan and the US | Patricia Robinson, Hitotsubashi U.; Vesa Matti Peltkorpi, HEC School of Management
The French Conventions in Corporate Control: Trust, Law and Corporate Governance Reform | Taeyong Yoo, Birkbeck College, U. of London
Impact of Institutions and Information Sharing on SME’s International Relationship Commitment | Jessica Lindbergh, The Royal Institute of Technology; Sara Jonsson, Royal Institute of Technology - KTH

781: (Paper Session) - (IP) Effects of Work Context on Employee Attitudes
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 1
Facilitator: Mark a Griffin, U. of Sheffield
OB: Social Comparison and Job Satisfaction: The Mediating Effect of Justice Perception | Jiseon Shin, U. of Maryland, College Park; Young Woo Sohn, Yonsei U.
OB: How Individual Effort and Team Support Mediate the Relationship Between Commitment and Performance | Dow Scott, Loyola U. Chicago; James W. Bishop, New Mexico State U.

872: (Paper Session) - (IP) Insiders, Outsiders, Identity in Organization
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 10
Facilitator: Larry Stimpert, Colorado College
CAR: The Impact of Mentoring on Protégés’ Personal Learning and Work-Family Enrichment | Ho Kwong Kwan, Drexel U.; Yina Mao, Chinese U. Hong Kong
CAR: The effect of perceived value in the decision to participate in study abroad programs | Faye K Cocchiara, Arkansas State U.; Nareatha Studdard, Arkansas State U.
GDO: Refocusing Inclusion, revisiting integration, and relocating power: A conceptual framework | C. Greer Jordan, Case Western Reserve U.

873: (Paper Session) - (IP) Justice and Trust
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 11
Facilitator: Ethan Burris, U. of Texas, Austin
CM: Organizational Practices, Changes in Fairness Perceptions, and Employee Outcomes | Tae-Yeol Kim, City U. of Hong Kong; Xiao-Wan Lin, City U. of Hong Kong; Hanxiao Zhang, City U. of Hong Kong
CM: Hunting The Devil in the Details: Form-Adhesive Contracts & Dispute Resolution in Organizations | Zev J. Eigen, MIT Sloan School of Management
CM: Delivering Bad News: How One Form of Injustice Spawns Another | James J. Lavelle, U. of Texas, Arlington; Robert Folger, U. of Central Florida

874: (Paper Session) - (IP) Entrepreneurial Life Cycles
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 12
Facilitator: Lida Kyrgidou, Athens U. of Economics and Business
ENT: Entrepreneurial Exit Strategy: Exploring the Decision to Exit by Trade Sale | Sally Davenport, Victoria U. of Wellington

ENT: Managing Change in the White Space: Building Entrepreneurial Transfer Capacity | Bert Alan Spector, Northeastern U.; Henry W. Lane, Northeastern U.

ENT: Letting go to grow – empirical findings on a hearsay | Ludwig Voll, RWTH Aachen U.; Annas Abedin, RWTH Aachen U.; Rüdiger von Nitzsch, RWTH Aachen U.

ENT: Knowledge Building Trajectories and the Design of Organizational Boundary Spanning Activities | Dzidziso Samuel Kamuriwo, Cass Business School, City U.

ENT: Dynamic Wage Strategies to Retain Would-Be Entrepreneurs | David C. Croson, Southern Methodist U.

ODC: The effect of service type on market entry and long-term success of previously internal services | Norbert Bach, Justus-Liebig U. Gießen; Torsten Biemann, Jacobs U. Bremen

OMT: The effect of service type on market entry and long-term success of previously internal services | Dzidziso Samuel Kamuriwo, Cass Business School, City U.


BPS: Market Signaling and CEO Dismissal: The Stock Market Response to CEO Replacement Choice | Margarethe F Wiersema, U. of California, Irvine; Thomas P. Moilderno, U. of South Carolina; Mark Washburn, U. of California, Irvine

BPS: Internationalisation of Corporate Governance Mechanisms and its Performance Effects | Sven-Olof Collin, Kristianstad U.; Elin Smith, Kristianstad U.; Pernilla Broberg, Kristianstad U.; Timurs Umans, Kristianstad U.; Torbjörn Tagesson, Kristianstad U. College

BPS: CEO Influence, Independent Directors’ Knowledge and Impact on Corporate Board | Zhonghua Wu, National U. of Singapore

BPS: The Paradox of CEO Contingent Compensation: A Prospect Theory Perspective | Joshua Reece Aaron, East Carolina U.; Louis Marine, U. of Florida; Brandon Cline, Clemson U.

BPS: Dominant Shareholders’ Dilemma: To Exercise Their Power or Not | Manely Sharifian, Concordia U.; Rein Peterson, York U.; Catalin Ratiu, Concordia U.

BPS: Firms’ Backward-looking and Forward-looking Search Behavior and Leader’s Social Cognition | Weiru Chen, INSEAD; Weiling Hsu, INSEAD

787: (Paper Session) - (IP) Organizational Change, Innovation, and Structure
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 4
Facilitator: Leonel Prieto, Texas A&M International U.

BPS: On the Social Nature of Strategic Lock-in: The Role of Organizational Contextuality | Jochen Koch, Freie Universität Berlin

BPS: Management Innovation and Leadership | Ignacio G. Vaccaro, RSM Erasmus U.; Justin J.P. Jansen, RSM Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.

BPS: Managing Radical Change through Narration based on Tests | Aurelie Dellemare, Ecole Nationale des Ponts et Chausées

OMT: The Dark Side of Growth: A Process Model of Exploitation and Exploration in Organizational Decline | Achim Schmitt, HEC Geneva

BPS: The Critical Roles of Trust and Justice in Effective Organizational Strategic Alliances | Kim Gower, Virginia Commonwealth U.; Nicole Younghey Kim, Virginia Commonwealth U.

788: (Paper Session) - (IP) Paths of Management Development
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 5
Facilitator: Bert Alan Spector, Northeastern U.

MH: Women issues to Wonder Woman: Contributions made by the students of Hugo Munsterberg | Leon Christopher Prieto, LSU

MH: Billy Wilder’s “The Apartment” and the Changing Popular Image of Corporate Life | Bert Alan Spector, Northeastern U.

MH: Theory and History. Remarks from Fisher Body - General Motors Case | Didier Chabaud, Ecole de Management de Normandie; Olivier Germain, Normandy Business School

MH: Classic Roots of Corporate Governance: Social and Institutional Aspects | Natalya Totskaya, Concordia U.

MH: Emile Durkheim and Herbert Spencer: The Sociological Roots of Modern Corporate Governance | Joel F. Bolton, Oklahoma State U.


789: (Paper Session) - (IP) Non-profit Organizations: Theory and Qualitative
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 6

PNP: Complexity science and new ways of knowing nonprofit strategic management | Laurie E. Paalberg, U. of...
Session Details – Monday


PNP: The Use of Incentives in Nonprofit Organizations | Gerhard Speckbacher, Vienna U. of Economics and Business Administration

PNP: Performance Measurement in Nonprofit Organizations: A Case from Tourism Industry | Tanvi Kothari, Temple U.; Yunxuan Han, Temple U.

790 (Paper Session) - (IP) IT Systems Development and Governance Issues
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 7
Facilitator: Gwanhoo Lee, American U.
- OCIS: Use and Impact of Mobile Ticketing Technologies for Revenue Management | Ting Li, Rotterdam School of Management Erasmus U.; Eric van Heck, Erasmus U., Rotterdam; Peter Vervest, RSM Erasmus U.
- OMT: Governance Adaptation under the Interactional Impact of Regulatory and Institutional Forces | Jongjin Kim, U. of Texas, San Antonio; Katsuhiko Shimizu, U. of Texas, San Antonio; John E Prescott, U. of Pittsburgh
- OCIS: Information Technology Training, Usage and Organizational Performance | Niles Saraf, Simon Fraser U.; Christopher D. Zatzick, Simon Fraser U.
- OCIS: Technical, organisational and cognitive barriers in profiling | Ana Isabel Canhoto, Henley Management College
- OCIS: We Govern, Therefore We Secure: Effects of IT Governance on Information Security Services | Yu Wu, U. of North Texas

791 (Paper Session) - (IP) Merit Systems and Employee Incentives
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 8
Facilitator: Kimberly K. Merriman, Penn State Great Valley U.
- OCIS: Relative Wage Differences and Career Transitions of Female and Male IT Professionals | Damien Joseph, Nanyang Technological U.; Soon Ang, Nanyang Technological U.; Sandra Slaughter, Georgia Institute of Technology
- OCIS Division Best Interactive Paper Award - Finalist
- HR: Pay for Performance Design and Implementation in China’s Non-Public Enterprises | Qi Wei, city U. London
- HR: When Diagnosis Does Not Always Mean Disability: The Challenge of Employees with ADHD | Eric Patton, Saint Joseph’s U.
- HR: The Adoption and Design of Performance-Based Pay under Institutional Change | Sung-Choon Kang, Seoul National U.; Yoshiho Yanadori, U. of British Columbia
- HR: The Role of Benefit and Family Time Changes in Repatriate Adjustment | Stephanie Thomason, U. of Tampa

HR: The Impact of Recognition Climate on Service Employees and Customers’ Loyalty | Guillermo Gustavo Wilches, U. of Waterloo

792 (Paper Session) - (IP) Workforce, Climate and Healthcare Outcomes
12:20pm - 2:10pm Hilton Anaheim: Mezzanine 9
Facilitator: Reid Oetjen, U. of North Florida
- HCM: Intrinsic Motivation of Organ Transplant Coordinators in Europe and Japan | Yoko Uryuhara, Kobe U.; Norio Kambayashi, Kobe U.; Tomoaki Shimada, Kobe U.
- HCM: Toward a Better Understanding of Trust on Outcomes: The Case of Patient-Physician Encounters | Yin-Yang Lee, I-Shou U.; YongKang Veterans Hospital, Taiwan; Julia L. Lin, I-Shou U., Taiwan
- HCM: Job Satisfaction, Turnover Intention, Burnout, Performance, and OCB among Nurses in China | Louise Touringy, U. of Wisconsin, Whitewater; Vishwanath V. Baba, McMaster U.; Jian Han, CEIBS; Xiaoyun Wang, U. of Manitoba
- HCM: Reaping the Benefits of Employee Trust: Social Responsibility Outcomes in the Health Care Industry | Alan D. Boss, U. of Maryland, College Park; Benjamin B. Dunford, Purdue U.; Wayne Boss, U. of Colorado, Boulder; Ingo Angermeier, Spartanburg Regional Healthcare System
- MOC: Organizational Sincerity: Unlocking Human Capital through Meaning and Trust | Rhett Andrew Brymer, Texas A&M U.
- HCM: The Dynamics of Time-pressured Diagnostic Problem-solving: A Novel Feedback Model | J. Bradley Morrison, Brandeis U.; Jenny W. Rudolph, Harvard Medical School; John S. Carroll, Massachusetts Institute of Technology

793 (Paper Session) - (MC) Management consulting methodologies.
12:20pm - 2:10pm Anaheim Marriott: Platinum 3
Chair: Michel Peron, ISEOR / U. of Paris Sorbonne
Discussant: Alberto Zanzi, Suffolk U.
- Intentions and the attainment of strategic performance: from discourse to action | Veronique Zardet, ISEOR, U. of Lyon 3; Henri Savall, ISEOR, U. of Lyon 3
- An Integrated Framework and Application of Two Mangement Consulting Protocols: SEAM and Six Sigma | Lawrence Lepisto, Central Michigan U.; Randall Hayes, Central Michigan U.; Burke Charles, Central Michigan U.
- The Outer Limits of Toxic Organizational Behavior: Corporate Trauma and Disturbed Leadership | Alan Goldman, Arizona State U.
- Business Model: a holistic scorecard for piloting firm internationalization and knowledge transfer | Stephanie Hurt, Meredith College

794 (Paper Session) - (MED) What is Known about Teaching Entrepreneurship and Developing Entrepreneurs?
12:20pm - 2:10pm Anaheim Convention Center: 211B
Chair: Marilyn L Taylor, U. of Missouri-Kansas City
Discussant: Jerry Kopf, Radford U.

Regional Growth: Model for Entrepreneurship Education in Regions | Christian Vintergaard, Øresund Entrepreneurship Academy; Kåre Sven Moberg, Øresund Entrepreneurship Academy; Lene Vestergaard, Øresund Entrepreneurship Academy

Empowerment Through Enterprise Competencies. A Research Based Developmental Program | Marco Van Gelderen, Massey U. New Zealand

Creation and Dissemination of the Entrepreneurship Concept in Brazil: Language, Ideology and Power | Alessandra Mello Costa, EBAPE-FGV; Denise Franca Barros, EBAPE-FGV; Paulo Emilio Martins, Fundação Getulio Vargas - Rio de Janeiro

Managerial Grid Questions: The Impact and Legacy of Blake and Mouton's Managerial Grid | Peter Sorensen, Benedictine U.; Presenters: Therese F. Yaeger, Benedictine U.; Larry E. Greiner, Marshall School of Business; Rachel McKee, Grid International; David Coghlan, Trinity College Dublin

The Experiential Grounding of Initial Trust Development in Organizations | Christopher Jay Roussin, Suffolk U.

The Forest and the Trees: A Socio-cognitive Perspective on Organizational Identity Explanations | Elena Dalpiaz, Bocconi U.; Davide Ravasi, Bocconi U.

The Path from Employee Hostility and Envy to the Secret Pleasures of Schadenfreude and Pride | Paul Harvey, U. of New Hampshire; Marie T. Dasborough, U. of Miami

Emotion Expression and Decision Makers’ Response to Threat | Olivia Amanda O’Neill, U. of Georgia; Laura J. Stanley, U. of Georgia

Toward the Emotion of Institutional Persistence and Change: A Regret Theory Perspective | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong

The Shifting Landscape of Executive Education | Jay Conger, Claremont McKenna College

Asking the Right Questions: The Impact and Legacy of Blake and Mouton's Managerial Grid | Craig E. Carroll, U. of North Carolina, Chapel Hill

Borrowing the Trusted Ties of Others to Build Managerial Peer Reputation | Sze-Sze Wong, Nanyang Technological U.; Wai Fong Bob, Nanyang Technological U.

The Experiential Grounding of Initial Trust Development in Organizations | Christopher Jay Roussin, Suffolk U.

The Forest and the Trees: A Socio-cognitive Perspective on Organizational Identity Explanations | Elena Dalpiaz, Bocconi U.; Davide Ravasi, Bocconi U.

The Impact of Organizational Identity Expressions on Stakeholders' Perceptions of an Organization | Mignon Van Halderen, Erasmus U.; Cees B.M. Van Riel, Erasmus U.

The Impact of Emotions on Individuals, Teams and Organizations | Dale E. Rude, U. of Houston


The Effects of Social Sharing of Emotions within a Group | Inju Yang, U. College Dublin; Aidan Kelly, U. College Dublin

Leadership: Positive Forms, Environmental Actions, Sensemaking, Obligations & Goals | Olivier Boiral, Laval U.; Mario Cayer, Laval U.; Charles Baron, Laval U.

A Theoretical Examination of Sensemaking and Embodied Processes in a Leadership Context | Alison O'Malley, U. of Akron; Samantha Ritchie, U. of Akron; Robert G. Lord, U. of Akron; Jane Brodie Gregory, U. of Akron; Candice Young, U. of Akron

Leadership: Human Resource Management and the Content of the Psychological Contract | Patrick Christopher Flood, Dublin City U.; Nagarajan Ramamoorthy, U. of Houston, Victoria; Aoife McDermott, Dublin City U.; Edel Conway, Dublin City U.

Enhancing Leadership Theories with Goal Structure | Andrew M. Carton, Duke U.

Winning of MOC Best Student Paper Award

Leadership Sense-Making, Intuition, and Actions in Threat, Crisis, and Turnaround | Sean Breen, Dublin Institute of Technology; Phil Hanlon, Dublin Institute of Technology

When the Going Gets Tough! The Use and Perception of Rhetoric of Crisis | Daan Stam, Erasmus U., Rotterdam; Barbara Van Knippenberg, Vrije U.

Intuition in Highly Structured Decision Environments | Sean Breen, Dublin Institute of Technology; Phil Hanlon, Dublin Institute of Technology

Top Management Team Cognition in Turnaround: Antecedents and Consequences | Xin Liang, U. of Minnesota, Duluth; Vincent L. Barker, U. of Kansas

Surprise and Sensemaking: How Externally-Hired College Presidents Make Sense and Give Sense | Ryan Smerek, U. of Michigan

Knowledge and Creativity | Daan Stam, Erasmus U., Rotterdam

Best Paper Proceedings
The Relationship between Tacit Knowledge and Organizational Performance: A Memory-based Approach | Lorenzo Bizzi, HEC Montreal
Human/Structural Capital, and Knowledge Transfer Performance - Relational Capital as a Mediator | Hsi-An Shih, National Cheng Kung U.; Su-Yueh Yang, National Cheng Kung U.
Uncovering the Tacit Knowledge: A Model of Multi-Level Knowledge Creation | Burak Koyuncu, Instituto de Empresa
Telescoping: Enabling Groups to Achieve Creative Decisions with High Consensus and Commitment | Min Basadur, McMaster U.; Timothy Mark Basadur, U. of Illinois, Chicago
Who are we?: Relationships, Identity, and Work | Brianna Barker Caza, Boston College
Why Are You Unhappy: The Mediating Role of Burnout | 12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon A
Presenters: Shelley Brickson, U. of Illinois, Chicago
Understanding Identification in Organizations: The Role of Self-concept Orientation | Danielle Cooper, U. of North Texas;
Sherry M Thatcher, Independent Researcher
Multiple Roles at Work: A Relational Identity Perspective | Brianna Barker Caza, UIUC; Arran Caza, U. of Illinois at Urbana-Champaign
Relational Identity at the Boundaries: A Qualitative Study | Mamta Bhatt, Boston College; Mary Ann Glynn, Boston College
Exploring How Lower and Higher Order Attachments Interact: The Case of Lift Outs | Najung Kim, U. of Illinois, Urbana-Champaign;
Michael Pratt, Boston College
Relational Identification: Antecedents and Consequences | David M. Sluss, U. of South Carolina; Daniel L. Morrell, U. of South Carolina; Blake E. Ashforth, Arizona State U.
Presenters: Blake E. Ashforth, Arizona State U.; Mamta Bhatt, Boston College; Arran Caza, U. of Illinois at Urbana-Champaign;
Brianna Barker Caza, UIUC; Danielle Cooper, U. of North Texas; Mary Ann Glynn, Boston College; Najung Kim, U. of Illinois, Urbana-Champaign; Michael Pratt, Boston College; Sherry M Thatcher, Independent Researcher
(MSR) MSR "Pipeline" Paper Workshop 12:20pm - 2:10pm Anaheim Marriott: Platinum 10
Organizers: Margaret Benfield, Andover Newton Theological School; Kathy Lund Dean, Idaho State U.; Keiko Krahke, U. of Northern Colorado; Deb Muckerji, Macquarie U.; Arthur L. Jue, U. of Phoenix / Oracle Corp.; Jane Schmidt-Wilk, Maharishi U.
(Paper Session) - (OB) When Emotions Hurt 12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon A
Chair: Neil Diarmuid Walshe, U. of London
Discussant: S. Douglas Pugh, U. of North Carolina, Charlotte
Why Are You Unhappy: The Mediating Role of Burnout Between Job Characteristics and Life Satisfaction | Yang Yang, Shanghai Jiao Tong U.
Emotional Labor and Work Performance: Job Satisfaction, Burnout, and Supervisory Support | Wing Lam, Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong; Qing Hu, Welfang Medical College; Jianan Zhong, Zhejiang U.
Why Are Negative Emotions Harmful? The Mediating Role of Toxic Emotional Experiences | Tina Kiefer, U. of London; Laurie J. Barclay, Wilfrid Laurier U.
(Paper Session) - (OB) Creating Creativity 12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon B
Chair: Sarah Harvey, U. College London
Discussant: Jennifer Mueller, U. of Pennsylvania
Expertise Dissimilarity and Creativity: Can Sharing Tacit and Explicit Knowledge Enhance Creativity? | Xu Huang, Hong Kong Polytechnic U.; JJ Po-An Hsieh, Hong Kong Polytechnic U.; Wei He, Hong Kong Polytechnic U.
The Effect of Time Management on Affect and Daily Creativity: A Diary Study | Flora Beertink, Technische U. Eindhoven; Wendelen Van Eerde, U. of Amsterdam Business School; Christel G. Rutte, Technische U. Eindhoven
Creativity: A Review and Research Agenda | Christina Sue-Chan, The City U. of Hong Kong; Paul S. Hempel, City U. of Hong Kong
(Paper Session) - (OB) Psychological Contracts: New Developments 12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon C
Chair: Joseph Broschak, U. of Arizona
Discussant: Mark C. Bolino, U. of Oklahoma
The Moderating Role of Contract Replicability in Psychological Contract Research | Thomas Ng, U. of Hong Kong; Marcus M. Butts, U. of Texas, Arlington; Robert J. Vandenberg, U. of Georgia
Expectations Versus Promises As The Basis Of Employee Psychological Contract Fulfillment | Anjali Chaudhry, Saint Xavier U.; Sandy J. Wayne, U. of Illinois, Chicago
The Moderating and Mediating Role of Organizational Trust and Psychological Contract Contributions | Lisa Schurer Lambert, Georgia State U.; John B. Bingham, Brigham Young U.
Examining the Combined Effects of Employer & Employee Obligations on Employees' Reactions | Kelly Z. Peng, Chinese U. of Hong Kong; Fung Yi Millissa Cheung, The Macau Polytechnic Institute; Chi-Sum Wong, Chinese U. of Hong Kong
(Paper Session) - (OB) Stress Revisited 12:20pm - 2:10pm Anaheim Marriott: Grand Ballroom - Salon D
Chair: Scott Selbert, U. of Melbourne
Discussant: Mina Westman, Tel Aviv U.
Poor Leadership and Job Stress: The Moderating Effects of Coworker Support and Job Characteristics | Tsung-yu Wu, Soochow U.; Changya Hu, National Taiwan U. of Science and Technology; Jen-Hua Lin, Soochow U.; Yu-Wei Hsu, Kellogg School of Management, Northwestern U.

Session Details – Monday

Section D

808  (Paper Session) - (OB) The Impact of Leadership on Organizational Outcomes
12:20pm - 2:10pm Hilton Anaheim: Capistrano B
Chair: Eric B. Dent, U. of North Carolina, Pembroke
Discussant: John B Stark, California State U, Bakersfield
Hierarchical and Shared Leadership in Relation to Organizational Learning and Customer Satisfaction | Yair Benson, U. of Haifa; Rima’a Da’as, U. of Haifa; David Waldman, Arizona State U.
The Interface of Top Management Team and Middle Managers: A Process Model | Anneloes Raes, U. of St. Gallen; Marielle Heijtjes, Maastricht U.; Ursula Glunk, Maastricht U.; Robert A. Roe, U. of Maastricht
CEO Characteristics and the Relationship Between TMT Knowledge Diversity and Firm Performance | Tine Buyt, U. of Antwerp; Christophe Boone, U. of Antwerp; Walter Hendriks, Maastricht U.; Paul Matthysseens, U. of Antwerp
Moderating Effect of Environmental Uncertainty on Charismatic Leadership and Corporate Profitability | Fernando Lobo Arena, Illinois Institute of Technology; Roya Ayman, Illinois Institute of Technology; Amy Larmore Daniels, Daniels Consulting Group, LLC

809  (Paper Session) - (OB) Leader Behaviors
12:20pm - 2:10pm Hilton Anaheim: El Capitan B
Chair: Laura Erskine, Illinois State U.
Discussant: Michael David Johnson, U. of Washington
Structure and Correlates of Apologies from Leaders in Organizations | Julian Bartling, Queen’s U.; Nick Turner, U. Manitoba; Heather Dezan, Queen’s U.; Anthony Edward Carroll, Queen’s U.
Toward a Fuller-Range Model of Effective Leader Behaviors: A Multisource Perspective | John W. Michel, Towson U.; Brian D. Lyons, California State U. Fresno; Vipanchi Mishra, State U. of New York, Albany
The Antecedents of Charismatic Leadership Behaviors: A Review and Theoretical Integration | Frank Walter, U. of Groningen

810  (Paper Session) - (OB) Trust in Teams
12:20pm - 2:10pm Hilton Anaheim: Laguna A
Chair: Ed Tomlinson, John Carroll U.
Discussant: James M. Schmidke, California State U. Fresno
Antecedents of Trust and Cooperation in Diverse Groups: A Longitudinal Study | Stefan Volk, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen

811  (OB) New Developments in Abusive Supervision
12:20pm - 2:10pm Hilton Anaheim: Laguna B
Chair: Mary Barde, U. of Central Florida
Discussant: Rebecca J. Bennett, Louisiana Tech U.
When supervisors Perceive Abusive Supervision to be Justified: A Social Cognitive Appraisal | Kelly L Zellars, U. of North Carolina, Charlotte; Denise Marie Breau, Florida State U.; Bennett J. Tepper, Georgia State U.
Abusive Supervision: An Examination of Its Antecedents | Mary Barde, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida
The Influence of Subordinate Gender on Reactions to Abusive Supervision | James Paul Burton, Northern Illinois U.; Jenny M. Houbler, U. of Illinois, Chicago; Bennett J. Tepper, Georgia State U.

812  JS: (OB, HR) Personality in Organization: Beyond the Big Five
12:20pm - 2:10pm Hilton Anaheim: Pacific Pavilion A
Chairs: Timothy A. Judge, U. of Florida; Irene W. F. Yang, National Chiao Tung U.
Discussant: Murray R. Barrick, Texas A&M U.
Broad and Narrow Traits as Predictors of Organizational Criteria: A Meta-Analysis | Ryan Lee Klinger, U. of Florida; Timothy A. Judge, U. of Florida; Jessica Mueller, U. of Florida; Lauren Simon, U. of Florida; Eean Crawford, U. of Florida
The Construct of Emotional Stability: A New Approach beyond the “Big Five Thinking” | Yan Li, The Chinese U. of Hong Kong; Chuen Hui, Chinese U. of Hong Kong; David Ahlstrom, Chinese U. of Hong Kong
Dark Side Personality Traits, Leadership and Work-related Outcomes: A Meta Analysis | Irene W. F. Yang, National Chiao Tung U.; Timothy A. Judge, U. of Florida; Lauren Simon, U. of Florida
A Longitudinal Model Linking Employee Positive Affectivity, Altruism and Task Performance | Chien-Cheng Chen, National Taipei U. of Technology; Hsien-Wen Chen, Chienkuo Technology U.; Siao-Jhen Jhang, National Taipei U. of Technology
Psychological Collectivism- An Individual Difference Predictor of OCB Mediated by Social Exchange | Christine Lynn Jackson, Purdue U., West Lafayette; S. Duane Hansen, Purdue U.
Participants: Ryan Lee Klinger, U. of Florida; Yan Li, The Chinese U. of Hong Kong; Irene W. F. Yang, National Chiao Tung U.; Hsien-Wen Chen, Chienkuo Technology U.; S. Duane Hansen, Purdue U.

813 • JS: (OB, HR, CM) Novel Questions (and Answers) Concerning Leader-Member Exchange
12:20pm - 2:10pm Hilton Anaheim, El Capitan A
Chairs: Jennifer Nahrgang, Michigan State U.; Christopher C. Rosen, U. of Arkansas, Fayetteville
Discussant: Stephen G Green, Purdue U.
How Critical are the Early Stages of the LMX Relationship? | Jennifer Nahrgang, Michigan State U.; Frederick P. Morgeson, Michigan State U.; Remus Ilies, Michigan State U.
What Role does Leader Identity Play in Leader-Member Exchange? | Chu-Hsiang Chang, U. of South Florida, Russell E. Johnson, U. of South Florida; Michelle Mathias, Roosevelt U.; Kenneth J. Harris, Indiana U.; Southeast; K. Michele Kacmar, U. of Alabama
Presenters: Jennifer Nahrgang, Michigan State U.; David Mayer, U. of Central Florida; Chu-Hsiang Chang, U. of South Florida; Christopher C. Rosen, U. of Arkansas, Fayetteville; Kenneth J. Harris, Indiana U.; Southeast; K. Michele Kacmar, U. of Alabama

814 • JS: SHCS: (OB, MOC, CAR) Reinforcing and Reorienting Work Orientation Research: Beyond Jobs, Careers, and Callings
12:20pm - 2:10pm Anaheim Convention Center: 204A
Chairs: Kathryn Dekas, U. of Michigan; Jennifer Tosti, New York U.
Discussant: Amy Wrzesniewski, Yale U.
Work Orientation: A Theoretical Review and Elaboration | Kathryn Dekas, U. of Michigan; Melissa Kamin, U. of Maryland
Catching an Elusive Phenomenon: The Conceptual Development of a Measure of Calling | Shoshana Dobrow, Fordham U.
Re-evaluating Job, Career and Calling: The Influential Role of Occupations | Jennifer Tosti, New York U.
Re-orienting the Career Orientation: Implications for Hybrid Work Orientations | Teresa Cardador, U. of Illinois, Urbana-Champaign
Presenters: Jennifer Ellen Yugo, Bowling Green State U.; Shoshana Dobrow, Fordham U.; Teresa Cardador, U. of Illinois, Urbana-Champaign

815 • (Paper Session) - (OCIS) Conflict in IT Work Settings
12:20pm - 2:10pm Anaheim Convention Center: 207A
Chair: Syed Nasirin, Brunel U.
Discussant: Likoebe Maruping, U. of Arkansas
Contested Meaning: Power and Frames in IT Implementation | Bijan Azad, American U. of Beirut; Samer Faraj, McGill U.
OCIS Division Best Paper Award - Finalist
An ethnography on process conflict in a hospital unit: insights for information systems design | Fabiola Bertolotti, U. of Modena and Reggio Emilia; Diego Maria Macri, U. of Modena and Reggio Emilia; Elisa Mattarelli, U. of Modena and Reggio Emilia
Work group cooperation climate and conflict in virtual teams | Jiseon Shin, U. of Maryland, College Park; Kathryn M. Bartol, U. of Maryland, College Park
Presenters: Melissa Kamin, U. of Maryland; Jennifer McInroe, Bowling Green State U.; Charlotte Fritz, Bowling Green State U.

816 • (Paper Session) - (OCIS) Knowledge Management: Quality and Competencies
12:20pm - 2:10pm Anaheim Convention Center: 207B
Chair: Pamela Hinds, Stanford U.
Discussant: Raymond M. Henry, Clemson U.
The Conceptualization, Dimensionality, and Measures of Knowledge Quality | Dong Kyoon Yoo, Virginia State U.; Mark A. Vonderembse, U. of Toledo; T.S. Ragu-Nathan, The U. of Toledo
The Quality of Group Tacit Knowledge | Zeynep Erden, ETH Zürich; Ikuziro Nonaka, Hitotsubashi U.
Presenters: Jennifer Nahrgang, Michigan State U.; David Mayer, U. of Central Florida; Chu-Hsiang Chang, U. of South Florida; Christopher C. Rosen, U. of Arkansas, Fayetteville; Kenneth J. Harris, Indiana U.; Southeast; K. Michele Kacmar, U. of Alabama

817 • (Paper Session) - (ODC) Performance in Collaboration, Innovation and Strategy
12:20pm - 2:10pm Anaheim Marriott: Elite 3
Chair: Terri Egan, Pepperdine U.
Discussant: Deborah Kilgore Ford, Roosevelt U.
Claiming Collaborative Successful: Signifiers And Caveats | Chris Huxham, Strathclyde U.; Paul Hibbert, Strathclyde U.; Pam Hearne, U. of Strathclyde
Heterogeneous Knowledge, Social Capital, and Innovation: Conceptualization With An Illustrative Case | Fu-Sheng Tsai, Cheng Shiu U.; Julia L. Lin, I-Shou U., Taiwan; Shih-Chieh Fang, National Cheng Kung U.
Toward a Practice Theory of Serious Play | Matt Statler, New York U.; Claude J. Jacobs, U. of St. Gallen; Loizos Th. Heracleous, U. of Warwick
The practice of strategic change process consideration and enactment | Florian Kappler, Phonak

818 • (ODC) Furthering the Study of Regulatory Focus Theory in Organizational Contexts
12:20pm - 2:10pm Anaheim Marriott: Orange County 1
Chair: Jill Waymire Paine, Columbia U.; Amy Taylor-Bianco, Ohio U.
Discussant: Ronald S Landis, U. of Memphis
The Relationship between Leader-Follower Self Regulation Congruency, LMX, and Outcomes | Ronit Kark, Bar Ilan U.; Dina Van Dijk, Ben-Gurion U. of the Negev

Regulatory Focus, Follower Engagement and Commitment to Change | Jill Waymire Paine, Columbia U.

Innovation, Regulatory Focus and Entrepreneurial Success | Paul Johnson, Oklahoma State U.; J. Craig Wallace, Oklahoma State U.

Innovation at Work: Integrating Regulatory Focus, Support & Thriving | Flannery G. Stevens, U. of Michigan; J. Craig Wallace, Oklahoma State U.; Paul Johnson, Oklahoma State U.; Bryan D. Edwards, Auburn U.

Participants: Ronit Kark, Bar Ilan U.; Dina Van Dijk, Ben-Gurion U. of the Negev; Paul Johnson, Oklahoma State U.; Flannery G. Stevens, U. of Michigan; J. Craig Wallace, Oklahoma State U.; Bryan D. Edwards, Auburn U.

819  drift: (Paper Session) - (ODC) Appreciative Inquiry and Strength-Based Approaches
12:20pm - 2:10pm Anaheim Marriott: Platinum 2
Chair: Jacqueline M. Stavros, Lawrence Technological U.
Discussant: David S. Bright, Wright State U.

- Doing and being appreciative inquiry: A phenomenological perspective | Thomas Arthur Conklin, Gannon U.
- Resilience: The Emergence of A Perspective for Organizational Adaptation Analyses | Wenwen Liu, Tsinghua U.; Yihua Wang, Tsinghua U.

A Review of Strength-based Approaches in Organizational Development | Fahri Karakas, McGill U.

820  drift: (Paper Session) - (OM) Performance & Measurement
12:20pm - 2:10pm Anaheim Convention Center: 210A
Chair: Joseph P Coughlan, Dublin Institute of Technology

- A Typology of Management Control Systems in a Global SCM- A Qualitative Study in German Companies | Nils Horch, ESCP-EAP European School of Management; Rolf Bruehl, ESCP-EAP European School of Management
- Towards a Resource-Outcome Set for Organizational Productivity Analysis | Joseph P Coughlan, Dublin Institute of Technology

The epistemology of performance measurement | Pietro Micheli, Cranfield U.

OM Division Best Student Paper Award Finalist
The Relationships between Information Sharing, Coordination, and Firm Performance: Competing Models | Hale Kaynak, U. of Texas, Pan American; Amelia Carr, Bowling Green State U.

Cross-functional Integration and Operational Performance: What Are the Real Benefits? | Virpi Turkuainen, Helsinki U. of Technology; Mikko Ketokivi, Helsinki U. of Technology

821  drift: (Paper Session) - (OM) Choosing among Careers: When Workers Pick Incentives
12:20pm - 2:10pm Anaheim Marriott: Suite 312
Chair: Amanda Brickman Elam, Babson College
824 (OMT) Mobilizing Culture in Institutional Processes
12:20pm - 2:10pm Anaheim Convention Center: 210D
Organizers: Katherine C. Kellogg, Massachusetts Institute of Technology; Klaus Weber, Northwestern U.
Chair: W. Richard (Dick) Scott, Stanford U.
Norm Violation in Institutional Fields | Silviya Svejnovova, ESADA Business School; Tina Dacin, Queen's U. Canada; Rasha Nashra, Queens U. Canada
The Creation and Contestation of New Institutional Logics in Alternative Agriculture | Kathryn Lake Heinze, Northwestern U.; Klaus Weber, Northwestern U.
Re-engineering Culture: A Comparative Case Study of Professional Identity Change in Surgery | Katherine C. Kellogg, Massachusetts Institute of Technology
Trouble in Store: Community Cohesion, Organization, and Anti-Wal-Mart Protest | Paul Ingram, Columbia U.; Hayagreeva Rao, Stanford U.; Lori Qingyuan Yue, Columbia U.

825 (Paper Session) - (OMT) Pushing the Frontier: Network Expansion
12:20pm - 2:10pm Anaheim Convention Center: 303A
Chair: Bin Chen, Baruch College
Discussant: David Obstfeld, U. of California, Irvine
How Entrepreneurs Form Relationships: The Securing of Investments from Venture Capitalists | Hitoshi Mitsuhashi, Keio U.; Lailani Laynesa Alcantara, East Texas Baptist U.; Jung Won Min, Science and Technology Policy Institute
Network Expansion and Consolidation through Partner Selections | Zhang (John) Lin, U. of Texas, Dallas; Haibin Yang, City U. of Hong Kong
Entrepreneurs’ Networking Action Patterns and Search for New Exchange Partners | Balagopal Vissa, INSEAD

826 (Paper Session) - (OMT) Learning across: Interorganizational Transfer of Practices and Personnel
12:20pm - 2:10pm Anaheim Convention Center: 303B
Chair: Amir Sasson, U. of California, Berkeley
Discussant: Gina Dokko, New York U.
Post-adoption Regret and Biased Vicarious Learning in Innovation Abandonment Bandwagons | Ann Katrin Terlaak, U. of Wisconsin, Madison; Yan Gong, U. of California, Irvine; Ji-hyun Kim, New York U.
Conformity for Legitimacy: A Perspective from the Learning Model of Firm Risk-taking | Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Yi Tang, Hong Kong U. of Science and Technology
Learning in Virtual Organizations under Dynamic and Static Hub Structures | Suyong Lee, KAIST Business School; Jeho Lee, KAIST Graduate School of Management; Dan Braha, U. of Massachusetts, Dartmouth

827 (Paper Session) - (OMT) More than This: Aspiration Levels in Organizations
12:20pm - 2:10pm Anaheim Convention Center: 303C
Chair: Hakan Ener, INSEAD
Discussant: Pino G. Audia, Dartmouth College
Who’s in First? Social Aspirations and Organizational Change | Thomas P. Moliterno, U. of South Carolina; Christine Beckman, U. of California, Irvine
The Impact of Institutions and Imprinting on Aspirations: Evidence from Transition Economies | George A. Shinkle, Purdue U., West Lafayette; Aidas Kriauciunas, Purdue U.
Overconfidence and the Social Structure of Aspirations: An Alternative Approach to Exploitive/Exploration Search | Desmond W. Ng, Texas A&M U.
The Impact of Performance Measurement on Product Innovation | Bassil A. Yaghi, Cranfield School of Management

828 (Paper Session) - (OMT) Models of Leadership
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - OMT 1
Presented on panels 53-62
Toward a Complexity Context for Leadership | James K. Hazy, Adelphi U.
Team Climate and Individual Learning in Chinese Organizations | Bjarte Humborstad, Macau Inter-U. Institute; Sut I Wong Humborstad, Institute For Tourism Studies; Richard Whitfield, Macau Inter-U. Institute
Understanding the Hold-up Problem in the Management of Megaprojects | Chen-Yu Chang, U. College London
The Impact of Certain Personality Traits on Aspects of Leader Behaviour | Michael Vincent McDonald, U. College Dublin, Ireland
Antecedents and Effects of Market Orientation: The Moderating Role of the Development Stage | Andreas Engelen, RWTH Aachen U.; Florian Heinemann, RWTH Aachen U.; Tessa Flattan, RWTH Aachen U.
Do Venture Capitalists Have a Continuation Bias? | Dmitry Mikhail Khanin, California State U. Fullerton; Raj V Mahto, California State U. Fullerton
How Actions Constitute Organization in a Rolling Present | Tor Hermes, Copenhagen Business School; Kajsa Lindberg, Goteborg U.
Towards a Theory of Escalation in Major Project Organising | Graham M. Winch, Manchester U.

829 (OMT, OB, BPS) Formation and Evolution of Social Networks in Organizations and Small World Systems
12:20pm - 2:10pm Anaheim Convention Center: 207D
Chair: Waverly W. Ding, U. of California, Berkeley; Emily W. Choi, U. of California, Berkeley
Discussant: Ray Reagans, Carnegie Mellon U.
Homophily and Personality: A Longitudinal Approach | Hillary Anger Elfenbein, U. of California, Berkeley; Aiwa Shirako, U. of California, Berkeley; Waverly W. Ding, U. of California, Berkeley; Emily W. Choi, U. of California, Berkeley

How Did I Get Here? The Origins of Social Network Position | Jennifer Kurkoski, U. of California, Berkeley
Communication (and Coordination?) in a Modern Complex Organization | Adam M. Kleinbaum, Harvard U.; Toby E. Stuart, Harvard U.; Michael L. Tushman, Harvard U.
Status and Cohesion in the Formation of Networks | Brian Uzzi, Northwestern U.; Roger Guimera, Northwestern U.; Jarrett Spire, INSEAD; Luis Amaral, Northwestern U.

830  SHCS: (OMT, TIM, ENT) Field-Configuring Events: How Contests, Ceremonies, and Tradeshows Shape Technologies and Industries
12:20pm - 2:10pm Anaheim Marriott: Platinum 1
Chair: Joseph Lampel, Cass Business School; Alan D. Meyer, U. of Oregon
Discussants: C. Marlena Fiol, U. of Colorado, Denver; Vibha Gaba, INSEAD
Tournament Rituals, Category Dynamics, and Field Configuration: The Case of the Booker Prize | Anand Narasimhan, IMD; Brittany C. Jones, Tanaka Business School
Field Configuring Events and Hybrid Identities: Art and Commerce at Premier European Film Festivals | Stephen Mezias, New York U.; Jesper Strandgaard Pederson, Copenhagen Business School; Silviya Svejnovova, EASEA Business School; Carmelo Maza, Copenhagen Business School
Showdown at Kykuit: Field-Configuring Events as the Loci for Conventionalizing Accounts | Paul-Brian McInerney, Indiana U. South Bend
How Field-Configuring Events Facilitate Sensemaking During Reshaping of Professional Fields | Amalya L Oliver, Hebrew U.; Kathleen Montgomery, U. of California, Riverside

831  (Paper Session) - (PNP) Effects of Leadership
12:20pm - 1:30pm Anaheim Marriott: Orange County 4
Chair: Eleni Anna Zulia, Ohio U.’s Voinovich Center for Leadership and Public Affairs
Institutional limitations on distributed leadership in complex organizations | Andy Lockett, U. of Nottingham; Graeme Currie, U. of Nottingham; Deniz Ucbsaran, Nottingham U.
Antecedents of Affective Commitment: Testing a Four-Item Model across Organizational Hierarchy | Shahidul Hassan, State U. of New York Albany (PhD Student); John Rohrbaugh, State U. of New York Albany
Knowledge management and effective university governance | Deborah Blackman, U. of Canberra; Monica Kennedy, U. of Canberra, Australia
The Impact of Informational Technology on Organizational Structures | Tobin Im, Seoul National U.

832  (Paper Session) - (PNP) Strategic management in state owned enterprises
12:20pm - 1:30pm Anaheim Marriott: Platinum 1
Chair: Eric Kong, Charles Sturt U.
Using the Balanced Scorecard in Social Service Nonprofit Organizations: A Critical Analysis | Eric Kong, Charles Sturt U.
Contextual Capability’s Role in Developing Market Orientation: A Study of a Privatized Organization | Leslie Two Roger, Nova Southeastern U.; Kathleen Voges, Texas A&M U.; Kingsville; Barry Barnes, Nova Southeastern U.
The Adoption of Management Innovation in Public Service Organizations: Effects of Four Antecedents | Holly H. Chiu, Rutgers U.; Fariborz Damanpour, Rutgers U.; Jun Li, Rutgers U.
The Odyssey of New Zealand State-Owned Enterprises | Liljana Erakovic, U. of Auckland; Suchi Mouty, U. of Auckland

833  : (Paper Session) - (PNP) Issues in Managing Government Agencies
12:20pm - 1:30pm Anaheim Convention Center: Exhibit Hall C - PNP 1
Is There a Risk of Incoherence in an Autonomous Public Agency? | Silvia Testarmata, Tor Vergata U.; Alessandro Giosi, Tor Vergata U., Italy; Sandro Brunelli, Tor Vergata U.
Steering rather than Rowing as Absolute Values or Loose Concepts? | Stefano Tasselli, Bocconi U.; Domenico Salvatore, Parthenope U. of Naples; Francesco Longo, Bocconi U.
The Economic Impact of Mega Events: A Longitudinal Study on the Olympic Games | Chengli Tien Lo, National Taiwan U.
Towards a global evaluation methodology in university rankings | Guillaume Biot-Paquerot, Groupe Sup de Co La Rochelle; Ina Freeman, Groupe Sup de Co La Rochelle

834  : JS: (RM, MH) The Questions We Ask and the Ways We Answer Them: The Resurgence of Experimental Research
12:20pm - 1:30pm Hilton Anaheim: Manhattan
Organizers: Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.
Experimental Economics and Antitrust: What Can We Learn from Laboratory Markets? | Bart J. Williams, Chapman U.
The Design and Use of Experiments: Challenges and Triangulation | Ethlyn Anne Williams, Florida Atlantic U.; Terri A. Scandura, U. of Miami
Within-group Design Options and the Questions They Can Answer | Sonia M Goltz, Michigan Technological U.
Recordkeeping Alters Economic History by Promoting Reciprocity. | Sudipta Basu, TEMPLE U.; John Dickhaut, U. of Minnesota; Gary Hecht, Emory U.; Kristy Towry, Emory U.; Gregory Waymire, Emory U.
Validating the Construct of Image Norms | Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.

835  : (Paper Session) - (SIM) The Vulnerable Stakeholder
12:20pm - 1:30pm Anaheim Marriott: Orange County 2
Facilitator: Kathryn S Rogers, Pilzer College
CSR in Conflict Prone Areas: An Empirical Investigation In Lebanon | Ramez Mirshak, American U. of Beirut; Dima Jamali, U. of Southampton
Child Labor in India: From Wellfari to Economic Perspective | Mridul Maheshwari, Indian Institute of Management Ahmedabad; Manjari Singh, Indian Institute of Management Ahmedabad


Section D
836 (Paper Session) - (SIM, MED, IM) Questions We Should Ask about Alleviating Poverty through Business Strategy
12:20pm - 2:10pm Anaheim Marriott: Orange County 3
Chair: Charles Wankel, St. John’s U.; James A F Stoner, Fordham U.
An Overview of Questions We Should Ask about Alleviating Poverty through Business Strategy | Charles Wankel, St. John’s U.; James A F Stoner, Fordham U.
Alleviating Poverty Using Microfranchising Models: Cases and Critiques | Lisa Jones Christensen, U. of North Carolina, Chapel Hill
The economic value of poverty alleviation and the contribution of commerce to the common good | Patricia Werhan, DePaul U. and U. of Virginia; Laura Pincus Hartman, DePaul U.; Scott Kelley, DePaul U.
Can Information and Communication Technology Be Used to Help Alleviate Poverty? | Nilay Yajnik, NMIMS U.
Presenters: Charles Wankel, St. John’s U.; James A F Stoner, Fordham U.; Lisa Jones Christensen, U. of North Carolina, Chapel Hill; Patricia Werhan, DePaul U. and U. of Virginia; Laura Pincus Hartman, DePaul U.; Scott Kelley, DePaul U.; Nilay Yajnik, NMIMS U.

837: (Paper Session) - (TIM) Technology and Innovation Policy
12:20pm - 2:10pm Anaheim Marriott: Suite 315
Chair: Mariann Jelinek, College of William and Mary
Discussants: Jay Inghwé Chok, U. of Southern California; Laura Ann Ketter, Tiffin U.; Ning Su, Stern School of Business, New York U.; Ning Su, Stern School of Business, New York U.
Information Technology in Brazil: From Market Reserve to Liberalization | Francisco Lima Teixeira, UFBA; Silvio Vanderlei Araujo, UFBA
Transaction Costs and Trolls: the Role of Entrepreneurs in the U.S. Patent Court System | Gwendolyn G. Ball, U. of Illinois at Urbana-Champaign; Jay P. Kesan, U. of Illinois at Urbana-Champaign
Regulatory Dependence and Scientific Advisory Boards | Jay Inghwé Chok, U. of Southern California

838: (Paper Session) - (TIM) New Product Development and Adoption: Creativity and Adoption
12:20pm - 2:10pm Anaheim Convention Center: 303D
Chair: David Longstreet, Avila U.
Discussants: Richard M. Franz, Kennesaw State U.; Lee N. Davis, Copenhagen Business School; Julian C. Sulej, U. of Dundee; Nieves Arranz, UNED
Tuning User Ideation towards Radical or Incremental Ideas for Technology-based Services | Per Kristensson, Karlstad U.; Peter R. Magnusson, Karlstad U.
Exploring the Ideation Patterns of Ordinary Users: The Case of Mobile Telecommunication Services | Peter R. Magnusson, Karlstad U.; Christiane Bettina Hipp, Brandenburg Technical U. Cottbus
With a Little Help from Our Colleagues: A Longitudinal Study of Social Networks for Innovation | Bob Kijkuit, RSM Erasmus U.; Jan Van den Ende, RSM Erasmus U.
Innovation and Imitation: Gatekeepers and citation networks in rap music production | Pacey Foster, U. of Massachusetts Boston

839: (Paper Session) - (TIM) Technological Human Resource Issues
12:20pm - 2:10pm Anaheim Convention Center: 304B
Chair: Ian Larkin, Harvard Business School
Discussants: Janet K. Staker Woerner, Cardean Learning Group/Converging Communications; Leslie Jordan Albert, San Jose State U.; Jun Jin, College of Public Administration, Zhejiang U.; Clarence J. Jones, Roosevelt U.
High performance work systems and the knowledge creation within organizations | Zheng Jane Zhao, U. of Kansas; Aleksy Martynov, U. of Kansas
Social Capital, Knowledge Creation Capability, and the Performance of Knowledge Work Units | Abraham Carmeli, Bar Ilan U.; Benny Azeroual, Hafa U.
CTO Influence in the TMT | John W Medcof, McMaster U.
Innovation in R&D teams: Does leadership really matter? | Silke Astrid Eisenbeiß, U. of Konstanz; Sabine Boerner, U. of Konstanz

840: (Paper Session) - (TIM) New Product Development and Adoption: Service, Technology, Innovation, & Time to Market
12:20pm - 2:10pm Anaheim Convention Center: 304C
Distinguished Speaker: George M Puia, Saginaw Valley State U.
Chair: George M Puia, Saginaw Valley State U.
Discussants: Jeffrey Word, Manchester Business School; Martina Merkle, Fernfachhochschule Schweiz
Innovation in Private Infrastructure Development: Effects of Selection Environment and Modularity | Nuno A Gil, Manchester Business School
Does Technological Innovation Matter in Efforts to Build a Top Brand? | Chengli Tien Lo, National Taiwan U.
Understanding the Project Organisation of Innovation | Lars Frederiksen, Imperial College London; Andrew Davies, Imperial College London
Do First-Mover Advantages exist for service products? | Gianvito Lanzolla, Cass Business School
Analyzing the role of knowledge and innovative–imitative activity on the company’s performance | Ana Pérez-Luño, U. Pablo de Olavide; Ramón Valle-Cabrera, U. Pablo de Olavide; Johan Wiklund, Syracuse U.
Session Details – Monday

841: (Paper Session) - (TIM) Strategy and Management: Mergers and Acquisitions
12:20pm - 2:10pm Anaheim Convention Center: 304D
Chair: Petra Ahrweiler, U. College Dublin
Discussants: Vincent Mangematin, INRA/UPMF; Andrew Lewis Maxwell, U. of Waterloo; Petra Ahrweiler, U. College Dublin; Jay Sankaran, U. of Auckland; Vivek Ghosai, Georgia Institute of Technology
- Acquisition of small firms by large incumbents as a means for technology sourcing? | Marcus Wagner, Bureau d’Economie Théorique et Appliquée
- Going, Going, Gone. Innovation and Exit in Manufacturing Firms | Elena Cafes, Utrecht U.; Orietta Marsili, Erasmus U.
The M&A Dynamics of European Science Based Entrepreneurial Firms | Damiano Bonardo, U. of Bergamo; Stefano Paleari, U. of Bergamo; Silvio Vismara, U. of Bergamo
- Innovative Output and the Decision to Acquire | Derek Ruth, Wichita State U.; Dinesh N Iyer, Purdue U.; Barton M Sharp, Purdue U., West Lafayette
- Seller Expectations in the Cambridge ICT Cluster | Caren Weinberg, U. of Cambridge

842: (Paper Session) - (TIM) Strategy and Management Visual Presentations II
12:20pm - 2:10pm Anaheim Convention Center: Exhibit Hall C - TIM 1
Presented on panels 41-52
- Managing Collective Frames of Reference: Key Issue in Radical Technology Development | Cees Draijer, DALSA Professional Imaging; Joan Ernst Van Aken, Eindhoven U. of Technology
- Counterproductive Effects of Innovation Controlling | Ellen Enkel, U. of St. Gallen; Oliver Gassmann, U. of St. Gallen; Javier Perez-Freije, Rieter Automotive Management AG
- Transferring ideas as part of the innovation process: collaborative and non-collaborative approaches | Peter Galvin, Curtin U. of Technology; John Rice, U. of Adelaide; Elizabeth Jackson, U. of Newcastle, U.K.
- Technology Adoption in a Duplex: The Effects of Customer Preferences and Firm Cooperation | John Angelis, U. of Wisconsin Milwaukee; Moreno Levesque, U. of Waterloo
- Intellectual human capital and strategic alliances: Are they complementary or substitutive in nature? | Annapoornima M Subramanian, National U. of Singapore; Pek-Hooi Soh, Simon Fraser U.
- Gains and Pains from Contract Research: A Transaction and Firm-level Perspective | Christoph Grimppe, Centre for European Economic Research; Ulrich Kaiser, U. of Southern Denmark
- Realizing innovation synergy by post merge integration of the innovation organisation | Lianne W.L. Simonse, Utrecht U.
- Creating Standards: Creating Illusions? | Mai Skjett Linneberg, Aarhus School of Business
- The search for “search”: Understanding technological and strategic contests | Yong Kwang Adrian Yeow, U. of Maryland, College Park; Samer Faraj, McGill U.
- A Knowledge Perspective on Emerging Clusters in Nanoelectronics | Charles Henry Collet, U. of Grenoble
- The Management of Resource Complementarity for Continuous Innovation in SMEs | Sharis G Chong, National Cheng Kung U.; Se-Hwa Wu, National Cheng Kung U.; Taiwan; Chen-Yen Yao, National Cheng Kung U.

843: (JS) - (TIM, BPS, OMT) User Innovation and Firm Boundaries: Organizing for Innovation by Users
12:20pm - 2:10pm Anaheim Convention Center: 203B
Organizers: Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Introduction: Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne
Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Discussant: Frank T. Pillar, RWTH Aachen U.
Open, Cumulative and User Innovation | Joel West, San Jose State U.
User as Innovator Technology Life Cycle Model | Allan N Afuah, U. of Michigan
Reframing the Role of Lead Users in Radical Innovation Using an Open Innovation Perspective | Wim Vanhaverbeke, Eindhoven U. of Technology
Users as Complementors | Lars Bo Jeppesen, Copenhagen Business School; Kevin Boudreau, HEC-Paris School of Management
Presenters: Joel West, San Jose State U.; Allan N Afuah, U. of Michigan; Wim Vanhaverbeke, Eindhoven U. of Technology; Lars Bo Jeppesen, Copenhagen Business School

Monday 12:30PM

844: (MED) “Take Back the Night: Re-Ignite the Power of Education,”MED: Past Chair’s Luncheon
12:30pm - 2:30pm Anaheim Marriott: Platinum 8
Opening Address by Laurie Milton, MED Division Chair, followed by a facilitated discussion among Past-Chairs. This session will provide Past Chairs with the opportunity to critically assess the state of management education, to share their perspectives on current challenges and to begin to examine how to address these.
Organizer: James A F Stoner, Fordham U.
Hosts: Katherine A. Karl, Marshall U.; Laurie Milton, U. of Calgary/U. of Western Ontario

Monday 12:50PM

845: (Paper Session) - (OM) New Product Development
12:50pm - 2:50pm Anaheim Convention Center: 207C
Chair: Benn Lawson, Queen’s U. Belfast
Investments in New Product Development: The Role of the Supply Chain in Program Performance | Carol Prahl, Michigan State U.; Canan Kocabasoglu-Hiiller, U. of Kansas; Robert D Klassen, U. of Western Ontario
Breakthrough Scanning, Supplier Knowledge Exchange and New Product Development Performance | Paul D. Cousins, U. of Manchester; Benn Lawson, Queen’s U. Belfast; Kenneth J Petersen, Colorado State U.; Robert Handfield, North Carolina State U.
Monday 1:00PM

846 (MED) How do we teach management? Using blogs, opensource software and Youtube to teach GenV
1:00pm - 2:10pm Anaheim Convention Center: 211A
Chair: Asha Rao, California State U. East Bay
YOUtube in the management classroom | Asha Rao, California State U. East Bay
Teaching Research by Doing Research: Win/Win through ‘Giving the Tools Away’ | Daniel E. Martin, California State U. East Bay
Business and technology blogs-tools for cutting edge class discussions | Rushi Karichalil, Tulane U.
Participants: Daniel E. Martin, California State U. East Bay; Rushi Karichalil, Tulane U.; Asha Rao, California State U. East Bay

847 (Paper Session) - (ONE) Stakeholder Linkages for Sustainability
1:00pm - 2:10pm Anaheim Marriott: Platinum 4
Chair: Andrew Crane, York U.
Discussants: Sara B. Soderstrom, Northwestern U.; Raed Elaydi, Penn State U.
A Network Analysis of Evolving Interorganizational Environmental Collaborations | Raymond L. Paquin, Concordia U.; Jennifer Howard-Grenville, U. of Oregon
Business responses to the protective public policy process | Jorge Rivera, George Washington U.; Jennifer Oetzel, American U.; Peter DeLeon, U. of Colorado, Denver; Mark Starik, George Washington U.
The Carbon Credits Market in Brazil and the Role of Intermediary Agents | Silvia Novaes Zilber, UNINOVE; Eduardo Koga, UNINOVE
Inter-Firm Relationship Strategies For Recycling Of Secondary Materials | Dayna Simpson, Oregon State U.

Monday 1:30PM

848 (OB) A Thank-You Coffee
1:30pm - 2:30pm Anaheim Marriott: Platinum 9
An opportunity for members of our various OB Division committees to relax. Please join us for a coffee.
Host: Carol T. Kulik, U. of South Australia

Monday 2:30PM

849 (AAS) Opposite Day: How Can I Know What to Ask Until I See What They Say?
2:30pm - 3:30pm Anaheim Marriott: Platinum 5
Organizer: Adam M. Grant, U. of North Carolina, Chapel Hill

Opposite Day: How Can I Know What to Ask Until I See What They Say? | Adam M. Grant, U. of North Carolina, Chapel Hill
The Answers We Find: How Interesting Answers Provoke Better Questions | Sally Maijlis, U. of British Columbia
Departures from Conventional Wisdom: Where’s the Next Opposite Effect? | Gary Johns, Concordia U.
Pre-Constructing Opposites: Normative Triangulation | Thomas J. Donaldson, U. of Pennsylvania
Explaining the Unexplainable | Eric Abrahamson, Columbia U.
Grappling with Opposite Days | Jennifer A. Chatman, U. of California, Berkeley
The Co-Existence of Competing Values and Practices | Miriam Erez, Technion-Israel Institute of Technology
Separating Trust and Distrust: Embracing the Theoretical and Methodological Challenges | Roy J. Lewicki, Ohio State U.; Robert Bies, Georgetown U.
Speaking Up in Organizational Hierarchies | Frances J. Miliken, New York U.
The Perils of Purity: Escaping the Boundaries of Disciplinary Research | Martin J. Kilduff, U. of Cambridge

850 (AAS) Shared Decision-Making in Singular Events
2:30pm - 4:00pm Hilton Anaheim City Pavilion A
Chairs: Wendy S. Becker, Shippensburg U.; Michael J. Burke, Tulane U.
Discussant: John S. Carroll, Massachusetts Institute of Technology
Shared decision-making in a wilderness aviation accident | Wendy S. Becker, Shippensburg U.; Michael J. Burke, Tulane U.
Learning from the mission on Takur Ghar Mountain, Afghanistan: Coordinating action and cognition in teams | Nate Allen, National Defense U.; D Christopher Kayes, George Washington U.; Nate Self, The Praevius Group
Breakdown of common ground during the Vincennes shootdown incident | Gary Klein, Klein Associates/Applied Research Assoc.

851 (AAS) Are We Asking the Right Questions about Organizational Decision Making?
2:30pm - 4:00pm Anaheim Convention Center: 204B
Chair: Gerard P. Hodgkinson, U. of Leeds
Are We Asking Questions that Relate to Practitioners’ Problems and Do Our Answers Support Their Decisions? | Alfred Kieser, Mannheim U.
New Questions about Strategy Making from a Practice Perspective | Steven W Floyd, U. of St. Gallen
Information Overload Revisited | Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

852 (Paper Session) - (BPS) Social Capital in Alliances
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon G
Chair: Manish K. Srivastava, Michigan Technological U.
Discussant: Ann McFadyen, U. of Texas at Arlington
Session Details – Monday

\textbf{853}: (Paper Session) - (BPS) Performance Implications of Executives and Agency Conditions
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon H
Chair: Rebecca Luce, Xavier U.
Discussant: Aya S. Chacar, Florida International U.
Organizational Form, the Business Environment, and Competitive Strategy: A Principal-Agent Analysis | David Gaddis Ross, Columbia Business School
The Consequences of Pay Disparity in the Executive Suite | Seema Pissaris, Florida Atlantic U.; Peggy A Golden, Florida Atlantic U.

\textbf{854}: (Paper Session) - (BPS) Creating Value with Strategic Resources
2:30pm - 3:50pm Anaheim Convention Center: 201A
Chair: Tolulope Bewaji, Temple U.
Discussant: Ilgaz Arik, Georgia State U.
The Resource Based View through a Strategy Making Lens | Fran Ackermann, Strathclyde U.; Colin Eden, Strathclyde U.
Which Types of Resources are Necessary to Achieve Competitive Advantage? | Svemn Vidar Gudmundsson, Toulouse Business School; Christian Lechner, Groupe ESC Toulouse Business School

\textbf{855}: (Paper Session) - (BPS) Managerial Issues for New Ventures
2:30pm - 3:50pm Anaheim Convention Center: 201B
Chair: David Benson, U. of Michigan, Ann Arbor
Discussant: Jon Eckhardt, U. of Wisconsin, Madison
To IPO or Not to IPO: An Agency Perspective on the Decision to Go Public in an Uncertain Market | Scott Latham, Bentley College; Michael Braun, U. of Montana

\textbf{856}: (Paper Session) - (BPS) Horizontal Scope and Performance
2:30pm - 3:50pm Anaheim Convention Center: 202A
Chair: Rebecca Luce, Xavier U.
Discussant: Aya S. Chacar, Florida International U.
Horizontal Diversification and Vertical Contracting | Pierre-Xavier Meschi, CERAM Business School & Université de la Méditerranée; Emmanuel Metais, EDHEC Business School

\textbf{857}: (Paper Session) - (BPS) Behavioral and Organizational Outcomes of Equity Holdings
2:30pm - 3:50pm Anaheim Convention Center: 201D
Chair: Rebecca Luce, Xavier U.
Discussant: Aya S. Chacar, Florida International U.
Towards a Behavioral Theory of Corporate Ownership and Shareholder Activism | Kate Sikavica, U. of St. Gallen; Amy Hillman, Arizona State U.
Transaction Costs Economics and CEO Stock Holdings | Jonathan O'Brien, U. College Dublin; Patrick L. McClelland, U. of Kansas
The Role of Outside Owners in Agency Theory Models of Corporate Governance | Dean A. Hennessy, Tilburg U.; Kimberly A. Bates, Trent U.
The Separation of Ownership and Operations in Service and Retail Businesses: Extent and Effects | Arturs Kalnins, Cornell U.; Francine Lafontaine, U. of Michigan

\textbf{858}: (Paper Session) - (BPS) Managerial Decision-Making and Managerial Action
2:30pm - 3:50pm Anaheim Convention Center: 202B
Chair: Jie Wu, The U. of Auckland
Discussant: Tammy L. Madsen, Santa Clara U.
How Does a New Institution Spread? Evidence of Service Quality Accreditation Regime in Taiwan | Hwei-Wen Pao, Diwan College of Management; Hseuh Liang Wu, National Taiwan U.; Weihwa Pan, National Yunlin U. of Science and Technology
Competitor Identification: Integrating the Categorization, Economic & Identity Perspectives | W Timothy Few, Penn State Beaver, John C Camillus, Katz Graduate School of Business

Interdependent Practices: Sequential and Concurrent Institutionalization of Corporate Governance | Andrew V. Shipilov, INSEAD; Henrich R. Greve, INSEAD; Tim Rowley, U. of Toronto

859: (Paper Session) - (BPS) Strategy and Innovation: New Evidence from Biotechnology
2:30pm - 3:50pm Anaheim Convention Center: 204B
Chair: Martin Merkle, Fernfachhochschule Schweiz
Discussant: Andreas Al-Laham, U. of Kaiserslautern
Do Firms Benefit From Being Present in Technology Clusters: The Case of Biotechnology | Catherine Lecocq, K.U.Leuven; Bart Leten, Katholieke Universiteit Leuven; Jeroen Kusters, Deloitte Consulting
Large Shareholders and Firm Innovation: A Study of Biotech Industry | Edward Levitas, U. of Wisconsin, Milwaukee; Maria Goranova, U. of Wisconsin Milwaukee; Sali Li, U. of Wisconsin Milwaukee
Inter-Firm Ambidexterity in Complementary Competence Domains: A Study of UK Biotechnology | Despoina Filippou, Manchester Metropolitan U. Business School; Paul Windrum, Manchester Metropolitan U.
A Dynamic Theory of Technology Commercialization Strategy | Simon D. Wakeman, ESMT

860: (Paper Session) - (BPS) Firm Boundary Decisions in Information Technology
2:30pm - 3:50pm Anaheim Convention Center: 203A
Chair: Dries Faems, U. of Twente
Discussant: Rachelle Sampson, U. of Maryland
Towards a Theory of Total Services Outsourcing: The Case of Total IT Outsourcing by Global Banks | Ian Larkin, Harvard Business School
Politics and Firm Boundaries | Matthew J. Bidwell, INSEAD
Implications of Internal Organization Structure for Firm Boundaries | Carmen Weigelt, Tulane U.; Douglas J. Miller, U. of Illinois at Urbana-Champaign
Interorganizational Fit, Relational Mechanisms, and Alliance Performance | Dovev Lavie, Technion-Israel Institute of Technology, Pamela R Haunschild, U. of Texas, Austin; Poonam Khanna, Arizona State U.

861: (Paper Session) - (BPS) Capability Development, Replication and Transformation
2:30pm - 3:50pm Anaheim Convention Center: 203B
Chair: Martin Horacio Kunc, U. Adolfo Ibanez
Discussant: Maurizio Zollo, Bocconi U.
A Dynamic Model of Strategy Formation: Tension between Capability Development and Intended Strategy | Anne W. Fuller, Georgia Institute of Technology; Frank T. Rothaermel, Georgia Institute of Technology
Capability Transformation: Interplay between Interest Alignment and Knowledge Leveraging Mechanisms | Anna Goussevskaia, Fundação Dom Cabral; Carlos Arruda, Fundação Dom Cabral; Samir Lotfi, Fundação Dom Cabral
A Managerial Process Model of Organizational Capability Development | Robert Grant, Bocconi U.; Anjali Bakhru, Middlesex U. Business School
Replicating Organizational Knowledge: Principles or Templates? | Charles Baden-Fuller, City U.; Sidney G. Winter, U. of Pennsylvania

862: (Paper Session) - (BPS) Designing and Implementing Social & Political Strategies
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - BPS 1
Presented on panels 36-40
Strategic Inertia through Corporate Political Activity: Consequences of a Path-Dependent Process | Jan Siedentopp, Freie Universitat Berlin
The Role of Top Management Team on Strategic Choice of Corporate Political Strategy and Innovation | Mine Ozer, State U. of New York, Oneonta; Livia Anna Markoczy, U. of Texas, Dallas
Tilting the Playing Field: Towards a Strategic Theory of Endogenous Action | Erikk Autio, Imperial College London; Thomas Keil, Helsinki U. of Technology; Rita Gunther McGrath, Columbia U.

863: SHCS: (BPS, OMT, TIM) Firm Strategy in the Context of Environmental Uncertainty
2:30pm - 3:50pm Anaheim Convention Center: 204C
Coordinator: Glenn Hoekert, U. of Illinois, Urbana-Champaign
Complexity Theory, Market Dynamism, and the Strategy of Simple Rules | Jason Davis, Massachusetts Institute of Technology; Kathleen M. Eisenhardt, Stanford U.; Christopher B. Bingham, U. of Maryland
Acquisition or Alliance: An Integrative Framework of Firm Size and Industry Evolution Stage | Lihong Qian, U. of Illinois at Urbana-Champaign; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Glenn Hoekert, U. of Illinois, Urbana-Champaign
Deferral and Growth Options Under Sequential Innovation | Michael J Leiblein, Ohio State U.; Arvird A Ziedonis, U. of Michigan, Ann Arbor

864: (Paper Session) - (CAR) Career Assistance and Support
2:30pm - 3:50pm Hilton Anaheim: Capistrano A
Chair: Kerr Inkson, U. of Waikato
Discussants: Petra M. Moo, U. of Slieven; Sigmar Malvezzi, Escola de Administração Pública e de Empresas, Fundacao Getulio Vargas; Marie-Line Germain, St. Thomas U.; David M. Kaplan, Saint Louis U.
Can career self-directedness be improved through career counseling and if so, what does it lead to? | Marijke
Session Details – Monday

865: (Paper Session) - (CAR) Perspectives on Work-life Well-being: Facilitation vs Conflict
2:30pm - 3:50pm Hilton Anaheim: Oceanside
Chair: Sally J. Power, U. of St. Thomas
Discussants: Rochelle Parks-Yancy, Texas Southern U.; Roberto Quaglia, ESCP-EAP; Humayun Rashid, Case Western Reserve U.; Sally J. Power, U. of St. Thomas
Towards Culture-Sensitive Theories of the Work-Family Interface | Gary N. Powell, U. of Connecticut, Storrs; Anne Marie Francesco, Hong Kong Baptist U.; Yan Ling, George Mason U.
Consequences of Work-Family Facilitation and Conflict for Objective Employee Health and Performance | Eline Van Steenbergen, Utrecht U.
Supervisor Support, Work-Family Conflict, and Organizational Attitudes: Brazil vs. the U.S. | Wendy J. Casper, U. of Texas, Arlington; Christopher Harris, U. of Texas at Arlington; Amy Taylor-Bianco, Ohio U.; Eileen Kwesiga, Bryant U.
The Relationships among Citizenship Pressure, Job Engagement, and Work-to-Family Enrichment | Dewanna A. Cates, Jackson State U.; Natasha Wilkins Randle, Mississippi State U. Meridian; Christopher J. Mathis, Jackson State U.

2:30pm - 3:50pm Hilton Anaheim: Balboa C
Organizer: Craig Prichard, Massey U.
Participants: Raza A Mir, William Paterson U.; David Knights, Keele U.; Alessia Contu, U. of Warwick; Jeannie M. Forray, Western New England College; Ralph Stablein, Massey U.

867: CAU: (CAU) The Reality, Fallacy & Morality of Immigration: Where do we go from here?
2:30pm - 3:50pm Hilton Anaheim: Santa Barbara
Organizer: Angela Miles, North Carolina A&T State U.
Participants: Myrtle P. Bell, U. of Texas, Arlington; Matrecia S.L. James, Jacksonville U.; Millicent F. Nelson, Middle Tennessee State U.; Channelle D. James, U. of North Carolina Greensboro

2:30pm - 3:50pm Hilton Anaheim: Ventura
Organizer: Kristen Bell DeTienne, BYU

Participants: Kristie K Seawright, Brigham Young U.; David A. Whetten, Brigham Young U.

869: (Paper Session) - (CM) Reputations and Expectations in Conflict and Decision Making
2:30pm - 3:50pm Hilton Anaheim: Santa Monica
Chair: Rachel Croston, U. of Texas at Dallas
Reputation as a Basis for Trust: Social Information, Emotional State, and Trusting Behavior | Nathan Goates, Shippensburg U.
Get what you expect? Expectations, outcomes, and satisfaction in negotiation. | Meredith Ferguson, Baylor U.; Christopher J. Meyer, Baylor U.
When Sweet Talk Sours: The Evil Eye in Rivalry | Tanya Menon, U. of Chicago; Oliver Sheldon, U. of Chicago

870: JS: (CM, GDO) Attaining, Maintaining, and Experiencing Status in Organizations
2:30pm - 3:50pm Hilton Anaheim: Sunset
Chairs: Ya-Ru Chen, Rutgers U.; Steven Blader, New York U.
Discussant: Cecilia Ridgway, Stanford U.
Why do Dominant People Attain Status in Groups? | Cameron Anderson, U. of California, Berkeley; Gavin J. Kilduff, U. of California, Berkeley

Letting people in versus pushing people up: The effects of submissiveness on hiring and promotion | Caitlin Miller Hogan, Stanford U.; Larissa Z. Tiedens, Stanford U.; Rosalind M. Chow, Stanford U.
Differentiation Between Status and Power: An Organizational Justice Perspective | Steven Blader, New York U.; Robert McNamee, Rutgers U.; Ya-Ru Chen, Rutgers U.

871: JS: (Paper Session) - (CMS) The New Economy: Critical Perspectives
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 13
Chair: Dariusz Jemielniak, L. Kozminski Academy of Entrepreneurship and Management
Globalisation Of Corporate Governance? Irresistible Markets Meet Immovable Institutions | Thomas Clarke, U. of Technology, Sydney
Risk as workers remembered utility in the new economy | Clive Smallman, Lincoln U.; Andrew Robinson, Leeds U. Business School
The Role of Cultural Capital and Symbolic Violence in Entrepreneurial Legitimacy | Dirk De Clercq, Brock U.; Maxim Voronov, Brock U.

872: JS: (CMS, SIM) The Questions We Don't Ask (And Why We Don't Ask Them)
2:30pm - 3:50pm Hilton Anaheim: Palos Verdes A
Interrogating Corporate Citizenship: Lessons for Organizational Theory | Raza A Mir, William Paterson U.
The Political Economy of Corporate Social Responsibility | Bobby Banerjee, U. of Western Sydney
Discourses of Corporate Environmentalism and Climate Change: A Critical Perspective | Maarten van der Kamp, Lancaster U.


873 📚: (Paper Session) - (ENT) Users as Entrepreneurs, Innovation Influencers, and Market Shapers
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon J
Chair: Paula Danskin Englis, Berry College
Discussant: Joseph Antonio Rosa, U. of Wyoming

➔ User Entrepreneurship in Online Communities: Lead Useriness, Agenda Shaping and Social Standing | Erkko Auto, Imperial College London; Linus Dahlander, Imperial College London; Lars Frederiksen, Imperial College London
➔ Innovation in Knowledge Intensive Startups: The Impact of the Voice-of-the-Consumer | Paula Danskin Englis, Berry College; Basil Englis, Berry College; Aard J Groen, U. of Twente, NIKOS; Peter Sijde, van der Went

Extreme & Social Identity: An Explanation for Informal User Innovation | Michael David Crum, U. of Louisville; Cheryl Mittness, U. of Louisville

Can we Talk? Entrepreneurial Action and Market Discourse | R. Scott Livengood, U. of Maryland

874 📚: (Paper Session) - (ENT) Ethics, Values, Institutional Logics and Entrepreneurship
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon K
Chair: Dante DiGregorio, U. of New Mexico
Discussant: Benson Honig, Wilfrid Laurier U.

➔ Entrepreneurial differences in Values, Attitudes and Behavior in Developed and Developing Nations | Arnel Onesimo O. Uy, De La Salle U.; Edward F. Murphy, Embry Riddle Aeronautical U.; Regina Greenwood, Nova Southeastern U.; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnologico de Monterrey; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Silvia Ines Monserrat, U. Nacional del Centro; Sergio Madero, Tec de Monterrey; Bahaudin Mujtaba, Nova Southeastern U.; Shaista Ehsan Khijii, George Washington U.; William Teppe, Embry Riddle Aeronautical U.; Mark D. Woodhull, Schreiner U.; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Terrel G. Manyak, Nova Southeastern U.
➔ Institutional Logics: Gender and Business Creation across 11 GEM Countries | Amanda Brickman Elam, Babson College; Siri Ann Terjesen, Texas Christian U., Max Planck Institute of Economics

Do Ethically Suspect Behaviors Prevent or Promote Firm Growth: Evidence from Chinese Entrepreneurs | Jintong Tang, Saint Louis U.; Shaji Khan, U. of Missouri at Saint Louis; Renhong Zhu, Sun Yat-Sen U.

875 📚: (Paper Session) - (ENT) Governance and Control in Entrepreneurial Firms and Family Businesses
2:30pm - 3:50pm Anaheim Convention Center: 206A
Chair: Justin B Craig, Bond U. Australia

The Impact of Firm Size and Family Ownership on Management Control Systems | Gerhard Speckbacher, Vienna U. of Economics and Business Administration; Paul Wentges, Vienna U. of Economics and Business Administration
➔ Strategic Planning and Flexibility as Governance Control Mechanisms in Family and Non-Family Firms | Clay Dibrell, Oregon State U.; Justin B Craig, Bond U. Australia; Donald O. Neubaurm, Oregon State U.
➔ The Effects of Decision and Governance Contexts on Decision-making Networks of Small Firm CEOs | Mark Fiegener, James Madison U.
➔ Family Control and Stock Market Reactions to Announcements of Corporate Venturing | Shao-Chi Chang, National Cheng Kung U.; Wann-Yih Wu, National Cheng Kung U.; Ying-Jian Wong, National Cheng Kung U.

Family Involvement and Agency Cost Control Mechanisms in Family Firms | Lucrezia Songini, Bocconi U.; Luca Gnan, Tor Vergata U.

876 📚: (Paper Session) - (ENT) The Influence of Organizational Origins on Characteristics of New Ventures
2:30pm - 3:50pm Anaheim Convention Center: 205B
Chair: Betty Conklin, U. of Louisville
Discussant: Dilene Crockett, Northeastern State U.


➔ Founding Process Impacts on Generating Subsequent Offspring: Aspirations and Capabilities | Anne S Miner, U. of Wisconsin, Madison; Michael P. Ciuchta, U. of Wisconsin-Madison; Yan Gong, U. of California, Irvine; Anthony Sadler, U. of Wisconsin, Madison; John Surdyk, U. of Wisconsin, Madison

➔ Role of Supportive Parent in Managing Spinning-off Process and Facilitating Identity Change | Arvin Sahaym, Washington State U.

877 📚: (Paper Session) - (ENT) Signals, Reputation, and Legitimation: Firm and Industry Perspectives
2:30pm - 3:50pm Anaheim Convention Center: 205A
Chair: Seung Bai Bach, California State U. Sacramento
Discussant: Boris F. Blumberg, U. of Maastricht

➔ Patents as Quality Signals for Entrepreneurial Ventures | David Hsu, Wharton School; Rosemarie Ziedonis, U. of Michigan, Ann Arbor


➔ The Impact of New IPO on the Value of the Incumbent Firms | Seung-Hyun Lee, U. of Texas, Dallas; Seung Bai Bach,
Session Details – Monday

878 (Paper Session) - (ENT) Team Characteristics that Impact Venture Process and Outcomes
2:30pm - 3:50pm Anaheim Convention Center: 206B
Chair: Kandarp Mehta, ISEP Business School
Discussant: Aagean Oi Kam Leung, U. of Victoria
- Functional Heterogeneity, Unmet Expectations, and Interpersonal Conflict in New Venture Teams | Gaylen N. Chandler, Wichita State U.; Derek Ruth, Wichita State U.
- The role of team diversity in the entrepreneurial process | Maria Kakarika, Instituto de Empresa Business School
- The Impact of Initial Team Composition and Performance on Team Dynamics and Firm Survival | Karin Hellerstedt, Jönköping Int’l Business School; Howard Aldrich, U. of North Carolina

879 (Paper Session) - (ENT) Policy, Practices and Regional Characteristics that Impact Entrepreneurial Activities
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 1
Presented on panels 65-71
- New Venture Creation as the Engine of Economic Prosperity in the US: An Exploratory Analysis | Erick Paulo Cesar Chang, Arkansas State U.
- The Relationship Between Innovation Policy and Nanotechnology Entrepreneurship | Jennifer Woolley, Santa Clara U.; Renee Rottner, U. of California, Irvine
- Formal and Informal Network Activities in Bottom-up Business Incubators | Anne Billingtoft, Aarhus School of Business, U. of Aarhus
- Societal Legitimation: Societal practices and Entrepreneurship in 35 Countries | Ute Stephan, Philippus-U. Marburg; Lorraine M. Uhlaner, Nenrode Business Universiteit
- Innovation and the Entrepreneurial University | Peter William Moroz, Australian Graduate School of Entrepreneurship, Swinburne U. of Technology; Robert Brent Anderson, U. of Regina; Kevin George Hindle, Swinburne U. of Technology
- Creation of Higher Education Institutions and Entry of Knowledge Based firms – A Policy Evaluation | Joana Mendonca, Instituto Superior Tecnico; Francisco Lima, Instituto Superior Tecnico; Rui Baptista, Instituto Superior Tecnico

880 (Paper Session) - (ENT) Entrepreneurial Theory
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 2
Presented on panels 72-75
- The roots of the domain of entrepreneurship research | Mikael Scherdin, Uppsala U.; Ivo Zander, Uppsala U.
- What is Not Entrepreneurship Theory | Richard J Arend, U. of Nevada, Las Vegas
- Successful entrepreneurs are not risk-takers: A theory of entrepreneurial decision-making | Deepak Sardana, U. of new South Wales; J. Peter Murmann, AGSM-Australian School of Business

881 (Paper Session) - (GDO) Spirituality and Religion in the Workplace
2:30pm - 3:50pm Hilton Anaheim: Malibu
Chair: William E Martello, St. Edward’s U.
- Political and religious differences: Are they equal aspects of diversity and employee rights? | Ericka R. Lawrence, U. of Alabama; James E. King, U. of Alabama, Tuscaloosa
- Religious Attire in the Workplace: Understanding the Hijabi Perspective | Sonia Ghumman, Michigan State U.
- Between Gender and Religion: Where Does the Arab Woman Stand? | Hayfaa Tlaiss, U. of Manchester; Saleema Kauser, U. of Manchester
- Spirituality in the Management Context: Does Gender Make Any Difference? | Caroline Liu, U. of Southern California

882 (Paper Session) - (GDO) The Flexibility of Employee Work Arrangements
2:30pm - 3:50pm Hilton Anaheim: Redondo
Chair: Marco DiRienzo, Drexel U.
Discussant: Dorothy Perrin Moore, Emeritus Professor of Business Administration, The Citadel
- Using the theory of planned behavior to predict intentions to use flexible work arrangements. | Sue A. Epstein, U. at Albany, SUNY; Janet H. Marler, U. at Albany, SUNY
- Flexible Work Arrangements and Intentions of Unemployed Women: Towards a Model Development | Eleni Stavrou, U. of Cyprus; Christina lerodiakonou, U. of Cyprus
- Returning to Work - Mothers’ Willingness to Pay for Amenities | Christina Felfe, U. Pompeu Fabra

883 (Paper Session) - (GDO) Diversity in Work Teams: Exploring Contextual Factors and Outcomes
2:30pm - 3:50pm Hilton Anaheim: San Clemente
Chair: Roya Aymam, Illinois Institute of Technology
- Dorothy Harlow Best Paper Award. Sponsored by McGraw-Hill
- Reality or Perception? Leadership and Team Diversity Management | Zhi Liu, Nanyang Technological U.
- The Conditions Leading to Positive Outcomes for Members of Culturally Diverse Work Teams | Shannon Lloyd, Monash U., Clayton; Charmine E. J. Hartel, Monash U., Clayton
- The Impact of Workgroup Diversity on Performance | Alexandra Niessen, Northwestern U. and U. of Cologne; Stefan Ruendi, UT Austin and U. of Cologne; Michaela Baer, U. of Cologne
- Best Student Paper Award. Sponsored by Emerald Publishers
884 ☐ ☐: (Paper Session) - (GDO) Experiences of Diversity: Correlates, Consequences and Opportunities
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - GDO
Presented on panels 1-15
Leader-Member Exchange and Organizational Citizenship Behaviors: the Role of Ethnic Similarity | Ronit Waismel-Manor, Netanya U. College; Aharon Tziner, Netanya U. College; Efrat Berger, Tel-Hai Academic College; Eli Dikstein, Tel-Hai Academic College
Exchanging diversity beliefs and leader performance across cultures | Todd J. Weber, U. of Nebraska-Lincoln; Golnaz Sadri, California State U. Fullerton
The effects of trainer race and gender on perceptions of diversity trainer effectiveness | Benjamin E. Liberman, Columbia U.; Laura Buffardi, U. of Georgia; Caryn J. Block, Teachers College, Columbia U.; Sandy Uyekubo, Columbia U.
Testing the Factor Structure and Measurement Equivalence of the WLEIS Across Gender and Ethnicity | Daniel S. Whitman, Florida International U.; David L. Van Rooy, Florida International U.; Chockalingam Viswesvaran, Florida International U.; Eyran Kraus, City of Miami, Employee Relations
Laid-off Women Workers’ Experiences in Urban China | Ying Chen, Vanderbilt U.
Transparency and trust as antecedents to perceptions of commitment to stated diversity goals | Molly Pepper, Gonzaga U.; Linda Tredennick, Gonzaga U.; Raymond F. Reyes, Gonzaga U.
The fairer sex? Expectations for male and female managers’ interpersonal and procedural fairness | Rebecca Clare Levine, Columbia U.; Joel Brockner, Columbia U.
Establishing advisor-advisee relationships: Impact of decision factors, schemas and time periods | Xiang Feng Liang, Case Western Reserve U.; Simy Joy, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.; Susan Perry, Baldwin Wallace College
Action, Not Silence, is Golden: Why Workplace Observers Sustain or Combat Racial Microaggressions | Ashleigh Shelby Rosette, Duke U.; Patricia Faison Hewlin, Georgetown U.; Andrew M. Carton, Duke U.
Multiple Facets of Team Voice: The Role of Relational Demography, Personality, and Team Structure | Kenneth H. Price, U. of Texas, Arlington; Amy B. Henley, Kennesaw State U.; James J. Lavelle, U. of Texas, Arlington; Aaksha Taneja, Stockton College of NJ; Vishnu Vinekar, Fairfield U.
Worksite Segregation and Performance-Related Attitudes | Niki Dickerson, Rutgers U., Dept. of LSER; Lisa Schur, Rutgers U., Dept. of LSER; Douglas Kruse, Rutgers U.; Joseph Blasi, Rutgers U.
Distinguishing motive profiles and satisfaction as a function of gender and entrepreneurial status | Paul H. Jacques, Western Carolina U.; Rita Palrecha, State U. of New York, Binghamton; Richard DeMartino, Rochester Institute of Technology
Employment Separations - the Good, the Bad and the In-between | Margaret Yap, Ryerson U.
Supervisory support as an antecedent to diversity climate perceptions | Benjamin E. Liberman, Columbia U.

885 ☐ ☐: (HCM) Panel: The Questions that We Ask in Health Care Organizational Research
2:30pm - 3:50pm Hilton Anaheim: Palos Verdes B
Organizer: Robert Weech-Maldonado, U. of Florida
Presenters: Jeffrey Alexander, U. of Michigan, Ann Arbor; Denise Anthony, Dartmouth College; Robert C. Myrtle, U. of Southern California; Jacqueline Zinn, Temple U.

886 ☐ ☐: (Paper Session) - (HR) Human Resource Practices and Turnover
2:30pm - 3:50pm Hilton Anaheim: Coronado
Chair: Christine Lynn Jackson, Purdue U., West Lafayette
Discussant: John W. Michel, Towson U.
Shock-Driven Turnover: Development and Validation of the Turnover Events and Shocks Scale (TESS) | Rodger Griffeth, Ohio U.; Peter Hom, Arizona State U.; David G. Allen, U. of Memphis; Brendan Morse, Ohio U.; Justin Weinhardt, Ohio U.
Adding Dynamics into the Voluntary Turnover-Firm Performance Relationship | Kiwook Kwon, U. of Illinois, Urbana-Champaign; KweonTaek Chung, Samsung Economic Research Institute
Regrettable Employee Turnover – Who Do We Regret Leaving and Why Do They Leave? | Andrew James Noblet, Deakin U.; John Hunter McWilliams, Deakin U.; Cary L. Cooper, Lancaster U.
To Stay or To Leave: Autonomy Matters | Dong Liu, U. Washington; Shu Zhang, Columbia U.; Lei Wang, xian jiaotong U.

887 ☐ ☐: (Paper Session) - (HR) Bundled Human Resource Practices
2:30pm - 3:50pm Hilton Anaheim: Huntington C
Chair: Elaine Fardale, Tilburg U.
Discussant: Timothy M. Gardner, Vanderbilt U. Owen Graduate School of Management
A Differentiation Perspective of SHRM: Strategic capabilities, Configurations, and Complementarities | Yu Zhou, Rutgers U.; Dept. of HRM; Ying Hong, Rutgers U.; Mark Huselid, Rutgers U.
Winner of HR Division Best Conference Paper Award, Sponsored by Personnel Review
Public HRM in the European Human Resource Management Field | Sinikka Vanhala, Helsinki School of Economics

888 ☐ ☐: (Paper Session) - (HR) Research on HR Effectiveness, Alignment, and Strategy
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - HR 1
Presented on panels 17-21

891  ⭐️ | (Paper Session) | (IM) Institutional Context and Industrial Level Effects
2:30pm - 3:50pm Anaheim Marriott: Suite 304

Chair: Moses Acquaah, U. of North Carolina, Greensboro
Discussant: Junmin Wang, Indiana U.

- A Comparative Institutional Perspective on Bottom of the Pyramid Markets: The Growth of Microfinance | Joshua Ault, U. of South Carolina; Andrew Spicer, U. of South Carolina
- Who Gets More? Inequality in Globalization and its Implication to the Dynamics of CSAs | Minyoung Kim, U. of Illinois at Urbana-Champaign

892  ⭐️ | (Paper Session) | (IM) Foreign Direct Investment II
2:30pm - 3:50pm Anaheim Convention Center: 212A

Chair: Lei Zhang, U. of Maryland, College Park
Discussant: Proiti Dastidar, George Washington U.

- Real Options, Experiences, and Foreign Entry: U.S. Venture Capital Firms’ Investment In China | Yong Li, State U. of New York, Buffalo; Tony W. Tong, U. of Colorado
- FDI Spillovers and Domestic Firm Productivity - The Role of Competition among FDIs | Yan Anthea Zhang, Rice U.; Haiyang Li, Rice U.; Yu Li, GSM, Peking U.; Li-An Zhou, Peking U.

893  ⭐️ | (Paper Session) | (IM) Innovation & Knowledge Management
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - IM 1

Presented on panels 76-80

- Evaluating Foreign Subsidiaries: An Extension of Gupta/Govindarajan’s Role Typology | Stefan Schmid, ESCP-EAP European School of Management, Katharina Kretschmer, ESCP-EAP European School of Management
- An Empirical Investigation of Learning Outcomes from Short Study Tours | Barbara Parker, Seattle U.; Gregory Prussia, Seattle U.
- Bridging roles, social skill, and embedded knowing in multinational organisations | Mark Fenton-O’Creevy, Open U. Business School; Paul Gooderham, Norwegian School of Economics and Business Administration
MIN TOH
WirtschaftsU. Wien
ESSEC Business School
Discussant:
George Mason U.
ESSEC Business School

Presenters:
Assessing Intercultural Competencies and Japanese Global
Assessing and Developing Intercultural Competencies: Pipe
2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion B

Short-Term Study Abroad Programs for Graduate Business
Exploring Cultural Differences in an Online Classroom
Organizers:
Representations and Perceptions of International Mobility |
Starting Over: Overcoming Workplace Social Undermining of
Immigrant Newcomers | Soo Min Toh, U. of Toronto; Hugh P.
Guzn, U. of Toronto
Representations and Perceptions of International Mobility |
Jean-Luc Cerdin, ESSEC Business School; Mila B. Lazarova, Simon Fraser U.

Presenters: Mila B. Lazarova, Simon Fraser U.; Jean-Luc Cerdin, ESSEC Business School; Estelle Toomey, Oxford U.; Michael Dickmann, Cranfield U.; Noeleen Doherty, Cranfield U.; Timothy Mills, Cranfield School of Management

Flexpatrate Careers in Europe: Aspirations, Motives, Goals, and Consequences | Barbara Demel, WirtschaftsU. Wien;
Wolfgang Mayrhofer, WirtschaftsU. Wien

Starting Over: Overcoming Workplace Social Undermining of Immigrant Newcomers | Soo Min Toh, U. of Toronto; Hugh P. Guzn, U. of Toronto

Bringing the World into Our Classrooms: Approaches to Cross-Cultural Education
2:30pm - 3:50pm Anaheim Convention Center: 213C
Organizers: Tine Koehler, George Mason U.; Catherine Crampton, George Mason U.
Discussant: Martin J. Gannon, California State U. San Marcos
Exploring Cultural Differences in an Online Classroom
Collaboration | Tine Koehler, George Mason U.; Catherine Crampton, George Mason U.
Reflections on Teaching U.S. and Chinese Students in Beijing | Pamela Hinds, Stanford U.
Short-Term Study Abroad Programs for Graduate Business
Students | Michelle Amy Marks, George Mason U.; Paige Wolf, George Mason U.; Karen Hallows, George Mason U.

How Should We Assess and Develop Intercultural Competencies in Current and Future Global Leaders?
2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion B
Chair: Mark E. Mendenhall, U. of Tennessee, Chattanooga
Assessing and Developing Intercultural Competencies: Pipe
Dream or Attainable Goal? | Joyce Osland, San Jose State U.; Mark E. Mendenhall, U. of Tennessee, Chattanooga
Intercultural Competence Assessment and Development in the United States Army | Lisa M. V. Gulick, George Mason U.; Jeffrey L. Herman, George Mason U.
Assessing Intercultural Competencies and Japanese Global Leadership: A Longitudinal Study | Allan Bird, U. of Missouri, St. Louis; Norihito Furuya, IGB Network Co., Ltd.; Michael J. Stevens, Weber State U.

Developing Global Leaders in Executive Programs: It’s Time to Bite the (PowerPoint) Bullet | Schon Beechler, Duke Corporate Education; Martha L. Maznevski, IMD

Developing Global Leadership Capabilities in Our Students: The Role of Creativity | Gary Odou, California State U. San Marcos; Hal B. Gregersen, INSEAD; Jeffrey H. Dyer, Brigham Young U.

Winner of MED Division Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School

The Evolution of Management Concepts
2:30pm - 3:50pm Anaheim Convention Center: 213A
Organizer: Timothy Michael Devinney, AGSM-Australian School of Business
Moderator: Art Kleiner, Booz Allen Hamilton / strategy+business
Discussant: Philip M. Rosenzweig, IMD
Participants: Edith W. Seashore, Edith W. Seashore Asso. Ltd.; Charles N. Seashore, Fielding Graduate U.; P V Kannan, 24/7 Customer Inc.; Steven Wheeler, Booz Allen Hamilton
NAVARR0, Universidad Politecnica de Cartagena; MARIA-Teresa Sanchez-Polo, Hospital Universitario "Virgen de la Arrixaca"

OB: Discrepancies between Intention and Behavior in Knowledge Sharing among High-Tech Workers | Iris Reychav, Holon Institute of Technology; Jacob Weisberg, Bar Ilan U.

OB: Looking Beyond the Knowledge Source-Recipient Relationship in the Transfer of Tacit Knowledge | Michele L. Swift, Oregon State U.; Meghna Virick, San Jose State U.

900: (Paper Session) - (IP) Affect, Motivation, and Cognition
Facilitator: Deborah J. Armstrong, Florida State U.


MOC: Managerial Cognition and Strategic Decision Making in Diversified Firms | Larry Stimpert, Colorado College; Irene M. Duhaime, Georgia State U.

MOC: CEO Self-Regulatory Focuses, Strategic Dynamism, and Firm Performance | Ye Dai, U. of Texas, Austin; Siyuan Huang, Duke U.

OB: Three-Mode Principal Components Analysis of Daily Affect at Work | Seth Spain, U. of Illinois, Urbana-Champaign; Andrew Miner, Honeywell

901: (Paper Session) - (IP) Corporate Social Environment and Stakeholder Theory
Facilitator: W. Tretzer Profitt, Franklin & Marshall College

BPS: Stakeholders of Organizations and Organizations as Stakeholders: Do Corporate Directors Matter | Humphry Hung, Hong Kong Polytechnic U.; Theresa Lau, Hong Kong Polytechnic U.

SIM: The role of corporate social performance in attracting cross-culturally sensitive employees | Moriah A. Meyskens, Florida International U.; Karen Paul, Florida International U.

SIM: The social construction of the positive link between corporate social and financial performance | Jean-Pascal Gond, Nottingham U. Business School; Guido Palazzo, U. of Lausanne

SIM: Strategic Use of CSR as a Signal for Good Management | Anil Akpinar, Instituto de Empresa Business School; Yiyi Jiang, Instituto de Empresa Business School; Luis R. Gomez-Mejia, Arizona State U.; Pascual Berrone, IESE Business School; Judith Louise Walls, U. of Michigan

BPS: What is strategy? - A Relationship-Based Approach | Xin Li, Copenhagen Business School

902: (Paper Session) - (IP) Entrepreneurial Practice
Facilitator: Dimo Dimov, U. of Connecticut


ENT: Seeing Entrepreneurship: Entrepreneurs’ use of visual symbols in the strategic legitimation process | Jean Siobhan Clarke, Leeds U.

ENT: Evolutionary trajectories in new venture financing: evidence from biotechnology ventures | Tom R. Vanacker, Ghent U.; Sophie Manigart, Vlerick Leuven Gent Management School; Miguel LCJ Meuleman, Vlerick Leuven Gent Management School

ENT: Past Experience and Entrepreneurship: Empirical Evidence from the Indian Pharmaceutical Industry | Saradindu Bhaduri, Jawaharlal Nehru U.; Hagen Worch, Eawag - Swiss Federal Institute of Aquatic Science and Technology

BPS: Ownership Structure and Separation between Ownership and Control in Italian Listed Companies. | Francesca Cuomo, Parthenope U.


903: (Paper Session) - (IP) Knowledge Creation within the Organization
Facilitator: Yanfeng Zheng, Clemson U.

OMT: Incompatible Assumptions: Barriers to Producing Multidisciplinary Knowledge | Corinne Bendersky, U. of California, Los Angeles; Kathleen L. McGinn, Harvard U.

OMT: Topography of Knowledge Space and Strategic Alliance Formation | Anindyaa Ghosh, Wharton School, U. of Pennsylvania; Johannes M Pennings, U. of Pennsylvania

OMT: That’s Relevant! Towards a Taxonomy of Practical Relevance | Alexander T. Nicolai, U. of Oldenburg; David Nils Seidl, U. of Munich


OMT: Deviate or Comply?: Responding Amidst Entrepreneurship and Institutional Theory | Stratos E Rameglio, Cambridge U.

OCIS: Organizational Design And Informational Disasters | Philippe Nicolas Baumard, CRG Ecole Polytechnique

904: (Paper Session) - (IP) Corporate Governance and Decision Making
Facilitator: Christine Shropshire, U. of Georgia

BPS: Strategic Decision Process: CEO’s Equity Perception and Strategic Decision-Making | Won Yong Oh, U. of Kansas

TIM: Corporate governance systems and R&D commitment | Cheng-Yu Lee, National Cheng Kung U.

ENT: Disclosure Requirements and the IPOs of Research Intensive Firms: Effects of the Sarbanes-Oxley Act | Janine Black, Temple U.

→ BPS: Institutional Transition and the Impact of Competition, Legitimacy and Uncertainty on Firm Growth | Rajiv Krishnan Kozhikode, Hong Kong U. of Science & Technology

905 : (Paper Session) - (IP) Resource and Dynamic Capabilities
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 4
Facilitator: Anthony Scime, Purdue U., West Lafayette
BPS: Dynamic Capabilities: Proposing a Clearer Way Forward | Veronique Ambrosini, Cranfield U.; Cliff Bowman, Ashridge Management College; Nardine Collier, Cranfield U.


→ BPS: Intergenerational Transmissions and The Profitability of Spin-off Firms | Donald D Bergh, Denver U.; Barton M Sharp, Purdue U., West Lafayette


906 : (Paper Session) - (IP) Joint Venturing
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 5
Facilitator: Edwin J. Andrews, Project Management Institute

→ TIM: Knowledge Acquisition from Alliances: How Valuable Is It? | Gurmeeta Vasudeva, U. of Minnesota

→ BPS: Strategic Linkage, Clique, and Firm Performance | Yi-Ju Lo, National Taiwan U.

→ TIM: Value Creation in University-Firm Research Collaborations: A Matching Approach | Denisa Mindruta, U. of Illinois at Urbana-Champaign;HEC, Paris

→ TIM: Choosing the Optimal Degree of Partner Interaction in Alliances | Farok J. Contractor, Rutgers U.; James Woodley, Ramapo College

→ BPS: The Niche Advantage: An Analysis of Network Innovation and Firm Performance in Established Firms | Ikenna S. Uzuegbunam, Rensselaer Polytechnic Institute;Of Kentucky; Satish Nambisan, Rensselaer Polytechnic Institute

907 : (Paper Session) - (IP) The Not-for-Profit Organization
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 6

→ PNP: Privatization in the United States: Thus farther and no further? | Muthu Subbiah, U. of Texas, Dallas

→ PNP: The Pay for Performance Link in the Nonprofit Sector | Eric C Twombly, Georgia State U.; Nicholas Harvey, Georgia State U.

→ PNP: The Role of Relational Capital in Australian Social Service Nonprofit Organizations (SSNPOs) | Eric Kong, Charles Sturt U.

→ PNP: How Permeable is the Nonprofit Sector? | Keely S. Jones, U. of Georgia

→ PNP: Stakeholder Management Strategies for Non-Profits: A Cue from Convention and Visitors Bureaus (CVBs) | Robert C. Ford, U. of Central Florida; Amy Rebecca Gresock, U. of Central Florida; William Peeper, Retired

908 : (Paper Session) - (IP) Communication, Media and the Internet
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 7
Facilitator: Richard Dool, Seton Hall U.

→ OCIS: Influence of internet usage motivations in e-WOM practice inside and outside the groups | José Luis Abrantes, Escola Superior de Tecnologia do Instituto Politécnico de Viseu

→ OCIS: Competing Values Framework for Corporate Communication: Theoretical and Practical Implications | Alan T Belasen, State U. of New York, Empire State College; Nancy Miller Frank, State U. of New York, Empire State College

→ OCIS: Expressing emotions and building relationships over distance | Anne-Laure Fayard, Polytechnic U.; Anca Metiu, ESSEC, France

→ OCIS: Leaders of Tomorrow: The Emergence of Leadership in Massively Multiplayer Online Gaming Environment | Dimple Thadani, City U. of Hong Kong; Ron Kwok, The City U. of Hong Kong

909 : (Paper Session) - (IP) Strategic HR and Performance
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 8
Facilitator: Peter D Sherer, U. of Calgary

HR: Assessing the constraints of HR implementation: development and validation of a research instrument | Anna Christina Nehiles, U. of Twente; Maarten J. van Riemsdijk, U. of Twente; Jan C Loosje, U. of Twente

HR: Exploration on the Relationship between Human Capital and Firm Performance: the Role of Innovation | Hsing-Kuo Wang, National Kinmen Institute of Technology; Yu-Fang Yvonne Yen, National Kinmen Institute of Technology

→ HR: HRM and OP Meta Analysis: Bridging the Gap Between Universalistic and Contingency Theories | Yehuda Baruch, U. of East Anglia; Shaya Tzafir, U. of Haifa; Daniel Tzabar, U. of Central Florida

910 : (Paper Session) - (IP) Religion and Spirituality
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 9
Facilitator: Lyubov A. Bogun, Odesa Institute of Entrepreneurship and Law

MSR: The Exodus and Strategic Quality Management Of Temples and Skyscrapers | Jeremy Campbell, Guardian Industries

MSR: A Holonic Theory of Leadership: Multiple Levels of Being as Context for Enabling the Future | Louis W. (Jody) Fry, Tarleton State U. Central Texas; Mark P. Kriger, Norwegian School of Management

→ MSR: A Model of Organizational Spirituality and a Case Study | Elisabeth Wilson, U. of Manchester; Lynne Sedgmore, Centre for Excellence in Leadership; Mustafa F Ozbilgin, U. of East Anglia; Yochanan Altman, London Metropolitan U.
Session Details – Monday

911 (Paper Session) - (MED) Questioning the Teaching and Learning of Diversity
2:30pm - 3:50pm Anaheim Convention Center: 211B
Chair: Cynthia L. Sutton, Metropolitan State College of Denver
Discussant: Joy E. Beauty, U. of Michigan, Dearborn
Discussants: Are We on the Right Track?
   - Bjorn O. Ekelund, Human Factors
   - Martha L. Maznevski, IMD
Diagnosing Diversity Issues and Determining Optimal Training: The Advantages of Experiential Games
   - Stefan Volk, U. of St. Gallen
   - Winfried Ruigrok, U. of St. Gallen
Lessons from a Women in Organizations Course: Managing Gender in the Management Education Classroom
   - Diana Bilimoria, Case Western Reserve U.
   - Deborah Anne O'Neil, U. of Toledo
   - Verena Murphy, Kent State U.
A Question We Should Ask: Why Isn’t Diversity a Required Course for Management Students?
   - Myrtil P. Bell, U. of Texas, Arlington
   - Mary L. Connerly, Virginia Tech

912 (Paper Session) - (MED, SIM, ONE) Two New Calls for Faculty to Improve Ethical & Moral Conduct of Graduates: Views Inside & Out
2:30pm - 3:50pm Anaheim Convention Center: 211A
Coordinator: Kenneth R. Thompson, DePaul U.
Participants: Robert A. Giacalone, Temple U.; Sandra Waddock, Boston College; Steven Kerr, Goldman, Sachs & Co.

913 (Paper Session) - (MOC) The Career and Recollections of William B. Wolf
2:30pm - 3:50pm Anaheim Marriott: Elite 1
Chair: Daniel A. Wren, U. of Oklahoma
Facilitators: John G. Joos, Nova Southeastern U.; Arthur G. Bedeian, Louisiana State U.
Discussants: John B. Miner, Independent Consultant; Joseph McGuire, Distinguished Professor Emeritus
Richard Hodgetts Award

914 (Paper Session) - (MOC) Antecedents and Consequences of Attributions and Biases
2:30pm - 3:50pm Anaheim Marriott: Elite 2
Chair: Daniel P. Forbes, U. of Minnesota
Discussant: Paul Harvey, U. of New Hampshire
Motivation to Lionize the Winner: The Relationship between Just-World Belief and Success Attribution
   - Ning Chen, U. of California, Los Angeles
Symbolic Interactionism Framework of Interpersonal Evaluations: A Stereotype-Based Model
   - Liviu Florea, Washburn U.
Seeing Through Rose-Colored Glasses?
   - George A. Hrvnak Jr., George Washington U.
   - Tjai M. Nielsen, George Washington U.
The Power of Pictures: Vertical Picture Angles and Power Perceptions
   - Steffen Robert Giessner, Erasmus U., Rotterdam
   - Michelle Ryan, U. of Exeter
   - Thomas W. Schubert, Free U., Amsterdam

915 (Paper Session) - (MOC) Identities and Identity Threat
2:30pm - 3:50pm Anaheim Convention Center: 209B
Chair: David M. Sluss, U. of South Carolina
Discussant: Andrea Casey, George Washington U.
Identity Levels and Context Dependency: Implications for Leadership
   - Yoshiie Nakai, U. of Akron
Exploring the Dynamics of Building a Shared Identity in Mergers and Acquisitions
   - Anna Lupina Wegener, U. of Geneva
   - Susan C. Schneider, HEC U. of Geneva
Identity Threats in Organizations as a Practical Concern
   - Laura G. Illia, U. of Cambridge
   - Johan Van Rekom, Erasmus U.
From One to Many: The Cross-Level Role of Affect in Response to Organizational Identity Threats
   - Niyati Kataria, Pennsylvania State U.
   - Elaine C. Hollensbe, U. of Cincinnati
   - Glen E. Kreiner, Pennsylvania State U.

916 (Paper Session) - (MOC) Emotions and Organizational Processes
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - MOC 1
Presented on panels 41-44
Emotional Rationality on Decision-making Under Uncertainty
   - Yan Li, The Chinese U. of Hong Kong
Organizational Identification and Well-Being: Exploring the Mediation of Emotional Dissonance
   - Sushanta Kumar Mishra, Indian Institute of Management, Ahmedabad
   - Deepthi Bhathnag, Indian Institute of Management, Ahmedabad
Identical Cousins? Differentiating Depression and Sadness
   - Kimberly S. Ling, Carnegie Mellon U.
I Can’t Hear You, I’ve Got the Blues: Effects of Sadness on Advice Seeking and Taking
   - Kimberly S. Ling, Carnegie Mellon U.

917 (Paper Session) - (MOC) The Influence of Biases and Perceptual Differences on Decisions and Actions
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - MOC 2
Presented on panels 45-49
Sometimes Smaller is Better: The Relative Size Effect on Capital Allocation
   - David Bardollet, Bocconi U.; Daniel Lovallo, U. of Western Australia
   - Craig R. Fox, U. of California, Los Angeles
Explaining Sacrifice of Long-Term Investments for Short-Term Earnings: Spiral of Silence
   - Jaakko Aspara, Helsinki School of Economics
   - Kaile Pajunen, U. of Tampere
   - Henriikki Tikkanen, Helsinki School of Economics
   - Risto Tainio, Helsinki School of Economics
Seeing the Invisible: Ego Development, Opportunity Perception and Institutional Change
   - Joel Gehman, Pennsylvania State U.
Saliency, the Halo Effect, and Expert Bias in Business School Rankings
   - Erin G. Peggennuhke-Miles, U. of Texas, Dallas
   - David Deeds, U. of Texas, Dallas
   - Make or Break? Strong Team Identity in a Self-Managed Work Team

918 (Paper Session) - (MOC) Perspectives on Mind-reading: Cognition under Organizational Ambiguity and Technological Change

2:30pm - 3:50pm Anaheim Convention Center: 210A
Presenter: Sucheta Nadkarni, U. of Nebraska
Participants: Sarah Kaplan, U. of Pennsylvania; John Mezias, U. of Miami; David Obstfeld, U. of California, Irvine

919 - (Paper Session) - (MSR) Spirituality, Leadership, and Teams
2:30pm - 3:50pm Anaheim Marriott: Platinum 10
Chair: William Q Judge, Old Dominion U.
Discussant: Heidi L. Connelly, U. of Idaho
Need for Integration as an Alternative Way of Thinking about Spiritual Leadership | Michael E. Palanski, Purdue U. Calumet
A Conceptual Framework of Emergent Leadership Leader-Follower Interaction | Randy Poon, Regent U.
Nine Ways of Thinking, Feeling and Acting in Teams and Organizations: Introducing Spiritual Anchors | Fahri Karakas, McGill U.

920 - (Paper Session) - (OB) Affect and Groups
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon A
Chair: Jane O’Reilly, U. of British Columbia
Discussant: Marie-Elene Roberge, Northeastern Illinois U.
Antecedents to Affective Commitment to the Team and Their Impact on Team Effectiveness | Harlan Ray Hammond, TUI U.; Stephen P Fitzgerald, TUI U.; Ryan Savitz, Neumann College
The Cross-Level Interactions of Individual Affect, Group Affect, and Affective Diversity | Sun Young Kim, Samsung Electronics; Yuhyun Shin, Sungkyunkwan U.; Min-Soo Kim, Hanyang U.
The Relationship of Group Emotional Intelligence with Relational Conflict and Group Effectiveness | Mu-Hua Chen, Shanghai Jiao Tong U.; Christina Yu-Ping Wang, National Dong Hwa U. Taiwan; Xin-Ming Tian, Shanghai Jiao Tong U.; Bih Shiwaw Jaw, National Sun Yat-Sen U.

921 - (OB) Help or Hindrance? The Effect of Stress on Creativity at Work
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon B
Chairs: Kristin Byron, Syracuse U.; Charlotte Fritz, Bowling Green State U.
Discussant: Robert Eisenberger, U. of Delaware
Rewards and Creativity: Effects of Incentives, Performance Pressure, and Intrinsic Motivation | Xi Jason Kuang, Georgia Institute of Technology; Christina E. Shalley, Georgia Institute of Technology
Differentiating the Effects of Work Pressures and Frustrations on Incremental and Radical Creativity | Lucy L. Gilson, U. of Connecticut; Nora Madjar, U. of Connecticut
The Impact of Stressors and Team Regulatory Focus on Team Creativity | Claudia A. Sacramento, Aston U.; Doris Fay, U. of Potsdam; Michael West, Aston U.
The Relationship between Stress and Creativity: A Meta-Analysis Examining Competing Hypotheses | Kristin Byron, Syracuse U.; Deborah Nazarian, Syracuse U.; Shalini Khazanchi, Rochester Institute of Technology

922 - (Paper Session) - (OB) I-Deals: Understanding Idiosyncratic Contracts
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon C
Chair: Natalia Lorinkova, U. of Maryland, College Park
Discussant: Violet Ho, Nanyang Technological U.
More is Not Always Better? A Curvilinear Relationship Between I-Deals and Organizational Commitment | Shuhong Wang, U. of Illinois
Measuring Idiosyncratic Work Arrangements: Development and Validation of the Ex-Post I-Deals Scale | Christopher C. Rosen, U. of Arkansas, Fayetteville; Daniel Joseph Slater, U. of Arkansas; Trevor B. King, U. of Arkansas; Aimee King, U. of Arkansas
Flexibility or Costs: Internal labor market perception, team heterogeneity, and i-deals | Jeong-Yeon Lee, U. of Kansas; Dennis W Organ, Indiana U.

923 - (Paper Session) - (OB) Burnout: Causes and Consequences
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon D
Chair: Isabel Metz, U. of Melbourne
Discussant: Dora C. Lau, Chinese U. of Hong Kong
Turnover Intentions: Effects of Multi-Component Burnout, Organizational and Occupational Commitment | Cheryl Tay, Nanyang Technological U.
The Role of Reciprocity in the Effect of Social Support on Work-Based Stressor-Strain Relations | Inbal Nahum-Shani, Technion, Israel Intstitute of Technology; Peter Bamberger, Technion Israel Institute of Technology
The Interactive Effects of Leader Behavior with Follower’s Personality Traits on Burnout | Annebel H.B. De Hoogh, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam
The Relationship between Job Stress, Burnout, and Outcomes | Usman Raja, International Islamic U.; Arif Nazir Butt, Lahore U. of Management Sciences; Sabahat Raza Bilgrami, U. of Management & Technology, Pakistan

924 - (Paper Session) - (OB) Self-efficacy
2:30pm - 3:50pm Hilton Anaheim: Capistrano B
Chair: Nathan J. Hiller, Florida International U.
Discussant: David L. Turnipseed, U. of South Alabama
Perceived Advantage and Disadvantage: Their Effects on Efficacy Beliefs and Performance | Yoav Ganzach, Tel Aviv U.; Keren Strin, Tel Aviv U.; Asya Pazy, Tel Aviv U.; Dov Eden, Tel Aviv U.

925 | (Paper Session) - (OB) Diversity in Groups
2:30pm - 3:50pm Hilton Anaheim: El Capitan A
Chair: Vishwath V. Baba, McMaster U.
Discussant: Katherine W. Phillips, Northwestern U.
Examining the Interaction of Demographic Diversity and Personality: The Role of Need for Cognition | Eric Kearney, Jacobs U. Bremen; Sven Constantin Voelpel, Jacobs U. Bremen; Diether Georg, Korea U.
Knowledge Creation in Groups with Diverse Composition | Rebecca Mitchell, U. of Newcastle
Winner of OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior Diversity and Innovations in High-tech Groups: A Conceptual Model from a Social Networks Perspective | Kiran Mirza Ismail, St. John’s U.; Ekin Alakent, Chapman U.
Common Threads Through Different Worlds: The Effect of Diversity on Group Creativity | Sarah Harvey, U. College London

926 | (Paper Session) - (OB) Authentic Leadership
2:30pm - 3:50pm Hilton Anaheim: El Capitan B
Chair: Lynn Harland, U. of Nebraska, Omaha
Discussant: John Humphreys, Texas A&M U.
Authentic Leadership and Follower Outcomes: A Longitudinal Field Study | Melissa K. Carsten, U. of Nebraska; Craig D. Crossley, U. of Nebraska/Schwanks U.; Bruce Avolio, U. of Nebraska; Noel F. Palmer, U. of Nebraska; John Eggers, National Institute of Corrections
Psychological Processes Linking Authentic Leadership to Follower Behaviors | Fred O. Walumbwa, Arizona State U.; Peng Wang, Miami U. Ohio; Hui Wang, Peking U.; John Schaubroeck, Drexel U.; Bruce Avolio, U. of Nebraska
Authentic Leadership: Selection and Development of Effective Organizational Leaders | Kim Gower, Virginia Commonwealth U.; Nicole Younghe Kim, Virginia Commonwealth U.
Affective and Attitudinal Antecedents of Transformational Leadership Behavior | Myeong-Gu Seo, U. of Maryland; Sirkwoo Jin, U. of Maryland

927 | (Paper Session) - (OB) Deviance and Aggression
2:30pm - 3:50pm Hilton Anaheim: Laguna B
Chair: Susie S. Cox, McNeese State U.
Discussant: Julian Bulan, Queen’s U.
Illegitimate Power and Aggression | Nathanael Fast, Stanford U.; Serena Chen, U. of California, Berkeley
Cyberaggression: Defining a Thoroughly Modern Form of Workplace Aggression | Terrance G. Weatherbee, Acadia U.
Rallying in the Workplace: Turning Observers into Aggressors | Tara Reich, U. of Manitoba; Sandy Hershcovis, U. of Manitoba

928 | SHCS: (OB, HR, SIM) Current Perspectives On Workplace Deviance: Examining Person-Based And Contextual Influences
2:30pm - 3:50pm Anaheim Convention Center: 204A
Chairs: Christian J. Resick, Drexel U.; Michael B. Hargis, U. of Central Arkansas
Deviant Behavior by Job Applicants: An Investigation of the Antecedents of Resume Fraud | Brian D. Dineen, U. of Kentucky; Chris A. Henle, U. of Rhode Island
Relationships Between Employee Dispositional Aggression and Counterproductive Workplace Behaviors | Mark N. Bing, U. of Mississippi; H. Kristi Davison, U. of Mississippi; Susan M. Stewart, Western Illinois U., Quad Cities; James M. LeBreton, Purdue U.
Counterproductive and Prosocial Responses to Job Dissatisfaction: Person X Situation Perspectives | Laurela Burnazi, Wayne State U.; James M. LeBreton, Purdue U.
Ethical Judgments Of Workplace Deviance: A Personality By Organizational Context Perspective | Michael B. Hargis, U. of Central Arkansas; Christian J. Resick, Drexel U.; Ping Tyra Shao, Drexel U.

929 | JS: (OB, MOC) Teams, Terrorism-Prevention And Disaster Response: Identifying The Conditions For Effectiveness
2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion A
Chair: Anita Williams Woolley, Harvard U.; Keith James, Portland State U.
Discussant: Elissa R. Allen, MITRE Corporation
Human Interoperability In Disaster Response: Many Minds, One Goal | Sara Jansen Perry, U. of Houston; L A Witt, U. of Houston; Gordon L Dilmore, U. of Houston
Emergency Response: Human and IT System Effectiveness | Keith James, Portland State U.; Damon Drown, Portland State U.
Why Is It More Fun To Be The Bad Guy? Offense vs. Defense In Intelligence Teams | Anita Williams Woolley, Harvard U.

930 | JS: (OB, OMT) The Emics and Etics of Trust Building in Manager-Subordinate Relationships: A Cross-Cultural Journey
2:30pm - 3:50pm Hilton Anaheim: Laguna A
Chair: B. Sebastian Reiche, IESE Business School
The Etics of Trust Building in Manager-Subordinate Relationships | Pablo Cardona, IESE Business School; Yih-tean Lee, IESE Business School; Helen Wilkinson, IESE Business School
The Emics of Trust Building in Manager-Subordinate Relationships: An Anglo-Saxon Perspective | Scott N. Taylor, Boston U.; Jon P. Briscoe, Northern Illinois U.; Michael Morley, U. of Limerick
The Emics of Trust Building in Manager-Subordinate Relationships: A European Perspective | Dan V. Caprar, Australian School of Business; Cordula Barzanzy, Groupe ESC Toulouse Business School; Tor Grenness, Norwegian School of Management; Kathrin Koester, U. of Heilbronn; Barbara

**931**: (Paper Session) - (OB, OMT, MOC) Asking about Speaking Up: Exploring the Complex and Dynamic Process of Employee Voice and Silence

2:30pm - 3:50pm Hilton Anaheim: California Pavilion B
Chair: Nancy Lam, New York U.
Discussant: Susan J. Ashford, U. of Michigan
Voice and Silence as Observer Reactions to Defensive Voice
Linn Van Dyne, Michigan State U.; Jennifer Butler Ellis, Michigan State U.
The Nature and Sources of Implicit Theories of Voice
James R. Detert, Cornell U.
Missed Opportunities: Employee Silence and Organizational Learning
Frances J. Milliken, New York U.; Christina Fang, New York U.; Ji-hyun Kim, New York U.
Examining the Factors of Managerial Voice as Propagation of Employee Improvement-oriented Voice
Nancy Lam, New York U.

**932**: (Paper Session) - (OCIS) Impression Management in IT Settings

2:30pm - 3:50pm Anaheim Convention Center: 207A
Chair: Ping Wang, U. of Maryland
Discussant: Natalia Levina, New York U.
Virtual Impression Management: Impression Construction in Virtual Work Environments
Constructing CEO Success: Impression Management Discourse on Corporate Websites
Irene Pollach, Aarhus School of Business, U. of Aarhus
Dealing with Technical Challenges in Mobile Computer Game Development: A socio-political perspecti
Patrick Stacey, Tanaka Business School; Joe Nandhakumar, U. of Warwick; Andrew D. Brown, U. of Bath

**933**: (Paper Session) - (OCIS) Work in Virtual and Distributed Teams
2:30pm - 3:50pm Anaheim Convention Center: 207B
Chair: Francois Lambotte, Universite Libre de Bruxelles
Discussant: Mark Mortensen, Massachusetts Institute of Technology
pGroup maintenance in technology-supported distributed teams
Michael John Scialdone, Syracuse U. School of Information; Na Li, Syracuse U. School of Information; James Howison, Syracuse U.; Kevin Crowston, Syracuse U.; Robert Heckman, Syracuse U.
Knowledge Integration Effectiveness and Performance in Virtual Teams
Olivier Caya, McGill U.
OCIS Division Best Student Paper Award - Finalist

The bright side of virtual collaboration: how teams can profit from dispersion
Frank Siebdrat, WHU - Otto Beisheim School of Management; Martin Hoegl, WHU - Otto Beisheim School of Management; Holger Ernst, WHU - Otto Beisheim School of Management
How To Reap the Benefits of Relationship Conflict in Management Teams
Diana McLain Smith, The Monitor Group
From Communities of Practice to Communities of Inquiry using Single, Double, & Triple Loop Learning
Marc Hoffman Lavine, Boston College; William Torbert, Boston College
Cultural and Societal Influences on Shared Leadership in Globally Dispersed Teams
Miriam Muethel, WHU - Otto Beisheim School of Management

**934**: (Paper Session) - (ODC) Teams: Virtual, Conflicts and Inquiry
2:30pm - 3:50pm Anaheim Marriott: Elite 3
Chair: Henrik Bresman, INSEAD
Discussant: Stephen J. Zaccaro, George Mason U.
The The bright side of virtual collaboration: how teams can profit from dispersion
Frank Siebdrat, WHU - Otto Beisheim School of Management; Martin Hoegl, WHU - Otto Beisheim School of Management; Holger Ernst, WHU - Otto Beisheim School of Management
How To Reap the Benefits of Relationship Conflict in Management Teams
Diana McLain Smith, The Monitor Group
From Communities of Practice to Communities of Inquiry using Single, Double, & Triple Loop Learning
Marc Hoffman Lavine, Boston College; William Torbert, Boston College
Cultural and Societal Influences on Shared Leadership in Globally Dispersed Teams
Miriam Muethel, WHU - Otto Beisheim School of Management

**935**: (ODC) Distributed, Shared or Collective Leadership: A New Leadership Model for the Collaborative Era?
2:30pm - 3:50pm Anaheim Marriott: Platinum 2
Organizers: Deborah Ancona, MIT Sloan School of Management; Elaine V. Backman, MIT Sloan School of Management
Discussant: Gary Yukl, U. of Albany
Participants: Amy C. Edmondson, Harvard U.; Jody Hoffer Gittell, Brandeis U.; James F. Parker, Former CEO, Southwest Airlines Co.; Craig L. Pearce, Claremont Graduate U.; Henry P. Sims, U. of Maryland; Paul E. Tesluk, U. of Maryland

**936**: (ODC, TIM) Capitalizing on Connections: Exploring the Role of Social Networking in Leadership and Organizations
2:30pm - 3:50pm Anaheim Marriott: Platinum 3
Chair: Arthur L. Jue, U. of Phoenix / Oracle Corp.
Presenters: Jackie Alcalde-Marr, Oracle USA; Mary Ellen Kassotakis, Oracle USA, Inc.; Kirsten Hanson, Oracle USA
937: (Paper Session) - (OM) Supply Chain Excellence
2:30pm - 3:50pm Anaheim Convention Center: 207C
Chair: Stanley E. Fawcett, Brigham Young U.

Relationship Between Transaction-Specific Asset Investment and Supply Chain Opportunistic Behavior | Xiande Zhao, Chinese U. of Hong Kong; Yi Liu, Xian Jiaotong U.; Liping Qian, Chongqing U.; Barbara B. Flynn, Indiana U.

Business environment, supply chain information sharing and performance: An empirical study in China | Xiande Zhao, Chinese U. of Hong Kong; Hongpeng Zhou, U. of New Hampshire; Baofeng Huo, Chinese U. of Hong Kong

Has a Proven Path Emerged? | The Longitudinal Study of Supply Chain Information Sharing Capability | Stanley E. Fawcett, Brigham Young U.; Cynthia Wallin, Brigham Young U.; Chad Allred, Brigham Young U.; Gregory M. Magnan, Seattle U.

Market and Collaboration Orientations: Examining Supply/Demand Chain Effects | Stanley E. Fawcett, Brigham Young U.; Chad Allred, Brigham Young U.; Cynthia Wallin, Brigham Young U.

938: (Paper Session) - (OM) Total Quality Management
2:30pm - 3:50pm Anaheim Convention Center: 209A
Chair: Mile Terziovski, U. of Melbourne

The Role of Organizational Values during a Quality Initiative: A Dynamic Hypothesis | Thomas Kull, Arizona State U.; Ram Narasimhan, Michigan State U.


OM Division Winner of Chan Hahn Best Paper Award

The effects of motives in the relationship between implementation and benefits of ISO 9000 adoption | Daniel Indarto Prajogo, Monash U.

Enhancing Six Sigma Implementation through Human Resource Management | Xingxing Zu, Morgan State U.

939: (Paper Session) - (OMT) Human and Social Capital: What Employees Know and Use
2:30pm - 3:50pm Anaheim Marriott: Suite 312
Chair: Sarah Busse Spencer, The College of New Jersey

Antecedents and Consequences of the Internal Social Capital of Organizations: An Empirical Study | David Pastoriza, HEC Montreal; Miguel A. Arino, IESE Business School, U. of Navarra; Joan Enric Ricart, IESE Business School

How Do Defense Companies Understand and Measure Human Capital | Alexander Eksir, Student; Sheri Perelli, Case Western Reserve U.; Richard J Boland, Case Western Reserve U.

Corporate Social Capital and Firm Performance | Laurence Lock Lee, U. of Sydney


940: (Paper Session) - (OMT) Institutionalization? Contesting Logics
2:30pm - 3:50pm Anaheim Convention Center: 210B
Chair: Micki Eisenman, Baruch College

Peaceful Coexistence, Temporary Truce, Or Combat of Contesting Institutional Logics? | Markus A. Höllerer, Wirtschaftsuniversität Wien; Renate Elisabeth Meyer, Vienna U. of Economics and Business Administration

The Determinants of Technology Commercialization in British and German Biotechnology | Carolin Haeussler, U. of Munich

Ideological Plurality and Organizational Founding: Bank Expansion in Southern India, 1858 - 2004 | Rajiv Krishnan Kozhikode, Hong Kong U. of Science & Technology; Jiatao Li, Hong Kong U. of Science and Technology

The Varieties of Community Logics: A Case Study of Business and Community Conflict in the 1920’s | Louis Soloff, Boston College

941: (Paper Session) - (OMT) Elements of Ecology: Examining the Assumptions
2:30pm - 3:50pm Anaheim Convention Center: 210C
Chair: Benjamin M. Cole, Stern School of Business, New York U.

Before Identity: The Emergence and Objectification of New Organizational Forms | Elaine Romanelli, Georgetown U.; C. Marlena Fiol, U. of Colorado, Denver

Organizational Form: A Useful Concept or an Outdated Label? | Tomislav Rimac, IESE Business School. U. of Navarra; Johanna Mair, IESE Business School

Niche Width and Scale in Organizational Competition: A Computational Approach | Glenn R Carroll, Stanford U.; Balazs Kovacs, Stanford U.

The Consequences of Organizer Ecologies: A Logical Formalization | Jeroen Kuijman, Hong Kong U. of Science & Technology; Ivar Vermeulen, Free U. Amsterdam

942: (Paper Session) - (OMT) Plugged In: Interorganizational Learning in Networks
2:30pm - 3:50pm Anaheim Convention Center: 303A
Chair: Patrick Reinmoeller, Erasmus U.

Me too or not me? The Influence of the Structure of Competition on Mimetic Market Entry | Kai-Yu Hsieh, National U. of Singapore; Freek Vermeulen, London Business School

How Similar Are Organizations in Emerging Fields? | Meng Zhao, Said Business School

Learning from Age Difference: Interorganizational Learning and Survival in Foreign Subsidiaries | Young-Choon Kim, National U. of Singapore; Jane Lu, National U. of Singapore; Mooweon Rhee, U. of Hawaii

When do Organizations Learn from Each Other? Interorganizational Learning in Health Care | Ingrid M. Nembhard, Yale U.

943: (Paper Session) - (OMT) Learning Together: Intrafirm Knowledge Flows
2:30pm - 3:50pm Anaheim Convention Center: 303B
Chair: Chengwei Liu, U. of Cambridge

A Contextual Model of the Process of Tacit Knowledge Flow through Multinational Corporations | TL Hill, Temple U.

The Role of Communal Resources for Innovation in Firms | Patricia Wolf, ETH Zurich and Lucerne School of Business; Sebastian Spaeth, ETH Zurich; Stefan Haefliger, ETH Zurich

Social Software and Organizational Memory | Marina Fiedler, U. of Munich

Knowledge Flow in the Semiconductor Industry with Social Network Theory | Yvonne Ho, National Taiwan U.; Hong-Jen Charles Chiu, National Taiwan U.

Determinants of Success

Talent and Entrepreneurship: The Case of Securities Analysts

Organizers:


Explaining High Performing Firms: Towards a Contingent-Institutional Fit Approach | Antonio J Verdu, U. Miguel Hernández; Ernst Verwaal, Erasmus U.; Niels Peter van der Weerdt, Erasmus U.; Henk W. Volberda, Erasmus U.


When the Lights Go Out | Magnus Hansson, orebro U.

2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ONE

2:30pm - 3:50pm Anaheim Convention Center: 207D

Chair:


Explaining High Performing Firms: Towards a Contingent-Institutional Fit Approach | Antonio J Verdu, U. Miguel Hernández; Ernst Verwaal, Erasmus U.; Niels Peter van der Weerdt, Erasmus U.; Henk W. Volberda, Erasmus U.


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When the Lights Go Out | Magnus Hansson, orebro U.
Sydney; Ellen Baker, U. of Technology, Sydney; Melanie Kan, U. of Technology, Sydney
The integration of environmental concern into the design process
Environmental attitudes and formal business education: An empirical exploration | Michael D Michalisin, Southern Illinois U., Carbondale
Corporate Sustainability Strategies Through an Institutional Theory Lens | Carola Wolf, U. of St. Gallen
Inter-industry Ideological Groups and the Emergence of Innovative Sustainable Business Practices | Kathryn Aten, U. of Oregon; Jennifer Irwin, U. of Oregon; Suzanne Gladys Tilleman, U. of Oregon
The Natural Resource-Based View of a Firm: Strategic Opportunities in IT | Andrew John Setterstrom, Southern Illinois U., Carbondale; Michael D Michalisin, Southern Illinois U., Carbondale
Organizational and Program Identification in a Nonprofit Organization | Cameron John Newton, Queensland U. of Technology; Jennifer Irwin, U. of Technology, Sydney; Jenny Onyx, U. of Technology, Sydney
Identity and Network Organizations: Evidence of Grassroot NGOs in Indonesia | Wahyu Sutiyono, U. of Canberra; Sharon Eng, School of Management, U. of South Australia Networks and Public Administration: Refining our knowledge and moving toward important distinctions | Kimberly Roussin Issett, Columbia U.
Organizational and Program Identification in a Nonprofit Organization | Cameron John Newton, Queensland U. of Technology; Jennifer Franh, U. of Melbourne
Australian nonprofit directors: social and role identification and perceptions of performance | Cameron John Newton, Queensland U. of Technology; Gavin John Nicholson, Queensland U. of Technology
Presenters: Kimberly Roussin Issett, Columbia U.; Gavin John Nicholson, Queensland U. of Technology; Jennifer Franh, U. of Melbourne; Wahyu Sutiyono, U. of Canberra
Managing Performance in PNsPs
2:30pm - 3:50pm Anaheim Marriott: Platinum 1
Chair: Charles Finn, College of Saint Rose
Discussant: Charles Finn, College of Saint Rose
The Effects of Teacher Human and Social Capital on Student Performance | Frits Pil, U. of Pittsburgh; Carrie R. Leana, U. of Pittsburgh
The Diffusion and Maintenance of Knowledge Transfer in U.K. Higher Education | Andy Lockett, U. of Nottingham; Bernard Leca, Ecole superieure de Rouen, Mike Wright, Nottingham U.
Developing the Concept of Program Goal Ambiguity and Explaining Federal Program Performance | Chansu Jung, U. of Georgia; Hal G. Rainey, U. of Georgia

A Two-level Competing Values Approach to Measuring Nonprofit Organizational Effectiveness | Anne-Line Balduck, U. of Ghent; Marc Buelens, Ghent U.
A Qualitative Examination Of The Antecedents And Consequences Of Nonprofit Accreditation | Lise Anne D. Statten, U. of Louisiana at Lafayette
Entrepreneurs and Non-profit Leaders: Similar People with Different Motivations | Martin Lukes, U. of Economics, Prague; Ute Stephan, Philippus-U. Marburg
Transaction Costs and Nonprofit Social Services: the value of first-order purpose alignment | Bruce Carruthers Martin, Wilfrid Laurier U.
Customer Service in a Professional Association: Intervention Study | Robert C. Ford, U. of Central Florida; Gergana Markova, Wichita State U.; Duncan Dickson, U. of Central Florida
Examination of Accountability in the Nonprofit Sector: Definitions and Outcome Variables | Angela L. Bies, Texas A&M U.

Patterns in Qualitative Research at AMJ: Why Are Women Drawn To this Methodology? | Donde Ashmos Plowman, U. of Tennessee; Anne D. Smith, U. of Tennessee
Counting as a Means of Qualitative Data Analysis: When, Why, and Why Not | David R Hannah, Simon Fraser U.; Brenda A. Lautsch, Simon Fraser U.
Learning from colleagues: Reviewing what we should know before doing a multisite ethnography | Ricardo Gabriel Flores, U. of Illinois at Urbana-Champaign
A Qualitative and Quantitative Study of Job Stressors in Greater China | Chang-qin Lu, Peking U.
Institutionalization in Context: Corporate Governance Changes and Board Responses | Jill Ann Brown, Lehigh U.; Andrew Ward, U. of Georgia; Marcus M. Butts, U. of Texas, Arlington
Exploring the institutional contextuality of corporate governance codes in the UK. | Ilir Haxhi, U. of Groningen; Hans Van Ees, U. of Groningen; Arndt Sorge, U. of Groningen
955 : (Paper Session) - (SIM) The Employee as Stakeholder
2:30pm - 3:50pm Anaheim Marriott: Orange County 2
Facilitator: Barrie E. Litzky, Pennsylvania State U., Great Valley
Ethical Climate and Voluntary Absence: The Mediation Effect of Organizational Commitment | Orly Shapira-Lischinsky, Zefat Academic College; Zehava Rosenblatt, U. of Haifa
Maintaining Organizational Legitimacy by Influencing Employees’ Nonwork Attitudes and Behaviors | Elizabeth Eve Umphress, Texas A&M U.; Leonard Bieman, Texas A&M U.; Laszlo Tihanyi, Texas A&M U.; Celie Iiris Gogus, Bikent U.
Responses to Corporate Social Responsibility within a Changing Workplace | Mary Ashby, Massey U. Wellington; Martin Perry, Massey U. Wellington; Suchi Mouly, U. of Auckland
Does Ethical Leadership Make a Difference? Exploring the Consequences of Ethical Leader Behavior | Robert S. Rubin, DePaul U.; Erich C. Dierdorff, DePaul U.; Michael E. Brown, Penn State-Erie
956 : (Paper Session) - (SIM) The Government as Stakeholder
2:30pm - 3:50pm Anaheim Marriott: Orange County 3
Presented in memory of Brian Shaffer
Facilitator: Jeffrey Lenn, George Washington U.
Ownership Structure of the Firm as a Predictor of Intra-Industry Variation in Partisan Preferences | Susan Clark Muntean, U. of California, San Diego
Who gains political access in corporatist countries? | Kathleen Rehbein, Marquette U.; Mika Skippari, Helsinki School of Economics; Arnold Wilts, Free U.; Douglas A Schuler, Rice U.
The New Political Role of Business in a Globalized World – A Call for a Paradigm Shift in CSR | Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne
Private Entrepreneurs’ Political Involvement and its Consequences in China | Ying Chen, Vanderbilt U.
957 : (Paper Session) - (SIM, OMT, ODC) Flourishing and Excellence: Exploring Virtuousness in and through Organizations
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon F
Organizers: David S. Bright, Wright State U.; Leslie Elizabeth Sekerca, Menlo College
Discussant: Dennis Moberg, Santa Clara U.
An Introduction to Organizational Virtuousness | Kim Cameron, U. of Michigan
The Meaning of Virtues from the Perspective of Three Response Modes | David S. Bright, Wright State U.; Jacqueline M. Stavros, Lawrence Technological U.
Prudence and Virtuousness | Jordi Trullen, ESADE Business School - Ramon Llull U.
Ethical Decision Making and Movement toward Virtuous Action | Leslie Elizabeth Sekerca, Menlo College; Richard P. Bagozzi, U. of Michigan
958 : (Paper Session) - (TIM) Strategy and Management of Technology
2:30pm - 3:50pm Anaheim Marriott: Suite 315
Chair: Andryce Marie Zurick, The Zurich Group
Discussants: John W Medof, McMaster U.; Floortje P. Blindenbach-Driessen, The George Washington U.; Melissa A Schilling, New York U.; Navid Asgari, PhD Research Scholar; Navid Asgari, PhD Research Scholar
Determinants of Decision-maker Mindfulness in Organizational Adoption of IT Innovations | Suparna Goswami, National U. of Singapore
IT Competence, R&D Productivity and Firm Performance: An Empirical Analysis | Vijay Dakshinamoorthy, U. of Michigan
Learning Speed: A comparison of organizational and geographical settings | Jan Hohberger, ESADE- Ramon Llull U.
Configuration of Internal and External Practiced Routines of Absorptive Capacity: A New Perspective | Arie Y. Lewin, Duke U.; Silvia Massini, Manchester Business School; Carine Peeters, ULB - Solvay Business School
Entry Timing AND Exploration for Firm Survival in the PC Industry: As Simple as Falling off a Bike? | Linda Tegarden, Virginia Tech; J. Stephen Childers, Radford U.; Donald E. Hatfield, Virginia Tech; Jinpei Wu, Virginia Tech
959 : (Paper Session) - (TIM) New Product Development and Adoption: Diffusion and Adoption
2:30pm - 3:50pm Anaheim Convention Center: 303D
Chair: Abel Lucena, Universitat Pompeu Fabra
Discussants: Shahid Yamin, United Arab Emirates U.; Yoram Solomon, Capella U.
When Innovations Blend-in Institutions | Ruey-Lin Hsiao, National Cheng Chi U.; Maggie Hui-Fen Chen, National ChengChi U.
The Influence of Technology Evolution on Technology Adoption: A Study of Digital Cameras | Min Zhang, Boston U.; Paul D Berger, Bentley College
The Effects of New Technologies on Productivity: A Technological Diffusion Based Assessment | Lucio Fuentezas, U. of Zaragoza; Jaime Gomez, U. of Zaragoza; Sergio Palomas, U. de Zaragoza
Bandwagon and New Technology Adoption: The Roles of Positive Performance and Investment Similarity | Hsuans Lo, Chia Nan U. of Pharmacy & Science; Hsien-Jui Chung, National Chung Cheng U.
Session Details – Monday

Monday 2:45PM

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

Monday 3:30PM

964: (AAS) Managing with Passion: A Dialogue in Tango & Art
3:30pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon E
Organizer: Paul Shrivastava, Bucknell U.
Participants: Nancy J Adler, McGill U.; Michelle L Buck, Northwestern U.; Michelle Cooper, ·; Terence Clarke, Writing/Film; Beatrice Bowles, Writing/Film; Barbara Durr, International Communications; Igor Polk, Yes San Francisco, LLC; Alia Shatsova, Dance Teacher, San Francisco; Alfonso Montuori, California Institute of Integral Studies; Arja M Roo, U. of Tampere; Erika Sauer, U. of Tampere; Christine Nielsen, U. of Baltimore

Monday 4:10PM

965: (AAS) The Questions We Don’t Ask: Limitations and Lessons from Institutional Theory
4:10pm - 5:20pm Hilton Anaheim: California Pavilion A
Chair: Rich DeJordy, Boston College
Discussant: Mary Ann Glynn, Boston College
Participants: Pamela S. Tolbert, Cornell U.; Christopher Marquis, Harvard U.; Matthew Kraatz, U. of Illinois; Woody Powell, Stanford U.; Roy R Sudharya, Alberta U.

966: (Paper Session) - (BPS) Corporate Governance and Networks
4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon G
Chair: Alix Valenti, U. of Houston, Clear Lake
Discussant: Michael Jensen, U. of Michigan, Ann Arbor

967: (Paper Session) - (BPS) Organizational Performance Implications of CEO Succession
4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon H
Chair: Seema Pissaris, Florida Atlantic U.
Discussant: Richard John Gentry, West Virginia U.

Social Structure and Marketplace Formation within California Biotechnology | Steven Casper, Keck Graduate Institute
Information Technology, Self Interest and Trust’s Affect on Knowledge and Firm Credit Access | Patrick Saparito, Drexel U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology
Implications of human capital and information technology for firm productivity | Ana Cristina O Siqueira, U. of Cambridge; Maria Tereza Leme Fleury, U. of Sao Paulo

961: (TIM) TIM Division Best Dissertation Award Finalists
2:30pm - 3:50pm Anaheim Convention Center: 304C
Chairs: Victor Seidel, Oxford U.; David Hsu, Wharton School
The Origin of the Network Positions of New Organizations: How Entrepreneurs Raise Funds from Venture Capitalists and Corporate Investors (Dissertation completed at Stanford University) | Benjamin L. Hallen, U. of Maryland, College Park
The Mutually-Reinforcing Interrelationship Between Organization Structure and Firm Performance (Dissertation completed at University of Michigan) | Puaykhoon Toh, U. of Minnesota
The Position of the Firm In Scientific and Alliance Networks: Social Structural Determinants of Innovation in the US Biotechnology Industry, 1990-2002 (completed at University of Minnesota) | Remzi Gozubuyuk, Instituto de Empresa
Essays on Exports and Innovation (Dissertation completed at IESE Business School) | Elena Golovko, Tilburg U.
Participants: Benjamin L. Hallen, U. of Maryland, College Park; Puaykhoon Toh, U. of Minnesota; Remzi Gozubuyuk, Instituto de Empresa; Elena Golovko, Tilburg U.

962: (Paper Session) - (TIM) Strategy, Technology, & Innovation V
2:30pm - 5:50pm Anaheim Convention Center: 304D
Chair: Polly S. Rizova, Willamette U.
Discussants: Daniel Tzabar, U. of Central Florida; Yutaka Yamauchi, Palo Alto Research Center; Yutaka Yamauchi, Palo Alto Research Center; Patricia G. Vidal, U. Presbiteriana Mackenzie; Kwanghui Lim, U. of Melbourne
A demand-based view of technological innovation: review, conceptualization, and research directions | Giada Di Stefano, Bocconi U.; Alfonso Gambardella, Bocconi U.; Gianmario Verona, Bocconi U.
The effect of slack resources on exploration and exploitation | Shih-Chieh Fang, National Cheng Kung U.; LIN HUA LU, Department of Business Administration, National Cheng Kung U.
Diversification via Option Lens: Technological Investments in the Security Software Industry | Szabolcs Szidar Serbák, Universidad Carlos III de Madrid
Explaining the Remuneration Structure of Patent Licenses | Maria Isabella Leone, Luiss Guido Carli U.; Raffaele Oriani, Luiss Guido Carli U.
Session Details – Monday

968: (Paper Session) - (BPS) Pathways to Persistence in Intra-Industry Performance Differences
4:10pm - 5:20pm Anaheim Convention Center: 201A
Chair: James Costantini, INSEAD

The Value of Cross-Border Market Penetrations by U.S. Multinational Enterprises | Chang Hoon Oh, Brock U.
Industry Environment, Competitive Readiness, and Firm Performance | Ming-Jer Chen, U. of Virginia; Hao-Chieh Lin, National Chung Cheng U.


969: (Paper Session) - (BPS) Financing Strategies for New Ventures
4:10pm - 5:20pm Anaheim Convention Center: 201B
Chair: Haemin Dennis Park, U. of Washington Business School
Discussant: David Hsu, Wharton School


Are Angels Preferred Series A Investors? | Brent Goldfarb, U. of Maryland; David A. Kirsch, U. of Maryland

The Decision to Go Public: A Real Options Perspective | Asda Chintakananda, Marquette U.; Tony W. Tong, U. of Colorado

IPO Share Allocation and Investor Valuation in Transition Economies: A Study of China | William P. Wan, Texas Tech U.; Daphne W. Yiu, Chinese U. of Hong Kong

970: (Paper Session) - (BPS) Influences on Executive Compensation
4:10pm - 5:20pm Anaheim Convention Center: 201D
Chair: Sujit Sur, Dalhousie U.
Discussant: Cynthia E. Devers, U. of Wisconsin-Madison

The Effects of Corporate Governance on Executive Compensation in Japanese Firms | Toru Yoshikawa, McMaster U.; Asli M. Colpan, Kyoto U.

The Managerial Power Theory of Executive Pay: A Cross-National Test and Extension | Jordan Otten, RSM Erasmus U.; Pursey Heugens, RSM Erasmus U.

The Elephant in the Room: Labor Market Influences on CEO Compensation | Ingrid Fulmer, Georgia Institute of Technology

CEO Compensation as Post-Refocusing Settling-down | Seemantini Madhukar Pathak, U. of Houston; Robert E. Hoskisson, Arizona State U.; Richard A Johnson, U. of Missouri - Columbia

971: (Paper Session) - (BPS) The Evolution of Rivalry
4:10pm - 5:20pm Anaheim Convention Center: 202A
Chair: Melih Madanoglu, Florida Gulf Coast U.
Discussant: Olivier Chatain, Wharton School, U. of Pennsylvania

Paradox Lost: The Evolution of Strategies in Entrant-Incumbent Games | William Tracy, U. of California, Los Angeles


Trotting at My Heels? Multi-party Competitive Interdependence and Rivals’ Imitative Reactions | Kai-Yu Hsieh, National U. of Singapore


972: (Paper Session) - (BPS) Restructuring and Turnarounds
4:10pm - 5:20pm Anaheim Convention Center: 203A
Chair: Tim Swift, St. Joseph’s U.
Discussant: Jeffrey Furman, Boston U.

Legitimacy Needs as Drivers of Business Exit | Caroline Decker, Freie Universität Berlin; Tina Dacin, Queen’s U. Canada

Turning Around Through Value Recreation | Xin Liang, U. of Minnesota, Duluth

Restructuring to Regain Legitimacy: A Contingency Perspective | Pengji Wang, National U. of Singapore

The Downsizing Effects On Profitability: Evidences From Portugal | Tânia Gomes Marques, Polytechnic Institute of Leiria - Portugal; Isabel Suarez Gonzalez, Salamanca U.; Pedro Pinheiro Cruz, Polytechnic Institute of Leiria - Portugal

973: (Paper Session) - (BPS) Causes and Consequences of Alliance Termination and Withdrawal
4:10pm - 5:20pm Anaheim Convention Center: 203B
Chair: Koen Heimeriks, Rotterdam School of Management
Discussant: Dovev Lavie, Technion-Israel Institute of Technology

Built to Last but Falling Apart: Cohesion, Friction and the Durability of Interfirm Alliances | Henrich R. Greve, INSEAD; Joel A.C. Baum, U. of Toronto; Hitoshi Mitsuhashi, Keio U.; Tim Rowley, U. of Toronto

Alliance Terminations: Does the Withdrawal from Strategic Alliances Affect Firm Value? | Ulrich Wassmer, Concordia U.

Alliance Formation Processes and Outcomes: The Role of Fairness | Africa Arino, IESE Business School; Peter S Ring, Loyola Marymount U.

974: (BPS) Resurrecting Strategic Planning
4:10pm - 5:20pm Anaheim Convention Center: 203C
Chair: Julia Balogun, Cass Business School, City U.
Discussant: Dan Simpson, Clorox


Strategic Planning Processes in Large Companies: Rhetoric and Reality | Robert Grant, Bocconi U.; Simon Peck, Case Western Reserve U.

Delivering Integration and Coordination through Strategic Planning | Julia Balogun, Cass Business School, City U.; Paula Jarzabkowski, Aston Business School

975: (BPS, TIM) Knowledge, Experience, and Performance: The Questions We Ask

Session Details – Monday

976 JS: (CAR, HR) The Career is Dead-Long Live the Career? Tracking the Evolution of the Relational Approach to Career
4:10pm - 5:20pm Hilton Anaheim: Oceanside
Organizers: Betzalzu Gutierrez, Hay Group; Dawn E. Chandler, California Polytechnic State U.; San Luis Obispo; Amy M. Gannon, Boston U.; Yan Shen, Boston U.
Participants: Douglas T. Hall, Boston U.; Kathy E. Kram, Boston U.; Monica Higgins, Harvard U.; Philip H. Mirvis, Center for Corporate Citizenship

977 JS: (CAR, HR, IM) Questions we ask about careers of the immigrant workforce
4:10pm - 5:40pm Hilton Anaheim: Capistrano A
Organizer: Jelena Zikic, York U.
Chair: Jelena Zikic, York U.
Discussants: Michael B. Arthur, Suffolk U.; Rabi S. Bhagat, U. of Memphis
The Immigrant Career Conundrum | David C. Thomas, Simon Fraser U.
Career Success of Immigrant Professionals: Stock and Flow of their Career Capital | Tony Fang, School of Administrative Studies, York U.; Jelena Zikic, York U.; Milorad M. Novicevic, U. of Mississippi
Immigrant Practices Leading to Favourable Career Outcomes | Surkan Immigrants in New Zealand | Kerr Inkson, U. of Waikato; Nithya Tharmaseelan, U. of Auckland
‘Boundary Translation’: Typology of Immigrant Career Adaptation in Canada, France and Spain | Jelena Zikic, York U.; Jean-Luc Cerdin, ESSEC Business School; Jaime Alfonso Bonache, Carlos III U.

978 CAU: (CAU) Critical Questions Regarding the Role of Entrepreneurship in Sustainable Development
4:10pm - 5:20pm Hilton Anaheim: Balboa B
Organizer: Gregory A Daneke, Arizona State U.
Participants: Kristie K Seawright, Brigham Young U.; Jan M. W. N. Lepoutre, Ghent U.; Robert Brent Anderson, U. of Regina; Ralph Hanke, Bowling Green State U.; David C Crosno, Southern Methodist U.; Siri Ann Terjesen, Texas Christian U.; Max Planck Institute of Economics; Ronda M. Smith, U. of Nebraska, Lincoln; Geoff Archer, UVA Darden/Oregon State U.; Thomas J Dean, Colorado State U.

979 CAU: (CAU) Should Management Scholars Be Concerned about the Weakness of Organized Labor?
4:10pm - 5:20pm Hilton Anaheim: Balboa C
Organizer: David Jacobs, Morgan State U.

980 CAU: (CAU) Reflections on Leadership: Heroes and History
4:10pm - 5:40pm Hilton Anaheim: Palos Verdes A
Organizers: Mie Augier, Stanford U.; Ellen O’Connor, U. of Paris Dauphine
Participants: Mie Augier, Stanford U.; James G. March, Stanford U.

981 CAU: (CAU) Leadership Development for Women: The Opportunities and Challenges of Research and Practice in International Settings
4:10pm - 5:20pm Hilton Anaheim: Santa Barbara
Organizer: Susan R. Madsen, Utah Valley U.

982 CAU: (CAU) How Racial Ideologies Frame the Questions We Ask in Diversity Research
4:10pm - 5:20pm Hilton Anaheim: Ventura
Organizer: Tina R Opie, New York U.

983 (Paper Session) - (CM) Demography, Dissimilarity, and Performance in Teams
4:10pm - 5:20pm Hilton Anaheim: Santa Monica
Chair: Jennifer Dunn, Michigan State U.
Looking Down and Ramping Up: The Impact of Status Differences on Effort in Intergroup Contexts | Nathan Pettit, Cornell U.; Robert B. Lount, Ohio State U.
Do You Hear What I Hear?: The Effects of Conflict Asymmetry on Workgroup and Individual Outcomes | Karen A. Jehn, Leiden U.; Sonja Rispens, Leiden U.; Sherry M Thatcher, Independent Researcher
The Black-Box Deciphered: A Meta-Analysis of Team Diversity, Conflict, and Team Performance | Frank De Wit, Leiden U.; Lindred Greer, U. of Amsterdam
Winner of CM Division Best Student Paper Award
Individual Differences in Reactions to Relationship Conflict | Debra L. Shapiro, U. of Maryland; Gilad Chen, U. of Maryland; Payal Nangia Sharma, U. of Maryland U. College; Suzanne Keasey Edinger, U. of Maryland, College Park; Jiang-Lih Farh, Hong Kong U. of Science and Technology
Being Trusted: The Influence of Team Demographic Dissimilarity on Dyadic Trust Across Boundaries | Michele Williams, Cornell U.

984 (CMS) CMS Theme Speaker
4:10pm - 5:20pm Hilton Anaheim: California Pavilion B
Chair: Albert J. Mills, St. Mary’s U.
Moderator: Albert J. Mills, St. Mary’s U.
On the Banality of Managerial Efficiency: The ‘Eichman Question’ Revisited | Ward Churchill, -

985 (Paper Session) - (ENT) Entrepreneurial Creativity: Types, Enabling Conditions and Outcomes
4:10pm - 5:20pm Marriott Grand Ballroom - Salon J
Chair: Alan D. Boss, U. of Maryland, College Park
Discussant: Daniel Walter Elfenbein, Washington U. in St. Louis
Entrepreneurial Creativity Outside Existing Firms | Pankaj C Patel, U. of Louisville; James Fiet, U. of Louisville
CE Strategy: Toward an Understanding of Pygmalion Leadership Efforts on Entrepreneurial Perceptions | Mark T. Schenkel, Belmont U.; Deborah V. Brazeal, California State Polytechnic U., Pomona; John M Maslyn, Belmont U.
986 (Paper Session) - (ENT) Strategies and Strategic Planning in New and Growing Ventures
4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon K
Chair: Cheng-Hua Tseng, Fudan U., School of Management
An empirical study of entrepreneurial strategies of high-tech firms in a developing country | Kuo-Pin Yang, National Dong Hwa U.; Hsin-Hua Hsiung, National Dong Hwa U.
Exploring the Fit between Growth Strategy and Ownership Structure in Chinese Entrepreneurial Firms | Jinsong Gao, BI Norwegian School of Management; Pingying Zhang, Norwegian School of Management
Managing Nonlinearity: Toward Entrepreneurial S-Curve Logic for the Entrepreneurial Process | Mary Han, Ryerson U.; Alan Carsrud, Florida International U., Miami
Exploring Out of Existing Niches: Strategic Niche Changes by Venture Firms in the Korean SI Industry | Ki WON JUNG, Yonsei U.; Dongyoub Shin, Yonsei U.

987 (Paper Session) - (ENT) The Questions We Ask About Entrepreneurship: Evolution or Revolution in Studying Entrepreneurship
4:10pm - 5:20pm Anaheim Convention Center: 204A
Chair: Shaker A. Zahra, U. of Minnesota, Twin Cities
New Paper Title Goes Here.
Speakers: Kathleen M. Eisenhardt, Stanford U.; Howard Aldrich, U. of North Carolina; Andrew H. Van de Ven, U. of Minnesota; Shaker A. Zahra, U. of Minnesota, Twin Cities

988 (Paper Session) - (ENT) Corporate and University Spinoffs
4:10pm - 5:20pm Anaheim Convention Center: 206B
Chair: Andrew Cardow, Massey U.
Discussant: Sandip Basu, California State U., East Bay
The Technology Endowments of Spin-off Companies | Els Van de Velde, Ghent U.; Bart Claysse, Tanaka Business School
Conceptualizing Academic-Entrepreneurial Intentions: An Empirical Test | Igor Prodan, Faculty of Economics, U. of Ljubljana; Mateja Dmokovec, U. of Ljubljana
Can Academics Swim Both Ways? An investigation of Faculty Entrepreneurship in Emerging Economy | Yi Ruan, National U. of Singapore; Poh Kam Wong, National U. of Singapore

989 (Paper Session) - (ENT) Determinants of and Deterrents to Entrepreneurial Entry and Self Employment
4:10pm - 5:20pm Anaheim Convention Center: 206A
Chair: Brent William Stephens, U. of Phoenix

Session Details – Monday
Cleveland, Pennsylvania State U.; Gwenith Fisher, U. of Michigan
Work Interference With Family, Socio-economic Status, Coping, and Eating | Ashley Gray Walvoord, U. of South Florida; Tammy D. Allen, U. of South Florida
The "Graying" Factor: Work-Family, Fatigue, Health, and Organizational Outcomes | Russell A. Matthews, Louisiana State U.; Tracey Rizzuto, Louisiana State U.

993 : (HCM) HCM Distinguished Speaker
4:10pm - 5:20pm Hilton Anaheim: Palos Verdes B
Organizer: Christy Harris Lemak, U. of Florida
Distinguished Speaker: W. Richard (Dick) Scott, Stanford U.

994 : (Paper Session) - (HR) Workplace Diversity
4:10pm - 5:20pm Hilton Anaheim: Coronado
Chair: Caren Goldberg, American U.
Discussant: David A. Kravitz, George Mason U.
Harnessing Creativity from Diversity: A Multi-Level Model | Jian Han, CEIBS; Siqing Peng, Guanghua School of Management, Peking U.; Chi-Yue Chiu, U. of Illinois at Urbana Champaign; Angela Leung, Singapore Management U.
The Influence of Age Management Policies on the Work Relationship of Older Employee with the Company | Francois Grima, Paris 12-RMS
Racial Prototypicity, Affirmative Action, and Hiring Decisions in a Multi-racial World | Geeta D’Souza, Central Michigan U.; Kate Unterborn, Central Michigan U.; Debra Poole, Central Michigan U.; Stephen M Colarelli, Central Michigan U.

995 : (HR) Ice Cream Social and Member Networking Event
4:10pm - 5:20pm Hilton Anaheim: Huntington A
Join your friends and colleagues in the HR Division to learn more about and get involved in your Division and to have an afternoon treat!
Program Chair: Howard J. Klein, The Ohio State U.

996 : (Paper Session) - (HR) Strategic Management of Human Resources
4:10pm - 5:20pm Hilton Anaheim: Huntington B
Chair: Stefanie L. Wilk, The Ohio State U.
Discussant: David P. Lepak, Rutgers U., Dept. of HRM
Exploration and Exploitation in Strategic Human Resource Management: The Role of Uncertainty | Qiumei Jane Xu, Northeastern Illinois U.
Strategic HRM of Frontline Employees in Australian Manufacturing SMEs | Melanie Le Clerc, U. of Technology Sydney; Stephen T.T. Teo, U. of Western Sydney; Maria Carmen Galang, U. of Victoria

997 : (Paper Session) - (HR) Reputation and Recruitment
4:10pm - 5:20pm Hilton Anaheim: Huntington C
Chair: Timothy J Keaveny, Marquette U.
Discussant: Cynthia Kay Stevens, U. of Maryland
Employer Branding and Corporate Reputation Management in an International Context | Graeme Martin, U. of Glasgow
Corporate Social Responsibility, Applicants’ Ethical Predispositions, and Organizational Attraction | Lu Zhang, George Washington U.; Mary A. Gowan, Elon U.
Getting Lean While In The Land Of Plenty | Immaculada Martin-Tapia, U. of Granada (Spain); Martina Musteen, San Diego State U.; Deepak K Datta, U. of Texas, Arlington; James P. Guthrie, U. of Kansas
The Signaling Function of HRM in Supporting Realistic Employee Expectations | Marielle Sonnenberg, Accenture; Bastiaan A Keone, Rotterdam School of Management; Jaap Pauw, Tilburg U.

998 : (Paper Session) - (IM) Institutional Context and Organizational Practices
4:10pm - 5:20pm Anaheim Marriott: Suite 304
Chair: Liesl Riddle, George Washington U.
Discussant: Jean McGuire, Louisiana State U.
ISO 9000: New Form of Protectionism or Common Institutions and Voluntary Compliance: The Disclosure of Corporate Social Responsibility, Applicants’ Ethical Predispositions, and Organizational Attraction | Joseph A. Clougherty, Wissenschaftszentrum Berlin (WZB); Michal Grajek, ESMT
Does National Culture Matter? The Effect of Downward Influence Tactics on Organizational Commitment | Melody Chong, The City U. of Hong Kong
Institutions and Voluntary Compliance: The Disclosure of Individual Executive Pay in Germany | Amon Chizema, Loughborough U.
Linking Culture with Institutions: Executive Rationale in Germany and Japan | Michael A. Witt, INSEAD; Gordon Redding, INSEAD

999 : (IM) Western Measures in Non-Western Settings: Presentation of various validation techniques
4:10pm - 5:20pm Anaheim Convention Center: 212A
Discussant: Donald D. Davis, Old Dominion U.
Participants: Ying Liu, Renmin U.; Lei Wang, Peking U.; Jingqiu Chen, Shanghai Jiao Tong U.; Mingrui Zhang, Renmin (People's) U. of China

1000 : (Paper Session) - (IM) Foreign Entry Strategies
4:10pm - 5:20pm Anaheim Convention Center: 212B
Chair: Protiti Dastidar, George Washington U.
Discussant: Xuefi Ma, Chinese U. of Hong Kong
The Effect of Dual Governance on Multinational Enterprises’ Choice of International Entry Mode | Shih Chin Tai, college
In Search of [Balanced Individuals]: Employing Overseas Returnees in MNE subsidiaries in China | Huanglin Wang, U. of Western Ontario; Jean-Louis Schaan, U. of Western Ontario

An HR Architectures Approach to Understanding New Forms of International Staffing | Debra Da Silva, Charles Sturt U.

501: (IM) Booz Allen Hamilton Eminent Scholar in International Management Award
4:10pm - 5:20pm Anaheim Convention Center: 213A
Awarded annually to a leading scholar. Sponsored by Booz Allen Hamilton/strategy+business.
Introduction: Timothy Michael Devinney, AGSM-Australian School of Business
Distinguished Speaker: Peter J. Buckley, U. of Leeds
Discussions: Ram Mudambi, Temple U.; Oded Shenkar, The Ohio State U.; Art Kleiner, Booz Allen Hamilton / strategy+business

1002: (PAPER SESSION) - (IM) Cognition and MNC Strategy
4:10pm - 5:20pm Anaheim Convention Center: 213B
Chair: Leonel Prieto, Texas A&M International U.
Discussant: Augusto Cézar de Aquino Cabral, Universidade Federal do Ceará


On the discursive construction of 'organizational competence' in multinational companies | Alexei Koveshnikov, Hanken Swedish School of Economics and Business Administration;
Mats Ehrnrooth, Hanken Swedish School of Economics and Business Administration; Eero Vaara, Swedish School of Economics and Business Administration

Cognition, Managers and Internationalization: The puzzle without the puzzler | Elizabeth Maitland, U. of New South Wales

Managerial Cognitions and the Multinational Corporation | Jesper Edman, Stockholm School of Economics

1003: (PAPER SESSION) - (IM) Staffing in MNCs
4:10pm - 5:20pm Anaheim Convention Center: 213C
Chair: David Mitchell Ford, U. of Alabama, Tuscaloosa
Discussant: Christina L Ahmadjian, Hitotsubashi U.


Enhancing Absorptive Capacity Through HCN Training: Examining Three Chinese Societies | Irene Hau-siu Chow, Chinese U. of Hong Kong; Charles M. Vance, Loyola Marymount U.
1007: (Paper Session) - (IP) Firm Founding and Startup

Facilitator: Melissa S. Baucus, U. of Louisville

- TIM: How do VC Firms Evaluate Startups’ Patent Portfolios? The Case of Nanotechnology | Federico Munari, U. of Bologna

- TIM: ‘It’s not personal...’: The role of trust in investor decision-making on early-stage technology | Harry Scarbrough, U. of Warwick; Kenneth Amaeshi, Cranfield School of Management; Anthony Briggs, Boston U.; Paul R. Carlie, Boston U.

- TIM: The Effect of Faculty Founders on New Technology Ventures | Anne W. Fuller, Georgia Institute of Technology; Frank T. Rothearmel, Georgia Institute of Technology

- ENT: Nascent Entrepreneurship: Gestation Activity Type, Pace of Activity Execution and Firm Emergence | Warren Byabashaija, Doctoral Candidate; Andreas Schwab, Iowa State U.

- TIM: Inventor Bricolage and Firm Technology Development | Preeta Banerjee, Brandeis U.; Benjamin A. Campbell, The Ohio State U.

- ENT: Absorptive Capacity and the Identification of Opportunities in New Technology-Based Firms | Rognvaldur J. Saemundsson, Reykjavik U.

1008: (Paper Session) - (IP) Legitimacy, Institutionalization and Environment as Mechanisms

Facilitator: Marvin Washington, U. Alberta

- OMT: Conformity and Defiance: The Case of US Specialized and Diversified Firms Share Repurchase Behavior | Guilhem Bascle, HEC Paris

- OMT: Legitimizing Exploration: Olivetti’s Transition from Mechanical to Electronic Technology | Erwin Danneels, Worcester Polytechnic Institute; Bernardino Provera, Bocconi U.; Gianmario Verona, Bocconi U.

- OMT: The Return of Internal Legitimacy: The Role of Creativity and Legitimacy During a Firm’s Life-Cycle | Israel Drori, College of Management, Israel; Benson Honig, Wilfrid Laurier U.

- OMT: How Different is too Different? Beyond the Benefits of Strategic Differentiation | Cara Christina Maurer, U. of Western Ontario; Pratima Bansal, U. of Western Ontario

- OMT: Mimicking a Public Sphere: Down Beat and the Jazz Critics’ Polls, 1953-1970 | Charles Kirschbaum, Centro Universitario de FEl

- OMT: Professionals versus Profiteers: Legitimacy and Private Security Contractors | Heather Elms, American U.; Rodney Lacey, U. of California, Davis; Robert A. Phillips, U. of Richmond

1009: (Paper Session) - (IP) Corporate Governance: Executive and Leadership

4:10pm - 5:20pm Hilton Anaheim: Mezzanine 3

Facilitator: Donald A. Lange, Arizona State U.

- BPS: Generic, Technological and Social: Determinants of the Managerial Capital of the Outsider CEO | Tariq H. Malik, U. of London; Andrew Delios, National U. of Singapore

- BPS: Coordination, Control, or Charade? The Role of Board Ties among Business Group Members in Italy | Fabio Zona, Bocconi U.; Brian Boyd, Arizona State U.


- OMT: Does Knowledge Transferability Mediate the Relation between Governance Effectiveness and CEO Change? | Carlos H. Chiu, Carlos-Marc Empire Capital Group


- OB: Board Strategic Decision Making and Task Performance in Family vs. Non-family Firms | Fabio Zona, Bocconi U.
**Session Details – Monday**

- **TIM**: Determinants of Routinization and Innovation when Implementing a Management Practice | Deepa Aravind, Rutgers U.; Petra Christmann, Rutgers U.
- **TIM**: Comparing Small Vs Large Firms’ R&D Productivity through a Dual Process Perspective | Jose Lejarra, Universidad Carlos III de Madrid; Ester Martinez-Ros, U. Carlos III de Madrid

**1012**: *(Paper Session) - (IP)* Issues in NPO and Government Agencies
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 6
**Facilitator**: Bradley E. Wright, U. of North Carolina, Charlotte

**PUP**: Elements of Trustworthiness as Leadership Traits: Relative Effects within Federal Agencies | Yoon Jik Cho, Indiana U. Bloomington; Jung Wook Lee, U. of Illinois at Springfield

**HCM**: Trust and Vulnerability During Extreme Events: Insights for Human Service Organizations | Kathleen Montgomery, U. of California, Riverside; Christopher Jordens, U. of Sydney, Australia; Miles Little, U. of Sydney, Australia


**PUP**: When Private Workspace is Pirate Workspace: Considering Context in Workspace Design | Punit Arora, Syracuse U.

**PUP**: Targeted Criteria Performance Improvement: A Comparison of Two ‘Most Similar’ UK Police Forces | Andrew Harry Barton, Nottingham Trent U.; Malcolm James Beynon, Cardiff U.

**PUP**: Performance-related Pay in the Public Sector: Are We Headed for a Sequel of “Back to the Future”? | James L. Perry, Indiana U.; Trent Engbers, Indiana U.; So Yun Jun, Indiana U.

**PUP**: Explaining the success of the smoking ban in Italy: Political strategy and transition to practice | Valentina Mele, Bocconi U.; Amelia Compagni, Bocconi U.

**1013**: *(Paper Session) - (IP)* Organizational Impacts of IT Work
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 7
**Facilitator**: JoAnn M Brooks, MITRE Corporation

- **TIM**: Influence of Direct and Indirect Leadership on Technology-enabled Deviance | Silvia Salas, Florida International U.

**TIM**: A Study of Organizational Climate for Individual Innovation in China-based R&D Companies | Yi Zhang, U. College Dublin

**OCIS**: The Architecture of the Information Technology Organization | Karma S Sherif, Texas Southern U.; Weijun Zheng, U. of Wisconsin, Parkside; Lucy Tsado, Texas Southern U.

**OCIS**: Organizational Strategy and ERP Value | Jen-Yin Yeh, National Pingtung Institute of Commerce; Kuo-sung Hsieh, Soochow U.

**TIM**: Can Decision Styles Explain Biases in Manager’s Design and Evaluation of Information Systems? | Marcus Selart, Norwegian School of Economics and Business Administration; Svein Tvedt Johansen, Norwegian School of Economics and Business Administration

**OCIS**: Why Rosetta Can’t Dance: The Combinatorics of Standardizing Inter-organizational Service Processes | Derek Hillison, Michigan State U.; Matthew Wimbale, Michigan State U.; Brian T Pentland, Michigan State U.

**1014**: *(Paper Session) - (IP)* HR and Organizational Strategy
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 8
**Facilitator**: Peter Cappelli, U. of Pennsylvania

- **HR**: Antecedents of Attractive Teams and Organisations: A Social Identity Perspective | Max Boehling, Kent Business School

**HR**: The Relationship between Demography and Cognition in Large Diversified Firms | Larry Stimpert, Colorado College; Irene M. Duhaime, Georgia State U.

**HR**: Reinterpreting Systemic Properties: Giving Labor its Due and Shareholders their Comeuppance | Samir Shrivastava, Swinburne U. of Technology; Robert Jones, Swinburne U. of Technology; James Latham, Swinburne U. of Technology

**HR**: Reassessing Diversity In The USA, Generation Of Human Capital, And The Writings Of Maruyama | Ernest E Stark, Bellevue U.; Paul Poppler, Bellevue U.

**1015**: *(Paper Session) - (IP)* Ecological Practices
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 9
**Facilitator**: Jamie Hendry, Bucknell U.

- **ONE**: Corporate Social Responsibility in the Management of Supply Chains: Toward a Holistic Framework | Lutz Preuss, Royal Holloway College, U. of London; Stefan Seuring, U. of Kassel

**ONE**: Internalizing Core Competencies For Industrial Ecology | Olivier Beiral, Laval U.; Jean Dibondo Kabongo, Millerville U.

**ONE**: Recycling Activities in the Electrical and Electronics Industry of Japan | Tomoki Shimada, Kobe U.

**ONE**: Eco-labeling Strategies: The Eco-premium Puzzle in the Wine Industry | Magali Delmas, U. of California, Los Angeles; Laura Grant, U. of California, Santa Barbara

**1016** *(MC)* Tangible Results: A Change Strategy Not Just an Outcome
4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon B
**Keynote Speaker**: Robert H Schaffer, Robert H. Schaffer & Associates
**Chair**: Alan Goldman, Arizona State U.

**1017** *(Paper Session) - (MED)* Questioning the Cross-cultural Issues in Learning and Leadership
4:10pm - 5:20pm Anaheim Convention Center: 211B
**Chair**: Brett C Luthans, Missouri Western State U.
**Discussant**: Christopher Schlaegel, Otto-von-Guericke U. Magdeburg

**Chinese Management in Transition: Knowledge, Skills and Abilities | Bonnie P. Stivers, Morehouse College; Rajaram Veliyath, Kennesaw State U.; Janet S Adams, Kennesaw State U.; Teresa Joyce, Kennesaw State U.

**Cross-Cultural Differences in Managers’ Learning Styles | D Christopher Kayes, George Washington U.; Anna B. Kayes,
Session Details – Monday

1018 | (MED; SIM) Service-Learning Philosophies: Exploring and Comparing Philosophical Foundations of Service-Learning
4:10pm - 5:20pm Anaheim Convention Center: 211A
Organizer: Joy E. Beatty, U. of Michigan, Dearborn
Discussant: Amy Kenworthy-U'Ren, Bond U.
Presenters: Kathy Lund Dean, Idaho State U.; Jennifer Leigh, Nazareth College; Charles J. Fornaciari, Florida Gulf Coast U.; Tim O. Peterson, North Dakota State U.

1019 | (Paper Session) - (MH) Origins and Destinations: Memories and Paths
4:10pm - 5:20pm Anaheim Marriott: Elite 1
Chair: Richard Mares, California State U. Sacramento
The Manifestation of Management Paradigms in Finnish Journals and Literature between 1921 and 2006 | Huhtala Hannele, Finnish Institute of Occupational Health; Anna Kuokkanen, Finnish Institute of Occupational Health
A Taylored Approach to Occupational Safety | Andy Cwalina, Nova Southeastern U.

1020 | (Paper Session) - (MOC) A Potpourri of Papers: Metanorms, Knowledge Process, Computer/Social Intelligence, Planning Process
4:10pm - 5:20pm Anaheim Marriott: Elite 2
Chair: Susan Burgess Miller, NASA AERO Institute
The Evolution of Metanorms: Quis Custodiet Ipsos Custodes? | Michael J. Prietula, Emory U.; Dan Conway, Indiana U.; Bloomingtion
Preventing a Crisis in the Study of Organizational Knowledge Processes: A Post-Functionalist View | Jeroen Kraaijenbrink, U. of Twente, NIKOS
Can Machines Display Better Social Intelligence than Humans in Organizations? | Philippe Nicolas Baumard, CRG Ecole Polytechnique
The Effects of Using Formal Planning Techniques on Forecasting and Plan Development | Jay Caughran, U. of Oklahoma; Michael Mumford, U. of Oklahoma

1021 | (Paper Session) - (MOC) Leader and Organization Performance: Attrubitions, Cognitions, Knowledge & Absorptive Capacity
4:10pm - 5:20pm Anaheim Convention Center: 209B
Chair: Amit Nigam, U. Toronto
Discussant: James Douglas Orton, George Washington U.
Attributions of Top Executives and Leadership: Does Accuracy Matter? | C. Lakshman, Tata Management Training Centre; Ronaldo C. Parente, Rutgers U.
Learning, Unlearning, and Firm Performance: The Moderating Role of Industry Velocity | Sucheta Nadkarni, U. of Nebraska; Nils Planbeck, HEC School of Management, Paris; Vadake Narayanan, Drexel U.
The Effects of Organizational Unit Absorptive Capacity on Innovation and Performance | Konstantinos Kostopoulos, Athens U. of Economics and Business; Alexandros Papalexandris, Athens U. of Economics and Business; Gregory P. Prastacos, Athens U. of Economics and Business
A Psychometric Validation of Measures of Strategic Cognition Derived by Content Analysis | Boris Kabanoff, Queensland U. of Technology; Jack Keegan, Queensland U. of Technology

1022 | (Paper Session) - (MOC) Curiosity, Intuition & Counter-Factual Thinking
4:10pm - 5:20pm Anaheim Convention Center: 210A
Chair: Pam Goodhue, Colorado Technical U.
Discussant: Frances H. Fabian, U. of Memphis
Curiosity in Organizations | Spencer Harrison, Arizona State U.
Intuition: A New Knowledge Model for Knowledge Management | Viktor Dorfier, U. of Strathclyde; Zoltan Baracska, Doctus Co.; Jolan Velencei, Budapest U. of Technology and Economics; Fran Ackermann, Strathclyde U.
Counterfactual Thinking and Learning in Firm Top Managers | Ye Dai, U. of Texas, Austin; Siyuan Huang, Duke U.

1023 | (MOC, HR) Only Time Will Tell: Time’s Role in Organizational Processes and Outcomes
4:10pm - 5:20pm Anaheim Convention Center: 204C
Chairs: Alicia A. Stachowski, George Mason U.; Seth A. Kaplan, George Mason U.
Discussant: Mary J. Waller, U. of Maastricht
Time in Teams, Teams in Time | Robert A. Roe, U. of Maastricht
Temporal Patterns of Team Interaction during a Crisis Situation | Alicia A. Stachowski, George Mason U.; Seth A. Kaplan, George Mason U.
A Temporal Model of Teamwork in the Strategic Alliance Lifecycle | Dave Luvisor, NOVA Southeastern U.; Michelle Amy Marks, George Mason U.
Role Stressors as Mediators of Relationships between Polychronicity and Health | Angelina C. Sawitzky, San Diego Gas & Electric; Jeffrey M. Conte, San Diego State U.; Mark G. Ehnhart, San Diego State U.

1024 (MSR) The Questions We Ask, The Way We Ask Questions: The Use of Action Research in MSR 4:10pm - 5:20pm Anaheim Marriott: Platinum 10 Chair: Margaret Benefiel, Andover Newton Theological School The Questions We Ask | Margaret Benefiel, Andover Newton Theological School The Way We Ask Questions | David Specht, Seeing Things Whole Presenter: David Specht, Seeing Things Whole

1025 (OB) Fit and Feelings: Person-Environment Fit and Affect 4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon A Chair: David J Glew, U. of North Carolina - Wilmington Discussant: Hakan Ozcelik, California State U. Sacramento Investigating Inter-relationships among Different Types of P-E Fit Perceptions and Job Satisfaction | Kang Yang Trevor Yu, Nanyang Business School Perceived Emotional Demands-Abilities Fit: Exploring a New Type of Person-Environment Fit | James Diefendorff, U. of Akron; Gary Greguras, Singapore Management U. Exploring the Role of Affect as Both a Cause and Outcome of Person-Environment Fit | Kang Yang Trevor Yu, Nanyang Business School Fit Perceptions during Socialization and their Affect on Work Attitudes and Job Performance | In-Sue Oh, U. of Iowa; Todd C. Danold, U. of Iowa; Ryan D. Zimmerman, Texas A&M U.; Huy Le, U. of Central Florida; Youngseok Han, Central Officials Training Institute


1030 (Paper Session) - (OB) New Developments in Social Exchange
4:10pm - 5:20pm Hilton Anaheim: Laguna A
Chair: Laura Elizabeth Marier, Mississippi State U.
Discussant: Suzanne S. Masterson, U. of Cincinnati
Re-examining Research on Social Exchanges | Amanuel G. Tekleab, Wayne State U.; Dan S. Chiaburu, Pennsylvania State U.
Propensity to Trust and the Impact on Social Exchange | An Empirical Investigation | Jeremy Bernerth, U. of South Alabama; Harrell Walker Jackson, Radford U.
Person -Organization Fit, Social Exchange, Organizational Citizenship Behaviors | Tae-Yool Kim, City U. of Hong Kong; Sang-Pyo Kim, Jinju National U.; Raymond Loi, City U. of Hong Kong
A Network Perspective of Multiple Social Exchange Relationships | Lynette Rylander Gillis, U. of Texas at Austin

1031 (Paper Session) - (OB) Dark Shadows in Organizational Behavior
4:10pm - 5:20pm Hilton Anaheim: Laguna B
Chair: Christopher C. Rosen, U. of Arkansas, Fayetteville
Discussant: Bella L. Galperin, U. of Tampa
Attachment Style, Vigor at Work and Extra-Role Performance | Laura M. Little, U. of Georgia; Debra L Nelson, Oklahoma State U.; Craig Wallace, Oklahoma State U.; Paul Johnson, Oklahoma State U.
When Misery Loves Company: The Effects of Co-continuation about Workplace Problems on Men and Women | Dana L. Haggard, Missouri State U.; Christopher Robert, U. of Missouri, Columbia; Amanda J. Rose, U. of Missouri, Columbia
Organizational Paranoia: Why it Seems They're Laughing at You, Not With You | Agata Mirowska, McMaster U.; Mark Skowronski, McMaster U.
A Bad Apple Spoils the Barrel? Testing the Linkages between Perceived Loafing and CWBs | Tsang-Kai Hung, National Changhua U. of Education; Nai-Wen Chi, National Chengchi U., Taiwan; Wan-Lin Lu, National Changhua U. of Education

1032 (Paper Session) - (OB) The Motivation to Lead and Leaders' Motivations
4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion B
Chair: Yair Berson, U. of Haifa; Shaul Oreg, U. of Haifa
Discussant: Boas Shamir, Hebrew U. of Jerusalem
The Motivation to Lead: Implications for Stress and Individual Performance | Gil Luria, Haifa U.; Yair Berson, U. of Haifa
The Motivation to Lead: The Relationships Between Self Regulatory Focus and Leadership Style | Dina Van Dijk, Ben-Gurion U. of the Negev; Ronit Kark, Bar Ilan U.
Romance of Leadership as a Leader Emergence Predictor | Kent C. Halverson, Air Force Institute of Technology; Troy Cerny, Air Force Institute of Technology
Employees' Reaction to Organizational Change: The Role of Leader Values and Behaviors | Shaul Oreg, U. of Haifa; Yair Berson, U. of Haifa
Participants: Gil Luria, Haifa U.; Yair Berson, U. of Haifa; Dina Van Dijk, Ben-Gurion U. of the Negev; Ronit Kark, Bar Ilan U.; Kent C. Halverson, Air Force Institute of Technology; Troy Cerny, Air Force Institute of Technology; Shaul Oreg, U. of Haifa

1033 (Paper Session) - (OB) Social Networks
4:10pm - 5:20pm Hilton Anaheim: Sunset
Chair: Vu Nguyen Tran, Pepperdine U.
Discussant: Pri Pradhan Shah, U. of Minnesota
The Roles of Instrumental and Affective Relationships in Predicting Helping and Hindrance Behaviors | Violet Ho, Nanyang Technological U.
Networking Abroad, with Whom, and to what Ends?: Implications for Expatriate Adjustment | Crystal Chien Farh, U. of Maryland, College Park; Kathryn M. Bartol, U. of Maryland, College Park; Jiseon Shin, U. of Maryland, College Park
Facets of Trust: Aligning Trust and Support in the Networks of Top Managers | Deone Maria Zell, California State U. Northridge; Cathleen McGrath, Loyola Marymount U.
Who's with me? False Consensus, Social Networks, and Ethical Decision Making in Organizations | Frank Flynn, Stanford U.; Scott Wiltermuth, Stanford U.

1034 JS: (OB, HR) Teams in Context: Current Findings and Future Directions
4:10pm - 5:20pm Hilton Anaheim: El Capitan A
Chair: Kevin Tasa, McMaster U.
Discussant: Gary Johns, Concordia U.
Making a Case for Context in Diversity Research: Where Do We Go From Here? | Aparna Joshi, U. of Illinois, Urbana-Champaign; Hyuntak Roh, U. of Illinois, Urbana-Champaign
Team Contextual Knowledge: Relationships to Team Processes and Team Performance | Elizabeth Petersen, Michigan State U.; Frederick P. Morgeson, Michigan State U.; Jonelle Roth, Michigan State U.
Team Boundary Spanning in Context: The Impact of Organizational Efficacy and Top-Management Trust | Kevin Tasa, McMaster U.
Enhancing Team Proactivity: The Role of External Leadership, Team Efficacy, and Interdependence | Catherine G. Collins, U. of Sheffield; Kate Horton, U. of Sheffield; Mark a Griffin, U. of Sheffield

4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion A
Organizers: Ashley E. Nixon, U. of South Florida; Liuqin Yang, U. of South Florida
Discussant: Christine Pearson, Thunderbird, American Graduate School of International Mgmt.
When Workplace Interactions Go Wrong: Multilevel Perspective of the Social Stressor-Strain Relationship | Mehrdad Derayeh, U. of Waterloo; John L. Michel, U. of Waterloo
Targets, Instigators, and Bystanders of Uncivil Events | Irene E. De Pater, U. of Amsterdam; Ute-Christine Klehe, U. van Amsterdam; Anna Van Vianen, U. of Amsterdam
MONDAY

Session Details – Monday

Social Distances and Conflict in Nationally Diverse Workgroups | Nailah - Ayub, Leiden U.
Incivility and Core Self-Evaluations in the Workplace: A Comparison of the U.S. and China | Charleen Maher, U. of South Florida; Liqun Yang, U. of South Florida; Paul E. Spector, U. of South Florida; Xichao Zhang, Beijing Normal U.; Jessica Willoughby, U. of South Florida

1036: (OCIS) Keynote: The Digital Enterprise - Questions in Organizational Communication and Information Systems
4:10pm - 5:20pm Anaheim Convention Center: 207A
Keynote Speaker: Vallabh Sambamurthy, Michigan State U.
New Paper Title Goes Here.

1037: (Paper Session) - (ODC) Organization Learning
4:10pm - 5:20pm Anaheim Marriott: Elite 3
Chair: Teri C Tompkins, Pepperdine U.
Discussant: Consuelo Luisa Wright, U. of Houston
The Mental Universe of Success | Radhashyam Giridharadas, Case Western Reserve U.

1038: (Paper Session) - (OMT) Dynamics of Strategic Change
4:10pm - 5:20pm Anaheim Marriott: Platinum 2
Chair: Gary Mangiofico, Pepperdine U.
Discussant: Eric Lamm, San Francisco State U.
Determinants and Temporal Dynamics of Strategic Divergence: Evidence from Europe | Matthias F. Brauer, U. of St. Gallen; Mark Heitmann, U. of St. Gallen
The Theoretical Contribution of Case Study Research to the Field of Dynamic Capabilities | Hans-Gerd Ridder, Leibniz U. Hannover; Christina Hoon, Leibniz U. Hannover; Alina S. McCandless, Leibniz U. Hannover
Managerial Practices for Fast-Paced Implementation of Radical Change: The Case of Unit Divestiture | Matthias F. Brauer, U. of St. Gallen

1039: (OM) Operations Division Business Meeting & Awards
4:10pm - 5:20pm Anaheim Convention Center: 207C
Coffee sponsored by the Department of Supply Chain Management, W.P. Carey School of Business, Arizona State U.

1040: (Paper Session) - (OMT) Risk, Safety, and Health: A Routine Perspective
4:10pm - 5:20pm Anaheim Marriott: Suite 312
Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor

1041: (Paper Session) - (OMT) The Person in the Network: Managing Relationships
4:10pm - 5:20pm Anaheim Convention Center: 207D
Chair: Kenneth Lee Bettenhausen, U. of Colorado at Denver and Health Sciences Center
Taking One for the Team: The Individual Consequences of Brokering Negative Affect Ties | James Oldroyd, SKK Graduate School of Business; Michael G. Hendron, U. of Texas, Austin
The Governance Paradox: Balancing Autonomy and Control in Managing Communities of Practice | Stefano Borzillo, U. of Geneva; Gilbert Probst, U. of Geneva; Sebastian Raisch, U. of St. Gallen
Faster with Experience: Inter-firm Relationship Growth and the Tenure of the Relationship Manager | Prashant Deshpande, INSEAD
Relationship Governance on Relationship Performance: The Moderating Effect of Control Mechanism | Yi-Ping Lin, National Kaohsiung Marine U.; Yu-Chuan Tung, National Kaohsiung U. of Applied Sciences

1042: (Paper Session) - (OMT) Institutions at the Top: CEOs and Corporate Governance
4:10pm - 5:20pm Anaheim Convention Center: 210B
Chair: Luca Gnan, Tor Vergata U.
Agency and Institutional Transformation: The Emergence of a New Corporate Governance Model | Stewart Melanson, Ryerson U.
Internal Corporate Governance Codes as Responses to External Corporate Governance Standards | Ilya Okhmatovskiy, McGill U.

1043: (Paper Session) - (OMT) Come Together: Organizational Community Creation in New Institutional Fields
4:10pm - 5:20pm Anaheim Convention Center: 210C
Chair: Emily S. Block, U. of Notre Dame

Some Dynamics of Rule Compliance In Organizations | Ignacio J. Martinez-Moyano, Argonne National Laboratory; David P. McCaffrey, U. of Albany, SUNY; Rogelio Oliva, Texas A&M U.
The Impact of Individual Agendas on the Performance of Routines | Hille C. Bruns, Boston U.
Safety and Organizational Design Factors: Decentralization, Alignment, and Influence | Kristy Lauver, U. of wisconsin-eau claire; Christine Quinn Trank, Texas Tech U.
Getting Involved: Employer Monitoring of Employee Health | Chester S. Spell, Rutgers U.; Jamie L. Perry, Rutgers U.


Section D

307
Session Details – Monday

1044 📣: (Paper Session) - (OMT) You Come and Go: Alliance Dynamics
4:10pm - 5:20pm Anaheim Convention Center: 303A
Chair: Wayne L Brock, U. of Phoenix
presenters:
- Collaborative Viewpoints for Change: When Alliances and Organizations Co-Evolve | Paul W. L. Vlaar, Vrije U. Amsterdam; Dries Faems, U. of Twente
- Regulatory Focus and Opportunity in the Alliance Development Process | Rajesh Kumar, Nottingham U.
- Cooperation And Competition In Strategic Alliances: How Network Structure Affects Alliance Success | Federico Aime, Oklahoma State U.
- A Structuration View of Alliance Contract Formation | Marc Frechet, IAE Toulouse/ U. of Toulouse; Fabrice Lumineau, HEC-Paris School of Management; Dominique Puthod, Université de Savoie -IREGE

1045 📣: (Paper Session) - (OMT) Go Wild: Internal Diversity and Organizational Outcomes
4:10pm - 5:20pm Anaheim Convention Center: 303B
Chair: Samira Reis, Bocconi U.
- Exploration and Exploitation: Internal Conundrums for Change | Tohyun Kim, U. of Hawaii; Mooon W. Kim, U. of Hawaii
- Team Diversity Influences Organizational Hazard: Distinguishing Along-time versus Cross-task Effects | Fabrice L. Cavarretta, ESSEC Business School
- Escalating Indecision: Between Reification and Strategic Ambiguity | Jean-louis Denis, U. of Montreal; Genevieve Dompierre, Canadian Embassy; Ann Langley, HEC Montreal; Linda Rouleau, HEC Montreal

1046 📣: (Paper Session) - (OMT) Change and Fit in Dynamic Environments: Marching through the Wilderness
4:10pm - 5:20pm Anaheim Convention Center: 303C
Chair: Danielle M. Clay, Virginia College
presenters:
- Managing Radical and Incremental Change | Nils Stieglitz, U. of Southern Denmark; Markus Becker, U. of Southern Denmark/ Odense U.
- Conceptualizing Dynamic Organizational Fit in Multicontingency Contexts | Mark E. Nissen, Naval Postgraduate School; Tara Leweling, Naval Postgraduate School

1047 📣 🍎: (OMT, MED, BPS) Does Where you Sit Define Where you Stand? How Institutional Settings Affect the Questions We Ask
4:10pm - 5:20pm Anaheim Convention Center: 303A
Organizer: Jonathan P Doh, Villanova U.
Chair: Walter G Tymon, Villanova U.; Jonathan P Doh, Villanova U.
Participants: Christina Fong, U. of Washington; James R Bailey, George Washington U.; Rakesh Khurana, Harvard Business School; Carolyn Woo, College of Notre Dame; James A. Robins, Singapore Management U.; Steven W Floyd, U. of St. Gallen

1048 📣 🍎: (ONE) ONE Distinguished Speaker
4:10pm - 5:20pm Anaheim Marriott: Platinum 4
Host: Magali Delmas, U. of California, Los Angeles
New Paper Title Goes Here. |

1049 📣 🍎: (ONE, ENT) Sustainability -- Questions for the Long-Term, Emergent Strategies and Educational Approaches
4:10pm - 5:20pm Anaheim Convention Center: 303B
Organizer: Thomas A. Bryant, Rowan U.
Coordinator: Shima Barakat, U. of Cambridge
Presenter: Thomas J Dean, Colorado State U.

1050 📣 🍎: (PNP, MED) The Impact of Nonprofit Academic Programs on the Practice of Nonprofit Leadership and Management.
4:10pm - 5:20pm Anaheim Convention Center: 303A
Organizer: Heather Lane Carpenter, U. of San Diego
Presenters: Angela L. Bies, Texas A&M U.; Sarah Jane Rehnborg, U. of Texas, Austin; Terry Boyd, Franklin U.

1051 📣: (Paper Session) - (RM) The Mystery of Moderation and Mediation
4:10pm - 5:20pm Hilton Anaheim: Manhattan
Chair: Michael Sturman, Cornell U.
Discussant: Gary A. Ballinger, U. of Virginia
- Detection of Moderating Effects of Dichotomous Variables in Moderated Multiple Regression | Gwowen Shieh, National Chiao Tung U.

1052: (Paper Session) - (SIM) Precursors of Positive Action
4:10pm - 5:20pm Anaheim Marriott: Orange County 1
Facilitator: James Weber, Duquesne U.
Coping Strategies for Ethical Dilemmas: Why People May or
May Not Whistle-Blow | James Richard Guzak, U.Texas

The Psychological Antecedents of Socially Responsible
Behavior | Donal Crilly, INSEAD; Susan C. Schneider, HEC U.
of Geneva; Maurizio Zollo, Bocconi U.

Willingness to Sacrifice: The Role of Empathy and
Interational Justice | Robert Vecchio, U. of Notre Dame;
Donna M. Brazil, U. S. Military Academy

Creating Effective Ethical Engagement in Organizations:
The Five Principles Model | Morela Hernandez, U. of
Washington; Steven K. May, UNC at Chapel Hill, Department
of Communication Studies; Noah Pickus, The Kenan Institute for
Ethics, Duke U.

1053: (Paper Session) - (SIM) Corporate Social
Responsibility Across Borders
4:10pm - 5:20pm Anaheim Marriott: Orange County 2
Facilitator: Rich Wokutch, Virginia Tech

Cross-border CSR & Development in the South Seen
Through the Lens of Organizational Legitimacy | Raf
Barkemeyer, Queen's U. Management School, Queen's U. of
Belfast

An Integrated Framework for MNE Ethical
Decisions: Tying MNE Configuration Strategy to ISCT |
Karin Fladmoe-Lindquist, U. of Utah; Darrell G. Coleman, U.

Conceptualizing corporate social responsibility: An Indian
Perspective | Shiban Khan, U. of St. Gallen

Responsible Global Leadership - A Cosmopolitan
Perspective | Nicola M. Piess, INSEAD / U. of St. Gallen;
Thomas Maak, INSEAD / U. of St. Gallen

1054: (Paper Session) - (SIM) Doing the Wrong Thing
4:10pm - 5:20pm Anaheim Marriott: Orange County 3
Facilitator: Dawn R Elm, U. of St. Thomas

Antecedents and Consequences of Unethical
Behavior: Does the Level of CPI Make a Difference? |
Thomas Li-Ping Tang, Middle Tennessee State U.; Toto
Sutarso, Middle Tennessee State U.; Adebowale Akande, International Institute of Research;
Michael W. Allen, U. of Sydney; Abdulgawi Salim Alzaboudi, Sultan Qaboos U.;
Mahfouz Alam Ansari, U. of Lethbridge; Fernando Arias-Garcia, U. Autonoma del Estado de Morelos; Mark G. Borg, U.
of Malta; Brigitte Charles Pauvers, U. of Nantes; Bor-Shiu-an
Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong
Baptist U.; Linzhi Du, Nankai U.; Ilya Garber, Saratov State
Socio-Economic U.; Consuelo Adelaida Garcia-de-la-Torre,
EGADE-ITESM; Rosario Correia Higgs, Polytechnic Institute of
Lisbon-Portugal; Abdul Hamid Safwat Ibrahim, Iman U.; Chin-
Kang Jen, National Sun Yat-Sen U.; Ali Mahdi Kazem, Sultan
Qaboos U.; Kilsun Kim, Sogang U.; Vivien KG Lim, National U.
of Singapore; Roberto Luna-Arocas, U. of Valencia; Eva
Malovics, U. of Szeged; Alice S. Moreira, Federal U. of Para;
Richard T Mpoyle, Middle Tennessee State U.; Anthony
Ugochukwu Obiagw Nnedem, Nnamdi Azikwe U.; Johnsto E.
Osagie, Florida A & M U.; AAhad Osman-Gani, Nanyang
Business School; Francisco Costa Pereira, Polytechnic Institute
of Lisbon-Portugal; Ruja Pholsward, Rangsit U.; Horia Pitaru,
Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisaveta
Sardzoska, U. St. Cyril and methodius; Petar Skobik, Middle
Tennessee State U.; Allen F. Stembridge, Andrews U.; Theresa
Li-Na Tang, Affinion Group; Thompson SH Tjo, National U. of
Singapore; Martina Trontelj, U. of Ljubljana; Caroline Urbain,
U. of Nantes; Peter Vlerick, Ghent U.

Managerial ethics, performance pressure and
governance: The case of misleading financial disclosures |
Saonee Sarker, Washington State U.; Susan F. Storrud-
Barnes, Cleveland State U.; Richard Reed, Washington State U.

Corporate Social Responsibility for Irresponsibility |
Matthew J. Kotchen, UC Santa Barbara; Jon Jungbien Moon,
Shanghai JiaoTong U.

A Person-Situation Interactionism Framework to Account for
Ethical Blindness | Guido Palazzo, U. of Lausanne;Franciska
Krings, U. of Lausanne; Ulrich Hoffrage, U. of Lausanne

1055: (Paper Session) - (SIM) Performance Implications
of CSR
4:10pm - 5:20pm Anaheim Convention Center: Exhibit Hall C - SIM 1
Presented on panels 1-12

Performativity Effects in Social Rankings and Ratings |
Alison Kemper, J.L. Rotman School of Management

Research, Empowerment, and Value of Strategic Public
Relations | Jeong-Nam Kim, Purdue U.; Jeffrey A Hall, U. of
Kansas; Gerald Swearing, U. of Southern California; James E.
Grunig, U. of Maryland, College Park

The Influence of Stakeholder Network Consistency and
Diversity on Financial Performance | Richard C. Peters,
Louisiana State U., Shreveport; Peggy A Golden, Florida
Atlantic U.

Strategizing and firm-stakeholder interaction: Analysis of
foreign investment conflict in media texts | Johanna Kujala,
Department of Management Studies, U. of Tampere; Hanna
Lehtimaki, Department of Management Studies, U. of Tampere;
Paula Merikiart, Department of Management Studies, U. of
Tampere

On the Effectiveness of Social and Environmental
Accounting | Glen Whelan, Nottingham U. Business School;
Marc Oliver Orlitzky, Nottingham U. Business School

Economic View on CSR – Odd Couple or Happy
Relationship? | Andreas Butz, U. Zunch

The Interaction of Competitive Strategy and Social
Responsibility: An Exploratory Study | Pamela Sloan, HEC
Montreal

Getting the message across? The measure of perceived
corporate credibility. | Marko Horn, Florida State U.

From Fixing Prices to Fixing Images: Corporate
Contributions as a Strategic Response to Scandal | Nicole
Esparza, Harvard U.

Testing the Value-Pragmatic Hypothesis in Unethical
Compliance | George Watson, Southern Illinois U.

Edwardsville; Robyn A. Berkley, Southern Illinois U.,
Edwardsville

Corporate Social Actions and Corporate Reputation |
Carol-Ann Tetraut Sisly, Concordia U.


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**Session Details – Monday**

### Teaching-oriented

#### 1056 (Paper Session) - (SIM) Social Implications of Bad Behavior
- Helping Us By Defrauding Them: The Effects Of Organizational Integrity On Cheating Behaviors | Jason R Pierce, Indiana U., Bloomington
- Choosing partners for collusion: Who you choose and how you approach them | James M. Schmidtke, California State U. Fresno; Craig Storm, California State U. Fresno
- Organized Hypocrisy: Identifying Key Motivators through Multiple Organizational Theories | Steven C. Brown, Auburn U.; Min Z Carter, Auburn U.
- Few Men Have Virtue to Withstand the Highest Bidder: Toward an Interactionist Psychology of Bribery | Miguel Alzola, Fordham U.
- Betting on Catastrophe: The Private Sector and Anti-Terrorism Spending for Physical Security | James Kevin Hayes, Case Western Reserve U.

#### 1057 (Paper Session) - (SIM) Stakeholder Management
- Generational Differences in Information Ethics: Testing Two Theories in China | David Ma, Chinese Academy of Social Sciences; Maris G. Martinsons, City U. of Hong Kong
- Are We Good Citizens?: A Cross-Cultural Analysis of CSR Webspace | Karen Elizabeth Mishra, Meredith College
- Corporate Social Responsibility (CSR) in Transnational Spaces: An Institutionalist Deconstruction | Kenneth Amaeshi, Cranfield School of Management; Olufemi Amao, U. College Cork, Ireland
- Corporate Ethical Climate as an Antecedent to Stakeholder Management Decisions | Michelle Karen Westermann-Behayo, George Washington U.
- Employee reactions to corporate social responsibility program: An attribution perspective | Carmen K. Ng, Hong Kong U. of Science and Technology
- Stakeholders’ Involvement as CSR analyser | EL ABBOUBI Manal, HEC - Université de Liege; Annie Cornet, HEC - Université de Liege

### Practice-oriented

### International-oriented

### Theme-oriented

### Research-oriented

### Visual Presentation

### Best Paper Proceedings

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**Best Paper Proceedings**

### Teaching-oriented

#### The (Old) Questions We Ask: Can Phronesis Be Taught? Moral Education and Experimental Psychology | Miguel Alzola, Fordham U.

### Practice-oriented

#### The Impact of Human Resource Management on Social Performance | Sandra Rothenberg, Rochester Institute of Technology; Clyde Hull, Rochester Institute of Technology

#### Constraining the Escalation of Negativity: The Role of Emotions and Cognitions in Crisis Perception | Amy Sommer, Richard Ivey School of Business, U. of Western Ontario

### International-oriented

#### Toward an Interactionist Psychology of Bribery | Kong U. of Science and Technology

### Theme-oriented

#### Aggression, Violent Sports Media, Crowding and Alcohol: A case of bad CSR | Tom Cole, U. of Adelaide; Pi-Shen Seet, U. of Adelaide

### Research-oriented

#### Organized Hypocrisy: Identifying Key Motivators through Multiple Organizational Theories | Steven C. Brown, Auburn U.; Min Z Carter, Auburn U.

### Visual Presentation

#### Helping Us By Defrauding Them: The Effects Of Organizational Integrity On Cheating Behaviors | Jason R Pierce, Indiana U., Bloomington

### Best Paper Proceedings
1060 : (Paper Session) - (TIM) Adaptation and Change: Strategic and Theoretical Perspectives
4:10pm - 5:20pm Anaheim Convention Center: 304B
Chair: Yansong Hu, U. of Colorado
Discussants: Avanti Fontana, U. Indonesia; Shan Liu, Huazhong U. of Sci. & Tech. China; Francesca Masciarielli, CIFREM, U. of Trento; Diana Hechavarria, U. of Cincinnati; Nancy Marie Landreville, U. of Maryland U. College

What Type of Technological Innovation is Nanotechnology? Why do we Need to Know? | Christine M Shea, U. of New Hampshire; Roger Grinde, U. of New Hampshire; Bruce T Elmslie, U. of New Hampshire

How Does Technological Diversification Happen? | Yi-Chia Chiu, National Chung Hsing U.; Tai-Yu Lee, National Chung Hsing U.

The winner does not take it all: Survival of niche standards | Ranjita Majumder Singh, U. of Toronto; Kristina Dahlin, U. of Toronto

Systems, Components, and Modular Design: The case of the U.S. semiconductor industry | Jeffrey Lee Funk, National U. of Singapore

Does the environment moderate the relationship between strategic orientation and innovation? | Ana Perez-Luño, U. Pablo de Olavide; Ramón Valle-Cabrera, U. Pablo de Olavide; Johan Wiklund, Syracuse U.

1061 ▶: (TIM) Distinguished Speaker - Dr. Sidney Winter
4:10pm - 5:20pm Anaheim Convention Center: 304C
Division Chair: Lori Rosenkopf, U. of Pennsylvania
Program Chair: Shawn M. Carraher, Cameron U.
Distinguished Speaker: Sidney G. Winter, U. of Pennsylvania
Chair: Lori Rosenkopf, U. of Pennsylvania
The Return Ticket: My Trip from Innovation to Routine and Back Again | Sidney G. Winter, U. of Pennsylvania

1062 : (Paper Session) - (TIM) Strategy, Technology, & Innovation
4:10pm - 5:20pm Anaheim Convention Center: 304D
Chair: Anjana Susarla, U. of Washington, Seattle
Discussants: Eduardo Miguel Carreras, Woodcock Washburn LLP; Rognvaldur J Saemundsson, Reykjavik U.; Rognvaldur J Saemundsson, Reykjavik U.; Nilay Yajnik, NMIMS U.

The love of innovation: Can Edisonian Innovators be Introduced into Today’s R&D Organizations? | John Cocco, Rensselaer Polytechnic Institute

Innovative behaviors between employment modes in knowledge intensive organizations | Cheng-hua Tsai, National Cheng Kung U.; Shy-h-jer Chen, National Sun Yat-Sen U.

Dimensions of Disseminative Capacity - Innovating by Partnering | Anja Schulze, ETH Zurich

The Battle of the Blue Laser DVDs: The Significance of Corporate Strategy in Standard Battles | Scott R Gallagher, James Madison U.; Seung Ho Park, Samsung Economic Research Institute & CEIBS

The moderating effect of firm resources for innovation types and financial performance relationship | Turanay Caner, North Carolina State U.; Susan Cohen, U. of Pittsburgh

1063 ☎:JS: (TIM, OB, OMT) Creativity and Innovation: The Good, the Bad, and the Ugly
4:10pm - 5:20pm Anaheim Convention Center: 209A
Organizers: Marianne W. Lewis, U. of Cincinnati; Lucy L. Gilson, U. of Connecticut, Storrs
Creative Workers and Tensions of Multiple Identities | Manto Gotsi, Brunel U.; Konstantinos Andriopoulos, Brunel U.; Marianne W. Lewis, U. of Cincinnati; Amy Ingram, U. of Cincinnati
The Good, the Bad and the Ugly of Video Games Development | Jonathan Sapsed, CENTRIM, Brighton U.
The Cost of not Utilizing Employee Creativity – Negative Organizational Deviance | Nora Madjar, U. of Connecticut
Stigma, Resources Access and Innovation in the Adult Entertainment Industry | Georgina Voss, CENTRIM, Brighton U.
Creativity and Performance among State Police Troopers | Lucy L. Gilson, U. of Connecticut, Storrs; Vicki J. Magley, U. of Connecticut

Presenters: Jonathan Sapsed, CENTRIM, Brighton U.; Nora Madjar, U. of Connecticut; Georgina Voss, CENTRIM, Brighton U.
Participants: Manto Gotsi, Brunel U.; Amy Ingram, U. of Cincinnati; Konstantinos Andriopoulos, Brunel U.; Vicki J. Magley, U. of Connecticut

Monday 5:00PM

1064 : (ICW) ESMT European School of Management and Technology Reception
5:00pm - 7:00pm Anaheim Marriott: Platinum 7
Organizer: Christopher Xitco, ESMT

1065 : (ICW) OBTS/JME Reception
5:00pm - 7:00pm Anaheim Marriott: Platinum 6
Organizer: Jeannie M. Forray, Western New England College

Monday 5:30PM

1066 ☎: (BPS) Irwin Outstanding Educator Award in Honor of Pankaj Ghemawat
5:30pm - 7:30pm Anaheim Convention Center: 204B
Hosts: Juan Alcacer, Harvard U.; Melissa M. Appleyard, Portland State U.; Iligaz Arikan, Georgia State U.; Russell Coff, Emory U.; Moshe Farjoun, Schulich School of Business, York U.; Anita McGahan, U. of Toronto; Joanne Oxley, U. of Toronto; Larry Stimpert, Colorado College
Distinguished Speaker: Pankaj Ghemawat, IESE Business School.
U. of Navarra
Award Presentation | Melissa M. Appleyard, Portland State U.; Russell Coff, Emory U.
Strategy Teaching Symposium | Pankaj Ghemawat, IESE Business School. U. of Navarra
Wine and Cheese Reception |

1067 : (CMS) Critical Management Studies Interest Group Business Meeting
5:30pm - 6:30pm Hilton Anaheim: California Pavilion B

1068 : (ENT) Entrepreneurship Division Reception
5:30pm - 10:30pm Anaheim Convention Center: 204A
1069: (ENT) Entrepreneurship Division Business Meeting
5:30pm - 10:30pm Anaheim Convention Center: 205B
Chair: Perry Sadorsky, Bentley College

1070: (GDO) GDO Business Meeting
5:30pm - 7:30pm Hilton Anaheim: Malibu
Division Chair: Lynn Bowes-Sperry, Western New England College
Division Chair-Elect: Jeanette N. Cleveland, Pennsylvania State U.
Program Chair: Quinetta Roberson, Cornell U.
Professional Development Workshop Chair: David A. Kravitz, George Mason U.

1071: (HCM) HCM Business Meeting
5:30pm - 6:30pm Hilton Anaheim: Palos Verdes B
Division Chair: Timothy Hoff, State U. of New York, Albany
Division Chair-Elect: Christy Harris Lemak, U. of Florida
Program Chair: Robert Weech-Maldonado, U. of Florida
Professional Development Workshop Chair: Eric S. Williams, U. of Alabama

1072: (ICW) Northeastern University-Moscow State University Reception
5:30pm - 7:30pm Anaheim Marriott: Newport & Rancho Las Palmas
Organizer: Chris Robertson, Northeastern U.

1073: (MC) Management Consulting Division Business Meeting
5:30pm - 6:30pm Anaheim Marriott: Grand Ballroom - Salon B
Program Chair: Marc Bonnet, ISEOR, U. of Lyon 3
Professional Development Workshop Coordinator: Ginka Toegel, London School of Economics
Chair: Rickie A. Moore, EM LYON
Past Chair: Susan M. Adams, Bentley College

1074: (MH) Management History Division Business Meeting
5:30pm - 10:30pm Anaheim Marriott: Elite 1
Chair: Karl Moore, McGill U.
Division Chair-Elect: John Humphreys, Texas A&M U.
Program Chair: Curt H. Stiles, U. of North Carolina-Wilmington
Professional Development Workshop Chair: David A Lamond, Wuhan U.

1075: (OCIS) OCIS Business Meeting
5:30pm - 6:30pm Anaheim Convention Center: 207A

1076: (ONE) Organizations and the Natural Environment Division Business Meeting
5:30pm - 6:30pm Anaheim Marriott: Platinum 4
Chair: Alfred Allen Marcus, U. of Minnesota
Division Chair-Elect: Irene Henriques, York U.
Program Chair: Lynne Andersson, Temple U.
Professional Development Workshop Chair: Magali Delmas, U. of California, Los Angeles
Treasurer: Perry Sadorsky, York U.

1077: (PNP) Public and Nonprofit Division Business Meeting
5:30pm - 7:30pm Anaheim Marriott: Orange County 4

1078: (RM) Research Methods Division Business Meeting
5:30pm - 8:30pm Hilton Anaheim: Manhattan

1079: (SIM) SIM Division Business Meeting
5:30pm - 7:30pm Anaheim Marriott: Orange County 1
Division Chair: Thomas J. Donaldson, U. of Pennsylvania
Division Chair-Elect: Linda K. Trevino, Pennsylvania State U.
Program Chair: Ann K. Buchholtz, U. of Georgia
Professional Development Workshop Chair: Barry M Mitnick, U. of Pittsburgh

1080: (TIM) Technology & Innovation Management
Business Meeting
5:30pm - 6:30pm Anaheim Convention Center: 304B
Division Chair: Lori Rosenkopf, U. of Pennsylvania
Division Chair-Elect: Paul Almeida, Georgetown U.
Program Chair: Shawn M. Carraher, Cameron U.
Professional Development Workshop Chair: Fernando Suarez, Boston U.
Past Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
Webmaster: BJ Zirger, U. of Cincinnati
Treasurer: Patricia M. Norman, Baylor U.

Monday 5:40PM
1081: (OMT) OMT Business Meeting and Artifact
5:40pm - 6:30pm Anaheim Convention Center: 210D
Division reports, award presentations, and The Artifact.
Division Chair: Kimberly D. Elsbach, U. of California, Davis
Division Chair-Elect: William Ocasio, Northwestern U.
Program Chair: Henrich R. Greve, INSEAD
Professional Development Workshop Chair: Royston Greenwood, U. of Alberta
Past Chair: Richard W. Zemsky, U. of Michigan, Ann Arbor

Monday 6:00PM
1082: (OM) OM Division Social
6:00pm - 7:30pm Anaheim Convention Center: 207C
We welcome all members and friends of the division to catch up with old acquaintances and meet new ones. Food & drinks sponsored by the OM Division.

Monday 6:30PM
1083: (HCM) HCM Division Reception
6:30pm - 8:00pm Hilton Anaheim: Laguna A
Sponsored by the A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT, UNIVERSITY OF CALIFORNIA, RIVERSIDE
Division Chair: Timothy Hoff, State U. of New York, Albany
Division Chair-Elect: Christy Harris Lemak, U. of Florida
Program Chair: Robert Weech-Maldonado, U. of Florida
Professional Development Workshop Coordinator: Eric S. Williams, U. of Alabama
Past Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor

1084: (ICW) Management Faculty of Color Reception
6:30pm - 8:00pm Hilton Anaheim: El Capitan B
Management Faculty of Color Reception for Members and Friends of the MFCA
Organizer: Gwendolyn M. Combs, U. of Nebraska, Lincoln

1085: (MC) Management Consulting Division Social Hour
6:30pm - 8:00pm Anaheim Marriott: Platinum 3
Organizers: Rickie A. Moore, EM LYON; Susan M. Adams, Bentley College; Marc Bonnet, ISEOR, U. of Lyon 3; Ginka Toegel, London School of Economics
Session Details – Monday

1086: (OB) OB Division Awards and Celebration/Social Hour
6:30pm - 8:30pm Hilton Anaheim: Pacific Pavilion C
Presentation of OB Division Awards followed by Division Celebration and Social Hour
Host: Carol T. Kulik, U. of South Australia

1087: (OCIS) OCIS Social Hour
6:30pm - 8:00pm Anaheim Convention Center: 207B
OCIS Visual Papers

1088: (Paper Session) - (OCIS) OCIS Visual Papers
6:30pm - 8:00pm Anaheim Convention Center: 207B - OCIS
Building Strong Cumulative Tradition in IS | Ghiyoung Im, Clark Atlanta U.; Detmar Straub, Georgia State U.
An empirical investigation of User Continuous Use to use the electronic logistics information system | Su-Chao Chang, Department of Business Administration, National Cheng Kung U.; Chi-Min Chou, Department of Business Administration, National Cheng Kung U.
Team Collaboration in Virtual Worlds: Results from Two Studies | Surinder Kahai, State U. of New York, Binghamton; Rebecca Jeste, Binghamton U.; Betsy Carroll, State U. of New York, Binghamton; Rui Huang, State U. of New York Binghamton
From Willow to Oak? Change Agentry Models CIOs Follow During their Time in Office | Arnaud Gorgeon, UCLA Anderson School of Management
Integrating Knowledge from Inter-Organizational Virtual Teams: An Exploratory Conceptual Framework | Indu Ramachandran, The U. of Texas at San Antonio; Vishag Badrinarayanan, Texas State U.-San Marcos
OCIS Division Best Visual Paper Award - Finalist

1090: (RM) Research Methods Division 20th Anniversary Social Hour
6:30pm - 8:30pm Hilton Anaheim: Oceanside
Please join us to celebrate the 20th anniversary of the Research Methods Division.
Presiding: Gordon W Cheung, Chinese U. of Hong Kong Division Chair: Mark Gavin, Oklahoma State U.
Division Chair-Elect: Charles A. Pierce, U. of Memphis Program Chair: Timothy Hinkin, Cornell U.
Professional Development Workshop Chair: Stephanie L. Castro, Florida Atlantic U.

Monday 6:45PM

1091: (TIM) Technology & Innovation Management Social Time
6:45pm - 8:30pm Anaheim Convention Center: 304C
Division Chair: Lori Rosenkopf, U. of Pennsylvania Division Chair-Elect: Paul Almeida, Georgetown U. Program Chair: Shawn M. Carraher, Cameron U.
Professional Development Workshop Chair: Fernando Suarez, Boston U.
Coordinator: Shawn M. Carraher, Cameron U.

Monday 7:00PM

1092: (GDO) GDO Social and Reception
7:00pm - 9:00pm Hilton Anaheim: California Pavilion A
The GDO Division invites you to join us for networking and socializing with new, international, and continuing members.
Division Chair: Lynn Bowes-Sperry, Western New England College Division Chair-Elect: Jeanette N. Cleveland, Pennsylvania State U. Program Chair: Quinetta Roberson, Cornell U.
Professional Development Workshop Chair: David A. Kravitz, George Mason U.

1093: (ICW) BAM reception at AoM
7:00pm - 9:00pm Anaheim Marriott: Marquis Northeast
BAM Reception
Organizer: Beatriz Castel-Arias, British Academy of Management

1094: (ICW) Reception for The Business Journal of Hispanic Research
Please join us as we celebrate Hispanic culture, music and food, in addition to learning more about The Business Journal of Hispanic Research.
Organizer: Donna Maria Blancero, National Society of Hispanic MBAs

1095: (ICW) Sloan Industry Studies Reception
7:00pm - 9:00pm Anaheim Marriott: Platinum 9
A reception to welcome friends of the Sloan Industry Studies Program as well as others at the Annual Meeting who are interested in learning more about the Sloan Industry Studies Program.
Organizer: Michael Deal, U. of Pittsburgh

1096: (SIM) SIM/ONE/PNP Joint Reception
7:00pm - 9:00pm Anaheim Marriott: Marquis Northwest
Organizers: Ann K. Buchholtz, U. of Georgia; Lynne Andersson, Temple U.; Stephen T.T. Teo, U. of Western Sydney; Dean F. Eitel, DePaul U.

Monday 8:00PM

1097: (ICW) BYU Ice Cream Social
8:00pm - 10:00pm Anaheim Marriott: Platinum 5
Organizer: Cami Kenworthy, BYU

Monday 9:00PM

1098: (AAA) President’s Dessert Reception for New and International Members
9:00pm - 10:30pm Hilton Anaheim: California Pavilion D
Host: Thomas W. Lee, U. of Washington
Tuesday 7:00AM

1099: (MSR) Meditation session led by Jerry Biberman
7:00am - 8:00am Anaheim Marriott: Desert Springs
Meditation to improve self-control
Organizer: Gerald Biberman, U. of Scranton

Tuesday 7:30AM

1100: (AAA) AOM Past Presidents Breakfast
7:30am - 8:30am Hilton Anaheim: Pacific Pavilion A
Organizer: Kathryn M. Bartol, U. of Maryland, College Park

Tuesday 8:00AM

1101: (AAA) Anaheim 2008 LAC
8:00am - 8:50pm Anaheim Convention Center: 208B
Local Arrangements Chair: James C Spee, U. of Redlands

1102: (AAA) Conference Registration
8:00am - 11:30am Anaheim Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

Tuesday 8:30AM

1103: (AAS) Hidden Conflicts in Organizations Revisited: How Scholars’ Questions Evolve
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon E
Chair: Linda L. Putnam, U. of California, Santa Barbara
Discussant: Roy J. Lewicki, Ohio State U.
Some Reflections on “Drinking Our Troubles Away” | John Van Maanen, Massachusetts Institute of Technology
Women’s Peacemaking Work and the Problem of Claiming Value | Deborah M Kolb, Simmons School of Management
From Studying Up to Studying Down, Across, and With | Calvin Morrill, U. of California, Irvine
The Role of Hidden Conflict in Organizational Change | Jean M. Bartunek, Boston College
Theory and Biography: Explaining an Evolving Research Agenda | Ray Friedman, Vanderbilt U.
Conflicts Between Feminist Theory and the Practicalities of Reducing Gender Inequality | Joanne Martin, Stanford U.

1104: (AAS) Intellectual Shamans: Asking Questions to Try to Heal the World
8:30am - 10:10am Hilton Anaheim: California Pavilion A
Chair: Sandra Waddock, Boston College
Participants: Robert Edward Freeman, U. of Virginia; Robert A Giacone, Temple U.; Nancy J Adler, McGill U.; David L Cooperider, Case Western Reserve U.; Philip H. Mirvis, Center for Corporate Citizenship

1105: (AAS) The Productivity Dilemma Revisited: Disciplined Processes and Innovation at Toyota
8:30am - 10:10am Anaheim Convention Center: 204B


1106: (Paper Session) - (BPS) Equity and its Alternatives in Alliance Governance
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon G
Chair: Kunal Banerji, Eastern Michigan U.
Discussant: Yasemin Y Kor, U. of South Carolina

Forging Successful Alliances Portfolio Strategies | Koen Heimeriks, Rotterdam School of Management
Equity Ownership as Means of Incentive and Control in Cross-Border Knowledge Collaboration | Zheng Jane Zhao, U. of Kansas; Tailan Chi, U. of Kansas
The Determinants of Partial Equity Stakes in Verticle Supply Chains | Ran J. U. of British Columbia
The Economics of Large Scale Infrastructure Project Finance: An Empirical Examination | Rajeev S Sawant, Tufts U.

1107: (Paper Session) - (BPS) Theoretical Advances in the RBV
8:30am - 10:10am Anaheim Convention Center: 201A
Chair: Parshotam Dass, U. of Manitoba
Discussant: Richard Makadok, Emory U.

Redefining Value Generation in the RBV: Resolving Managerial Ambiguity | Abhijit Mandal, Middlesex U. Business School; Anjali Bakhru, Middlesex U. Business School
Total Disclosure versus Keeping Secrets: Managing Causal Ambiguity for Competitive Advantage | Derrick Mclver, The U. of Texas at San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio
Resource Value, Managerial Control, and Organizational Performance | Joeri M. Mol, U. of Melbourne; Nachoem M. Wijnberg, Amsterdam U.

1108: (Paper Session) - (BPS) Strategic Decision Making and Adaptation in New Ventures
8:30am - 10:10am Anaheim Convention Center: 201B
Chair: Fran Ackerman, Strathclyde U.
Discussant: Sharon Alvarez, Ohio State U.

The Link between Competitive Strategies and Knowledge Management Strategies in Small Enterprises | Carlo Bagnoli, U. Ca’ Foscari of Venice
Form or Substance: Business Plans and Social Networks in Venture Capital Decision Making | David A. Kirsch, U. of Maryland; Brent Goldfarb, U. of Maryland; Azi Gera, U. of Maryland, College Park
On a Short Leash? Young Organizations, Strategic Change, and Venture Capital | Matt Marx, Harvard U.

1109: (Paper Session) - (BPS) Acquisition Experience and Learning

Session Details – Tuesday

8:30am - 10:10am Anaheim Convention Center: 201C
Chair: Kirill Yurov, U. of Illinois at Chicago
Discussant: Samina Karim, Boston U.
1110: An Inside Look at Acquisition Capabilities: Experience Heterogeneity and the Locus of Learning | Mario Schijven, Texas A&M U.; Xavier Martin, Tilburg U.
1111: The Propensity to Acquire and to Be Acquired: The Role of Experience Inheritance | Youtha Cuypers, Tilburg U.; Ilya Cuypers, Tilburg U. / Singapore Management U.
1112: Intra-Routine Analysis of Acquisition Behavior: Evidence from High Technology Industries | Nir N. Brueller, Tel Aviv U.

1113: The Impact of Director Incentives, Human Capital, and CEO Ownership on Acquisition Returns | Bruce Walters, Louisiana Tech U.; Mark Kroll, Louisiana Tech U.; Peter Wright, U. of Memphis
1114: SHCS: (BPS, ENT, TIM) Financial Markets: An Economic Sociology Perspective
8:30am - 10:10am Anaheim Convention Center: 203A
Chair: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Facilitator: Xavier Castañer, HEC Paris
Organizers: Asli Musaoglu Arikan, Georgia State U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign
Why do We Observe Heterogeneous Governance Choices for Similar Transactions? | Asli Musaoglu Arikan, Georgia State U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign
Property Rights and Strategic Management: Research Opportunities | Jay B. Barney, The Ohio State U.

1115: (Paper Session) - (BPS) Influences of Board Composition
8:30am - 10:10am Anaheim Convention Center: 201D
Chair: J. Andrew Lee, Wharton, U. of Penn
Discussant: Ingrid Fulmer, Georgia Institute of Technology
Female Appointments to All Male Boards of Directors: Breaking the Gender Barrier | Paul Dunn, Brock U.
Director Identities and the Role of the Board in Organizational Turnaround | Michael C. Withers, Arizona State U.; Amy Hillman, Arizona State U.
What I Like About You: Director Characteristics and Shareholder Approval | Amy Hillman, Arizona State U.; Christine Shropshire, U. of Georgia; S Trevis Certo, Arizona State U.; Dan R. Dalton, Indiana U., Bloomington; Catherine M. Dalton, Indiana U., Bloomington
Board Information Advantage: A Study of Board Capital and Absorptive Capacity | Pingying Zhang, Norwegian School of Management

1116: (Paper Session) - (BPS) The Determinants of Contract Structure
8:30am - 10:10am Anaheim Convention Center: 203A
Chair: Libby Weber, U. of Southern California
Discussant: Kyle J. Mayer, U. of Southern California
Managing Discrepancies Between Formal and Psychological Sides of Alliance Contracting | Fabrice Lumineau, HEC-Pans School of Management; Marc Frechet, IAE ToulouseU. of Toulouse 1
Environmental Uncertainty and the Interaction of Formal Contracts and Relational Governance | Majid Abdi, Schulich School of Business, York U.; Anoop Mathadk, Schulich School of Business
Project Finance Contracting, Transaction Costs and Capital Structure | Barclay James, U. of Illinois at Urbana-Champaign

1117: (Paper Session) - (BPS) Field Studies of Managerial Roles and Managerial Interplay
8:30am - 10:10am Anaheim Convention Center: 203B
Chair: Clifford West, Virginia Military Institute
Discussant: Jeffrey A. Martin, U. of Texas, Austin
A Study of High Reputation Middle Managers: Towards a Meta-Theory of Effective Implementation | Anne D. Smith, U. of Tennessee; Donde Ashmos Plowman, U. of Tennessee; Amber Galbraith Quinn, U. of Tennessee
Legitimating Strategy Through Managerial Interplay | Juan Ignacio Canales, U. of St. Andrews; Bill Wooldridge, U. of Massachusetts, Amherst; Joaquim Vila, IESE
Impact of Issue Framing and Achievement Orientation on Strategic Decision Making among Managers | Heather Reid, Teachers College/Columbia U.
How CEOs Utilize Subgroups in the Strategic Decision-Making Process: An Exploratory Field Study | Michael A. Roberto, Bryant U.


Section D


1117 CAU: (CAU) Consortium Approaches to Service-Learning: Empirical Evidence, Propositions, and Dreams Becoming Reality 8:30am - 10:10am Hilton Anaheim: Balboa B Organizer: Marilyn L Taylor, U. of Missouri-Kansas City; Amy Kenworthy-U’Ren, Bond U. Participants: Steven Papamarcos, St. John’s U.; Laurie N DiPadova-Stocks, Park U.; David Desplaces, College of Charleston; Tim O Peterson, North Dakota State U.; Letty Workman, Utah Valley State College 

1118 CAU: (CAU) Crossing the Divide: what kind of opportunities and challenges we face in forming partnerships between business schools in the west and those in emerging markets? 8:30am - 10:10am Hilton Anaheim: Balboa C Organizer: Anna Gryaznova, Moscow State U. Graduate School of Business Administration 

1119 CAU: (CAU) Paths to Organizational Diversity
Session Details – Tuesday

Section D

Organizational Ecology, Invasion Biology, and Prospects for a Conservation Biology of Social Forms | Kenji Klein, U. of California, Irvine

Was There Ever A Plot? Towards an ANTI-History | Gabrielle Durepos, Saint Mary's U.; Albert J. Mills, St. Mary's U.

1124: (Paper Session) - (ENT) Laws and Legal Enforcement: Impacts on Entrepreneurial Activity
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon J
Chair: Eyal Yaniv, Bar Ilan U.
 Discussant: Forgiving features for failed entrepreneurs vs. cost of financial institutions in bankruptcies | Seung-Hyun Lee, U. of Texas, Dallas; Yasuhiro Yamakawa, U. of Texas, Dallas
 An Empirical Analysis of the Relationship Between Capital Acquisition and Bankruptcy Laws | Howard E Van Auken, Iowa State U.; Jeffrey B Kaufmann, Iowa State U.; Pol Herrmann, Iowa State U.
 Trust, Rule of Law, and New Firm Formation | Michael Louis Troilo, U. of Tulsa
 Examining Strategic and Institutional Effects on Foreign IPO Performance | Greg Bell, U. of Dallas; Curt Moore, Texas Christian U.; Igor Filatotchev, City U. London

1125: (Paper Session) - (ENT) Entrepreneurship in Transitional Economies
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon K
Chair: Bart J. Debicki, Mississippi State U.
 Discussant: Vinay K Garg, Missouri State U.
 Firm resources and productivity among entrepreneurial businesses in emerging economies | Ana Cristina O Siqueira, U. of Cambridge; Garry D Bruton, Texas Christian U.
 Why New Firm Formation Rate Different in China | Jian Gao, Tsinghua U.; Shude Shi, Department of Innovation and Entrepreneurship, Tsinghua U.
 From hierarchy to market: Privatization as the entrepreneurial transformation of command economies | Ronald K. Mitchell, Texas Tech U.; J. Robert Mitchell, U. of Oklahoma; Wei Chen, Texas Tech U.; Sorin Valcea, U. of Oklahoma

1126: (Paper Session) - (ENT) R & D, Innovation and Value Creation
8:30am - 10:10am Anaheim Convention Center: 205A
Chair: Rodney S Farr-Wharton, U. of the Sunshine Coast
 Discussant: Tucker James Marion, Northeastern U.
 Long-term orientation in family firms: a Bayesian analysis of R&D spending | Joern Hendrich Block, Technische U., München; Andreas Thams, Freie Universität Berlin
 Entry into New Niches: Implications for Innovation in Start-ups and Mature Firms | Gerry George, Imperial College London; Yanfeng Zheng, Clemson U.; Reddi Kotha, Singapore Management U.
 The Spacetime Conceptualization and Testing of the Opportunity Construct: Assessing value creation | Pankaj C Patel, U. of Louisville; James Fiet, U. of Louisville
 Knowledge Management and Innovation: An empirical study of Dutch SMEs | Haibo Zhou, Erasmus U. Rotterdam; Sita Tan, EIM BV; Lorraine M. Uhlamer, Nyenrode Business Universiteit

1127: (Paper Session) - (ENT) Processes and Determinants of Corporate Entrepreneurship
8:30am - 10:10am Anaheim Convention Center: 205B
Chair: Jean Dibondo Kabongo, Millersville U.
 Discussant: Mathew Hughes, U. of Nottingham
 Corporate Entrepreneurship: An Examination of Stakeholder Salience and Proactiveness | Michael G Goldsby, Ball State U.; Jeffrey S Hornsby, Kansas State U.; Donald F Kuratko, Indiana U.; James W. Bishop, New Mexico State U.
 The Dynamic Nature of Corporate Entrepreneurship: Assessing the CEAI | Jeffrey S Hornsby, Kansas State U.; Daniel T. Holt, Air Force Institute of Technology; Donald F Kuratko, Indiana U.
 The rise and fall of entrepreneurial opportunities: A process model for corporate entrepreneurship | Charlotte R. Ren, Purdue U.; West Lafayette; Chao Guo, U. of Georgia
 Patterns of Corporate Entrepreneurship: Testing Structural Hole Theory in Firm vs. Director Networks | Erik A. Noyes, Babson College; Candida G Brush, Babson College; Laurel Smith-Doerr, Boston U.; Kenneth J. Hatten, Boston U.

1128: (Paper Session) - (ENT) Networks and Their Influences on Entrepreneurial Activity
8:30am - 10:10am Anaheim Convention Center: 206A
Chair: Thomas H. Hawver, Virginia Commonwealth U.
 Discussant: Francine Schlusser, U. of Windsor
 Social Network and Opportunity Recognition: A Cultural Perspective | Rong Ma, U. of Memphis; Yen-Chih Huang, National Cheng Kung U.
 The Relational Antecedents of Project-Entrepreneurship | Gino Cattani, New York U.; Charles Baden-Fuller, City U.; Simone Ferriani, U. of Bologna

1129: (Paper Session) - (ENT) Entrepreneurial Cognitions and Heuristics
8:30am - 10:10am Anaheim Convention Center: 206B
Chair: Anthony Briggs, Boston U.
 Discussant: Scott Jeffrey, U. of Waterloo
 When Hubris is Good: An Error Based Theory of Entrepreneurial Overconfidence | William R. Forster, U. of Virginia (Darden); Saras Sarasvathy, U. of Virginia
 Entrepreneurial Optimism and Experience: Does the Nature of Experience Matter? | Deniz Ucbasaran, Nottingham U.; Manuel Flores, Lancaster U. Management School; Mike
Wright, Nottingham U.; Paul Westhead, Durham Business School
Why Good Entrepreneurs Sometimes "Go Bad"? | Robert Baron, Rensselaer Polytechnic Institute; Hao Zhao, Rensselaer Polytechnic Institute

1130  (Paper Session) - (GDO) Stereotypes, Stigma, and Status in the Workplace
8:30am - 10:10am Hilton Anaheim: Malibu
Chair: Raymond N. C. Trau, Monash U.
Discussant: Melissa C. Thomas-Hunt, Cornell U.
Denigration by Mere Association: Working For a Gender Atypical Supervisor Leads Men to Lose Status | Victoria L Brescoll, Yale U.; Eric Luis Uhlmann, Northwestern U.; Corinne Moss-Racusin, Rutgers U.; Lonnie Sarnell, LaSalle U.
A How Believing in Affirmative Action Quotas Helps and Hurts White Women's Self-Perceived Competence | Miguel M. Unzueta, UCLA Anderson School of Management; Angelica Gutierrez, UCLA Anderson School of Management
Organisations, Caregivers, and the Stigmatised: Stigma by Association in the Workplace | Hugh TJ Bainbridge, U. of New South Wales

1131  (Paper Session) - (GDO) Gender Disparities in Individual Outcomes: Pay, Network and Contract Differences
8:30am - 10:10am Hilton Anaheim: Redondo
Chair: Ranjna Patel, Bethune Cookman College
Whom Would You Approach for Advice? Gender Differences in Informal Network Preferences | Monica Mullick Stallings, U. of Pennsylvania
Does Inequality and Segregation Persist in Pay Policies? The Evidence from Portugal | Carlos Duarte, Instituto Politécnico de Tomar; Jose Paulo Esperanca, ISCTE; José Dias Curto, ISCTE
Gender Differences in Minority-Business Contract Acquisition | Lynn Foster-Johnson, Dartmouth College; Leonard Greenhalgh, Dartmouth College

1132  (Paper Session) - (GDO) The Management of Diversity: Exploring Diversity Strategies, Practices and Initiatives
8:30am - 10:10am Hilton Anaheim: San Clemente
Chair: Corrie Elizabeth Pogson, U. of Tulsa
Exclusion, Hazard, Adding Value, or Learning? Diversity Strategies Focused on Migration Background | Renate Ortlieb, Freie Universität Berlin; Barbara Sieben, Freie Universität Berlin
Defining the Attributes and Processes that Enhance the Effectiveness of Diversity Initiatives | Modupe Akinola, Harvard U.; David A. Thomas, Harvard U.

Strategic Diversity Management: A Configurational Approach to Diversity-Related HRM Practices | Alison Konrad, U. of Western Ontario; Yang Yang, U. of Western Ontario; Cara Christina Maurer, U. of Western Ontario

1133  (Paper Session) - (HCM) Organizational and Environmental Determinants of Service Innovation
8:30am - 10:10am Hilton Anaheim: Palos Verdes B
Chair: Jim Goes, U. of Phoenix
Discussant: Edward Balotsky, Saint Joseph U.
Environmental Influence on Adoption of the Nurse Magnet Concept: Policy and Managerial Implications | Tom J. Sanders, U. of Montevallo; S. Robert Hernandez, U. of Alabama, Birmingham; Thomas L Powers, U. of Alabama, Birmingham
Influence of Organizational Factors: Resource Dependence in Palliative Care Adoptions | Latarsha Chisholm, U. of Florida; Cameron Schiller, U. of Florida; Amy K. Yarbrough, U. of Florida
The Role of Institutional and Resource Dependancy Theories in Explaining IS Use in Nursing Homes | Juliet A. Davis, U. of Alabama, Tuscaloosa; Marilyn V. Whitman, U. of Alabama, Tuscaloosa

1134  (Paper Session) - (HCM) Work Environments and Patient Outcomes
8:30am - 10:10am Hilton Anaheim: Sunset
Chair: Thomas E. Vaughn, U. of Iowa
Discussant: Michael L. Harrison, Agency for Healthcare Research and Quality
Beyond the Doctor-Nurse Game: The structuration of care for complex patients | Kelly Thomson, York U.; Brenda Zimmerman, York U.; Anne Matlow, Hospital for Sick Children and U. of Toronto
A multilevel analysis of the impact of hospital nursing leadership styles on 30-day mortality | Greta Cummings, U. of Alberta; William K Miododzi, U. of Alberta; Carol A. Wong, U. of Western Ontario; Carole Estabrooks, U. of Alberta
The role of cost-cutting in exacerbating the effects of workplace hostility in nursing homes | Leisa D. Sargent, U. of Melbourne; Belinda C. Allen, U. of Melbourne; Bill Harley, U. of Melbourne
Person-Centered Work Environments in Health Care: Preliminary Test of a Theoretical Framework | Cheryl Rathert, U. of Missouri, Columbia; Ghadir Ishqaidef, U. of Kansas; Douglas R May, U. of Kansas
Session Details – Tuesday

Winner of HCM Division Best Paper Award

1135 Ʉ: (Paper Session) - (HR) High Performance Work Systems
8:30am - 10:10am Hilton Anaheim: Huntington B
Chair: Sean A. Way, Cornell U.
Discussant: R. H. Searle, The Open U.

A Relational Model of High Performance Work Systems | Jody Hoffer Gittell, Brandeis U.; Rob Seidner, U. of Illinois at Chicago; Julian Wimbush, UC Berkeley
How Does HPWS Affect Collective OCB? A Collective Social Exchange Perspective | Yaping Gong, Hong Kong U. of Science and Technology; Song Chang, Chinese U. of Hong Kong

The Relationship between High Commitment Management and Employee Outcomes: Empirical Evidence | Susan Zeidan, American U. in Dubai

An Examination of the Relationship between High Performance Work Practices and Knowledge Sharing | Michele L. Swift, Oregon State U.

1136 Ʉ: (Paper Session) - (HR) Employee and Management Development Issues
8:30am - 10:10am Hilton Anaheim: Huntington C
Chair: Marcia Simmering, Louisiana Tech U.
Discussant: George Benson, U. of Texas, Arlington


Gender, Mentoring and Career Success: The Importance of Organizational Context | George Dreher, Indiana U., Bloomington; Robert D Brez, U. of Notre Dame; Carolyn Wiethoff, Indiana U., Bloomington

Relative Deprivation and Participation in Development Activities | David B. Zoogah, Morgan State U.

Management Development Effectiveness in Chinese Enterprises | Brian D’Netto, U. of South Australia; Wenping Su, Beijing U. of Aeronautics & Astronautics; Jie Shen, Monash U.

1137 Ʉ: (Paper Session) - (HR) Human Resource Management in Europe: Convergence or Diversity?
8:30am - 10:10am Hilton Anaheim: Huntington A
Organizer: Christian Scholz, U. of Saarland
Participants: Chris Brewster, U. of Reading; Henrik Holt Larsen, Copenhagen Business School; David Alis, Université de Rennes; Frank Bournou, U. of Pantheon Assas Paris II

1138 Ʉ: (Paper Session) - (HR, OB) Work-Life Balance in Organizations: From Policy to Practice
8:30am - 10:10am Hilton Anaheim: Coronado
Chair: Steven A. Y. Poelmans, IESE, U. of Navarra
Participants: Paula M Caligiuri, Rutgers U.; Ellen Galinsky, Families and Work Institute; Aline D. Masuda, IESE, U. of Navarra; Olena Stepanova, IESE, U. of Navarra

1139 Ʉ: (Paper Session) - (IM) Institutional Context in China
8:30am - 10:10am Anaheim Marriott: Suite 304
Chair: Lucio Bacaro, MIT

Discussant: Anna Lamin, Northeastern U.

Two Phase Local-Global interactions: Global Brewers in Unfolding Chinese Institutional Framework | Rick Molz, Concordia U.; Li Yan, HEC Montreal

Beyond National Culture: The Societal and Firm Effects on Psychological Contrasts in China | Chun Guo, U. of Massachusetts Amherst; Jane Giacobbe Miller, U. of Massachusetts, Amherst

Institutional Relatedness, Resource Acquisition, and Performance Outcomes of Chinese Companies | Crystal Xiangwen Jiang, Bryant U.; Masaaki Kotabe, Temple U.; Janet Y. Murray, U. of Missouri -StLouis

The Impact of Government Ownership on Investors’ Perceptions of Cross-Border Mergers and Acquisitions by Chinese Listed Companies | Yuan Yi Chen, Hong Kong Baptist U.; Michael N. Young, Hong Kong Baptist U.

1140 Ʉ: (Paper Session) - (IM) Knowledge Spillover
8:30am - 10:10am Anaheim Convention Center: 212A
Chair: Tagi Sagafi-nejad, Texas A&M International U.

Discussant: Gurneeta Vasudeva, U. of Minnesota

Asymmetry in Knowledge Spillovers: Characteristics of Leaders and Laggards | Nandini Lahiri, U. of North Carolina, Chapel Hill

Agglomeration and Knowledge Spillover in Emerging Economies | Tsai-Ju Liao, National Taichung Institute of Technology; Ming-Che Chen, National Taichung Institute of Technology

Managerial Knowledge Spillovers from Foreign Direct Investment: Evidences from UK Survey Data | Xiaolan Fu, Oxford U.

Mimetic Diffusion, Knowledge Spillovers, and Expatriate Assignment Practice | Jie Tao Li, Hong Kong U. of Science & Technology; Cuili Qian, Hong Kong U. of Science & Technology

1141 Ʉ: (Paper Session) - (IM) Cross-border Alliances
8:30am - 10:10am Anaheim Convention Center: 212B
Chair: Sudeshnan Kumturu, NMIMS U.

Discussant: Brian Roy Tan, Nanyang Business School

Ownership, Reciprocity, and Third-party ties in Japanese Corporate Networks | James R Lincoln, U. of California, Berkeley; Jennifer Kurkoski, U. of California, Berkeley

Who makes you central? Analyzing influences of international alliances on network centrality | Andreas Al-Laham, U. of KAUST; Terry Amburgey, U. of Toronto

The Structure of the Global Trade Network & the Role of the MNC | J. Muir Macpherson, Georgetown U.

Building interpersonal trust within and across borders: A social network perspective | Christine T. C. Lai, ABNAMRO Bank; Abdulla Al-Alshew, U. of Wisconsin Milwaukee

1142 Ʉ: (IMD-AIB Joint Symposium on “The Future of the Multinational Enterprise”
8:30am - 10:10am Anaheim Convention Center: 213A
Distinguished Speakers: Yves Doz, INSEAD; Susan Feinberg, Rutgers U.; Alan M Rugman, Indiana U.; Mary Ann Von Glinow, Florida International U.; Eleanor Westney, Schulich School of Business
Chair: Anil K Gupta, U. of Maryland, College Park
New Paper Title Goes Here.

1143 : (Paper Session) - (IM) Role of M&A in MNC Strategies
8:30am - 10:10am Anaheim Convention Center: 213B
Chair: Rakesh B. Sambharya, Rutgers U. - Camden
Discussant: Mohsin Habib, U. of Massachusetts, Boston
→ Acquisition of Strategic Assets via Cross-border M&A Strategies: An Institutional Perspective | Ping Deng, Maryville U. of St. Louis
→ Unmasking integration challenges - Biogal’s acquisition by Teva Pharmaceutical Industries | Tamar Almor-Ellemers, College of Management, Israel; Shlomo Yedidia Tarba, Ben-Gurion U.; Rishon LeZion College of Management; Haim Benyamin, Tel Aviv U.
→ Cross-border Emerging Market Private Equity: Lessons Learned and Implications for Managers | Joao Neiva De Figueiredo, Saint Joseph's U.

1144 : (Paper Session) - (IM) International Cognitions and Capabilities
8:30am - 10:10am Anaheim Convention Center: 213C
Chair: Daria Panina, Texas A&M U.
Discussant: Leigh Anne Liu, Georgia State U.
→ Knowledge Resources and Organizational Capability: An Empirical Examination of HR Subunits in MNCs | Shad S. Morris, Ohio State U.; Scott A. Snell, Cornell U.
→ Nationality and international experience diversity on the boards of directors | Szymon Piotr Kazmerek, U. of St. Gallen
→ Strategic Management Scholars' Professional Orientations and Activities: An International Comparison | John G Michel, U. of Notre Dame; Yu-Ching Chiao, National Chung-Hsing U.

1145 : (Paper Session) - (IP) Justice at Organizational and Individual Levels
8:30am - 10:10am Hilton Anaheim: Mezzanine 1
Facilitator: Elizabeth Eye Umphress, Texas A&M U.
OB: Personal Justice Norms: Effects of Ethical Ideologies, Dispositions, and Climates | Victor P. Lau, The Chinese U. of Hong Kong; Yin Yee Wong, City U. of Hong Kong
OB: Development and Validation of a Deontic Justice Scale | Constant D. Beugre, Delaware State U.
OB: Fairness, Evaluation, and Psychological Well-Being | Jamie L. Perry, Rutgers U.; Chester S. Spell, Rutgers U.

1146 : (Paper Session) - (IP) Women in the Workplace
8:30am - 10:10am Hilton Anaheim: Mezzanine 10
Facilitator: Ruth H.V. Sealy, Cranfield U.
→ MED: Roles Women Transform, Roles Women Play | Nancy Miller Frank, State U. of New York, Empire State College; Alan T Belasen, State U. of New York, Empire State College
→ GD: Employers’ practices, perceptions and experiences regarding minority ethnic women in Scotland | Nicolina Kamenu, Heriot-Watt U.; Anne Fearfull, U. of St Andrews; Gina Netto, Heriot-Watt U.
→ GD: International Brain Mobility: Explaining Work Experiences of Moldovan Women in Italy | Virginia Bodolica, American U. of Sharjah; Martin Spraggon, American U. of Sharjah
→ GD: Women’s Networks: Opportunities for Individual and Organizational Development | Margaret M. Hopkins, U. of Toledo; Deborah Anne O’Neill, Bowling Green State U.
→ GD: Microfinance and Female Empowerment: Questions to Ask | Alice Wieland, UCLA Anderson School of Management
→ GD: The Importance of Female Role Models for Senior Women in Investment Banks | Ruth H.V. Sealy, Cranfield U.

1147 : (Paper Session) - (IP) Corporate Social Responsibility and Ethics
8:30am - 10:10am Hilton Anaheim: Mezzanine 11
Facilitator: Elizabeth D. Scott, Eastern Connecticut State U.
→ SIM: What are goods and services? A thick examination of technology within entrepreneurship | Kirsten Edrie Martin, Catholic U. of America
→ SIM: Corporate Social Responsibility Boundaries | Celine Gainet, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises
→ SIM: Integrating sustainability with business strategy and BI systems: lessons from grounded theory | Maira Petrini, EASEP-FGV; Marlei Pozzebon, HEC Montreal
→ SIM: CSR as Governmentality | Steen Vallentin, Copenhagen Business School

1148 : (Paper Session) - (IP) New Venture: Processes and Survival
8:30am - 10:10am Hilton Anaheim: Mezzanine 12
Facilitator: Yang Xu, Pennsylvania State U.
→ ENT: Sales Channel Selection in Innovative Ventures | Thomas Mueller, RWTH Aachen U.; Christian J M Esser, RWTH Aachen U.; Andrea Spilker, RWTH Aachen U.
→ ENT: Mutualistic Interaction of Host and Entrepreneur: Entrepreneurial Organization Genesis at Facebook | Duncan Robertson, Warwick Business School; Terence Ping Ching Fan, Singapore Management U.
1149: (Paper Session) - (IP) Emerging Economies and Development Issues
8:30am - 10:10am Hilton Anaheim: Mezzanine 2
Facilitator: Svetlana Serdukova, Reims Management School
→ IM: Global Village vs. Small Town: Understanding Networks at the Base of the Pyramid | Miguel Rivera-Santos, Babson College; Carlos Rufin, Suffolk U.
IM: The Role of Developing Economy Firms in Cross Border M&A: An Exploratory Study | Ashutosh Kumar Sinha, Indian Institute of Management Bangalore

1150: (Paper Session) - (IP) Evolutionary Perspective
8:30am - 10:10am Hilton Anaheim: Mezzanine 3
Facilitator: Balazs Kovacs, Stanford U.
→ BPS: Strategic Heterogeneity and firm Performance: A Coevolutionary View | Giovanni Battista Dagnino, U. of Catania; Maria Cristina Cinici, U. of Catania
BPS: The Momentum Impact on Strategic Persistence: The Moderating Effect of CEO Leadership Origin | CL Tien, National Taiwan U.
→ BPS: An Evolutionary Approach to Leveraging Knowledge into New Technologies and Applications | Preeta Banerjee, Brandeis U.; Douglas J. Miller, U. of Illinois at Urbana-Champaign

1151: (Paper Session) - (IP) Technology Strategy
8:30am - 10:10am Hilton Anaheim: Mezzanine 4
Facilitator: Christopher C. Liu, Harvard Business School
BPS: Letting Rivals Come Close or Warding Them Off? How Knowledge Paradigms Affect Competition Deterrence | Francisco Polidoro, U. of Texas at Austin; PuayKhoon Toh, U. of Minnesota
→ BPS: Technological vs Marketing Absorptive Capacity: Environmental Antecedents & Performance Consequences | Sara Lev, U. of Haifa; Aviv Shoham, U. of Haifa; Ayalla Ruvio, U. of Haifa

1152: (Paper Session) - (IP) Managing Technology Through Risk and Information
8:30am - 10:10am Hilton Anaheim: Mezzanine 5
Facilitator: Cheng-Hua Tseng, Fudan U., School of Management
TIM: Golden Helix or Tangled Web? How Gene Patent Landscape Impacts Knowledge Use and Follow-on Innovation | Kenneth Guang-Lih Huang, Singapore Management U.; Fiona Murray, Massachusetts Institute of Technology
TIM: Filing strategies and patent value | Nicolas van Zeebroeck, Universite Libre de Bruxelles; Bruno J, M, T van Pottelsberge, U. Libre de Bruxelles
TIM: The Effects of Bundled Knowledge Stocks on Innovative Success | Daniel Tzabbar, U. of Central Florida; Barak S. Aharonson, Washington U. in St Louis; Terry Amburgey, U. of Toronto; Andreas Al-Laham, U. of Kaiserslautern
→ TIM: On the influence of the dynamic risk on the innovation portfolio management | Serghei Floricel, U. of Quebec, Montreal; Mihai Ibanescu, U. of Quebec, Montreal

1153: (Paper Session) - (IP) Work or Family?
8:30am - 10:10am Hilton Anaheim: Mezzanine 6
Facilitator: Eline Van Steenbergen, Utrecht U.
→ OB: The Effect of Workplace Conflict and Facilitation on Well-Being: Do Individual Differences Matter? | Mui Dora Luk, City U. of Hong Kong; Doan E. Winkel, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee
→ OB: The Blurred Work-family Boundary: A Study on Overtime Work and Working from Home | Zhaoli Song, National U. of Singapore; Pei-Chuan Wu, National U. of Singapore; Yew Kwan Tong, National U. of Singapore; Yongli Wang, Sun Yat-Sen U.
CAR: A Model of Work Antecedents and Physical Health Outcomes of Work Interfering with Family | Neha Singla, U. of South Florida; Laura Poteat, U. of South Florida
CAR: To move or not to move - A question of family? | Jane Kirsten Matthiesen, Aston Business School; Patrick A. Tissington, Aston Business School; Pawan S. Budhwar, Aston U.
→ OB: Tripartite Role Responsibilities: Does it Lead to Enrichment or conflict? | Chris Chu, Aston Business School; Reuben Mondejar, City U. of Hong Kong; Mary Pang, City U. of Hong Kong
CAR: Communicating Across Domains: Relations with Positive and Negative Spillover between Work and Home | David J Prottas, Adelphi U.; MaryAnne Hyland, Adelphi U.

1154: (Paper Session) - (IP) Operational Knowledge and Learning
8:30am - 10:10am Hilton Anaheim: Mezzanine 7
Facilitator: Sriman Narayan, Michigan State U.
→ OM: Managerial Efficiency in Competitive Enhancement through R&D:A Measurement Procedure |
Ziqi Liao, Hong Kong Baptist U.; Michael Tow Cheung, U. of Hong Kong
OM: Learning, Manufacturing Technologies, Mass Customization and Competitive Capabilities | Anant Ravindra Deshpande, U. of Texas Pan American

1155: (Paper Session) - (IP) Strategic HR Issues
8:30am - 10:10am Anaheim Marriott: Mezzanine 8
Facilitator: John Paul MacDuffie, Wharton School, U. of Pennsylvania
HR: Mediators in Strategic HRM and Reverse Causality of Firm Performance in Indian Context | Jayotsna Bhatnagar, Management Development Institute, India
HR: Bringing Adoption Factors into the HRM Firm Performance Linkage | Kiwook Kwon, U. of Illinois, Urbana-Champaign; Kwontaek Chung, Samsung Economic Research Institute
HR: The Impact of Discretion upon the HR-Performance Link | Carrie A. Belsito, Utah State U.

1156: (Paper Session) - (IP) Topics and Practices in Management Education
8:30am - 10:10am Anaheim Marriott: Mezzanine 9
Facilitator: Terry Polen, WV Department of Environmental Protection
MED: "Applied Strategy" Course for MBAs – A MECEy bridgefrom academia to strategy practice | Ravi Chinta, Penn State U. Harrisburg
MED: Management as a contextual practice:The need to blend science, skills and practical wisdom | Andreas Birnik, National U. of Singapore; Jon Billsberry, The Open U.
GDO: What Factors are related to Student Motivation and Performance in a Hispanic-Serving Institution? | Margaret A. Lucero, Texas A & M - Corpus Christi; Allen E Robert, Park U.; Anita Reed, Texas A & M - Corpus Christi
MED: A Preliminary Investigation on Key Factors Related with an Online MBA Learning Experience in Brazil | Angiberto Sabino Freitas, Pontifical Catholic U. of Rio de Janeiro; Helene Bertrand, Pontifical Catholic U. of Rio de Janeiro
MED: The Greening of Management Education:Factors, Effects and Business Schools’ Strategic Responses | Timothy Stewart Clark, George Washington U.; Mark Starik, George Washington U.
MED: Integrated Courses & Integrated Teams: Do They Enhance Student Business Integration Perceptions? | Rowena Ortiz-Walters, Quinnipiac U.; Kathy Simione, Quinnipiac U.; Bruce White, Quinnipiac U.

1157: (Paper Session) - (MC) Client-Consultant Interaction
8:30am - 10:10am Anaheim Marriott: Platinum 3
Chair: Vincent Cristallini, ISEOR, U. of Lyon 3
Discussant: Marc Bonnet, ISEOR, U. of Lyon 3
Managerial impacts of SOX 404 on company internal consulting function: a field-based survey | Laurent Cappelletti, ISEOR, U. of Lyon 3; Florence Noguera, ERIF-ESC/ISEOR, U. of Montpellier 1
Consulting in Healthcare Organizations: Doctor, expert or facilitator? | Carole Lalonde, U. Laval
Rolesharing in the Managerial Workplace | Roland Harste, European Business School; Ansgar Richter, European Business School
Why is leveraging transformative change critical in management consulting today? | Marilyn E. Harris, Capella U.; Anne Saber Hallcom, Capella U.; Gerard F. Becker, Capella U.; Toni Buchbaum Greif, Capella U.; Richard Ponschlock, Capella U.

1158: (MED) Nippon Academy of Management Education: An Invited Presentation
8:30am - 10:10am Anaheim Convention Center: 211A
Professor Kazuhide Okada (Sensyu University) will speak on "Japan’s Management Education in Retrospect and Prospective" Organizer: Katherine A. Karl, Marshall U.
Host: Laurie Milton, U. of Calgary/U. of Western Ontario

1159: (Paper Session) - (MH) Dominant Personalities and Strong Leadership
8:30am - 10:10am Anaheim Marriott: Elite 1
Chair: Joe J. Eassa Jr., Palm Beach Atlantic U.
Lillian Moller Gilbreth’s Extension of Scientific Management Into the Home | Marie Krenn, Louisiana State U.
Ronald B. Shuman Best Graduate Student Paper Award
Analyzing Corporate Advertisements: Identities of the Seibu Retailing Group | Toyoko Sato, Copenhagen Business School
Paul Hersey Award for Best Paper on Leadership
The Aggressive Management Approaches of Henry M. Flagler as He Developed the East Coast of Florida | Peter B. Petersen, Johns Hopkins U.

1160: (Paper Session) - (MOC) Top Management Team: Identity, Scanning, Power, Knowledge Structures
8:30am - 10:10am Anaheim Marriott: Elite 2
Chair: Devaki Rau, Northern Illinois U.
Discussant: John Stephan, Marist College
TMT Behavioral Integration in Small-Sized Firms: A Social Identity Perspective | Abraham Carmeli, Bar Ilan U.; Anat Shtaigman, Bar Ilan U.
Consensus and Polarization: The Effects of Power on Top Management Team Belief Structure | Ana Elisa Iglesias, Georgia State U.; Susan Houghton, North Carolina A&T State U.
The Eyes of the Beholder: Managerial Beliefs about Knowledge as Drivers of Executive Scanning | Rajiv Nag, U. of Arkansas; Dennis A. Gioia, Pennsylvania State U.
Session Details – Tuesday

1161 🔄: (Paper Session) - (MOC) Biases in Planning and Allocation Decisions
8:30am - 10:10am Anaheim Convention Center: 206B
Chair: Jacqueline Fendt, ESCP-EAP
Discussant: Min Basadur, McMaster U.
Prescriptions for Reducing the Planning Fallacy: The Outside View versus Unpacking | Siti Zubaidah Ohman, U. of Western Australia; Catherine D. Lees, U. of Western Australia
The Disposition Effect in the Venture Capital Decision-Making Process: An Experimental Approach | Marta Maras, Universitat Pompeu Fabra
Naive Diversification and Partition Dependence in Capital Allocation Decisions | David Bardelet, Bocconi U.; Craig R. Fox, U. of California, Los Angeles; Daniel Lovallo, U. of Western Australia

1162 🔄: (Paper Session) - (MOC) Schemas and Learning: Belief Systems, Domain Structures, Situated Learning & Career Narratives
8:30am - 10:10am Anaheim Convention Center: 210A
Chair: Michael K. Moch, Michigan State U.
Discussant: Deborah J. Armstrong, Florida State U.
Dynamics of Belief System’s Change in Loosely-Coupled Belief Systems | Timo Olavi Vuori, Helsinki U. of Technology; Tomi M. M. Laamanen, Helsinki U. of Technology
On Categorizations and Organizational Domain Structure | Rafael Lucea, George Washington U.
Situated Learning: Conceptualization and Measurement | Lakshmi Goel, U. of Houston; Norman A. Johnson, U. of Houston; Iris Junglas, U. of Houston
Making Sense of Career Transitions: Careers as Narratives | Iryna Onypchuk, U. of North Carolina, Chapel Hill

1163 🔄: (MOC, OB, MED) Mapping the Relationship between Affect and Creativity in Organizations through Empirical Studies
8:30am - 10:10am Anaheim Convention Center: 209A
Chair: Jacob Eisenberg, UCD Dublin
Discussant: Pamela Tierney, Portland State U.
Mood and Creativity: Evidence from an Experience Sampling Study | Sandra Ohly, U. of Frankfurt; Charlotte Fritz, Bowling Green State U.
Role of Affective Climate and Creativity in Knowledge Transfer | Fabrizio Maimone, Lumsa U.-CRESEC; Marta Sinclair, Griffith U.
Social Intelligence and Creative Behavior | M. Afzalur Rahim, Western Kentucky U.
Creativity and Affect: A Meta-Analysis and Qualitative Review | Roni Reiter-Palmon, U. of Nebraska, Omaha; Keith James, Portland State U.; Jacob Eisenberg, UCD Dublin; Anne Elizabeth Herman, U. of Nebraska, Omaha; Joseph James, U. of Nebraska, Omaha; Justin Yurkovich, U. of Nebraska, Omaha; Marcy Young, U. of Nebraska, Omaha

1164 🔄: (MSR) Does Religion affect Leadership?: The Influence of Religion on Leadership Perceptions and Behaviors
8:30am - 10:10am Anaheim Marriott: Platinum 10
The Questions We(Should)Ask: African Cultural Worldview and GLOBE’s Culturally Endorsed ILTs | Faith Wambura Ngunjiri, Yale U.
Beauty for Ashes: Content Analysis of How Spiritual Leaders Engage in Sense Making After 9/11 | Frank Markow, Life Pacific College
Defining Leadership and Institutionalizing a Model of Leadership Development | Emmett E. Perry, Rockhurst U.
Presenters: Faith Wambura Ngunjiri, Yale U.; Emmett E. Perry, Rockhurst U.; Frank Markow, Life Pacific College
Participants: Nathalie Castano, Florida International U.; Abigail Reiss, Wayne State U.

1165 🔄: (Paper Session) - (OB) Team Learning
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon A
Chair: Marie-Helene Budworth, York U.
Discussant: Corinne Coen, SUNY at Buffalo
Slippage in the System: The Effects of Errors in Transactive Memory Behavior on Team Performance | Matthew Pearsall, U. of Arizona; Aleksander P. J. Ellis, U. of Arizona; Bradford S Bell, Cornell U.
A Multi-method Field Study of External Team Learning Activities and Performance | Henrik Bresman, INSEAD

1166 🔄: (Paper Session) - (OB) Knowledge Sharing
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon B
Chair: Cody Brent Cox, Rice U.
Discussant: David R Hannah, Simon Fraser U.
How and What Does A Work Team Learn? The Consequences of Knowledge Sharing versus Problem Solving | Yau-De Wang, National Chao Tung U.; Su Hui Liao, National Chao Tung U.
Understanding the Antecedents of Knowledge Transfer in Culturally Diverse Student Project Teams | Thomas Menkhoff, Singapore Management U.; Yew Wah Chay,
Session Details – Tuesday

1167 (1167) (Paper Session) - (OB) Customer Service: New Developments
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon D
Chair: Cindy Wu, Baylor U.
Discussant: Steffanie L. Wilk, The Ohio State U.
- Emotional Intelligence and Service Friendliness: The Role of Authenticity and Family-work Enrichment | Cindy Wu, Baylor U.; Dawn S. Carlson, Baylor U.; Chung-Tzer Liu, Soochow U.
It Pays to Treat Customers Fairly: A Field Test of Third-Party Organizational Justice Effects | Benjamin B. Dunford, Purdue U.; Wayne Boss, U. of Colorado, Boulder; Ingo Angermeier, Spartanburg Regional Healthcare System
Development and Initial Validation of the Customer-Centered Behavior Measure | John W. Michel, Towson U.; Michael J Kavanagh, State U. of New York, Albany
Contract-Worker and Client Attitudes in Temporary Help Services: A Longitudinal Investigation | Mahesh V. Subramony, U. of Wisconsin, Oshkosh

1168 (1168) (Paper Session) - (OB) Leadership and Organizational Citizenship Behavior
8:30am - 10:10am Anaheim Marriott: Grand Ballroom - Salon D
Chair: Hwee-Hoon Tan, Singapore Management U.
Discussant: Isabela C. Botero, Illinois State U.
- A Multi-Level Study of Transformational Leadership, Justice, and Citizenship Behaviors | Jeewon Cho, Montclair State U.; Fred Dansereau, SUNY at Buffalo
Transcendental Leadership and Organizational Citizenship Behavior: Mediating Effect of Spirituality | Caroline Liu, U. of Southern California; Peter J. Robertson, U. of Southern California
- Transformational Leadership and OCB: A Test of a Moderated Mediated Model | Rick D. Hackett, McMaster U.; Ji-Jun Chen, Hong Kong U. of Science and Technology; Zhijun Chen, Hong Kong U. of Science and Technology; An-chin Wang, National Taiwan U.; Bor-Shiu-an Cheng, National Taiwan U.
Testing a Process Model of Leader-Member Exchange and Effective Work Behaviors | Fred O. Walumbwa, Arizona State U.; Russell Cropanzano, U. of Arizona

1169 (1169) (Paper Session) - (OB) Issues in Identity
8:30am - 10:10am Hilton Anaheim: Capistrano B
Chair: Ronald H. Humphrey, Virginia Commonwealth U.
Discussant: Elaine C. Hollensbe, U. of Cincinnati
- Work & Beyond: Towards an Ernic Understanding of Everyday Identity Transitions in Indian Call Centers | Diya Das, Bryant U.; Ravi Dhawadkar, Syracuse U.; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology
- Personal Identity and Discretionary Behavior: A Theoretical Exploration of Expertise Identity | Benjamin Herndon, U. of Texas, Austin
The Selves We Could Have Been: How Alternative Versions of the Past Shape Our Present and Future | Otilia Obodaru, INSEAD

1170 (1170) (Paper Session) - (OB) Relationships in Organizations
8:30am - 10:10am Hilton Anaheim: El Capitan B
Chair: Roxanne Zolin, Queensland U. of Technology
Discussant: M. Ena Inesi, London Business School
The Popularity Contest at Work: Who Wins, and What Do They Receive? | Brent A. Scott, Michigan State U.; Timothy A. Judge, U. of Florida
Three Degrees of Separation: The Effect of Three Physical Separation Types on Organizational Members | Kevin W. Rockmann, George Mason U.; Michael Pratt, Boston College
With a Little Help from My Colleagues: Social Embeddedness and Perceived Organizational Support | James C. Hayton, Bocconi U. and SDA Bocconi School of Management; Gianluca Camabucchi, Bocconi U. and SDA Bocconi School of Management

1171 (1171) (Paper Session) - (OB) Proactive Behavior at Work: Cumulating Evidence from Separate Literatures
8:30am - 10:10am Hilton Anaheim: Laguna A
Chairs: Kathleen E. M. Di Stobbeleir, Ghent U.; Susan J. Ashford, U. of Michigan
Discussant: Adam M. Grant, U. of North Carolina, Chapel Hill
Helping and Voice: Different Types of Proactive Behavior | Dishan Kamdar, Indian School of Business; Linn Van Dyne, Michigan State U.
Exploring the Dynamics of Proactive Career Behaviors during the Organizational Entry Process | Thomas Dewilde, Ghent U.; Ans De Vos, Vlerick Leuven Ghent Management School
Presenters: Dishan Kamdar, Indian School of Business; Uta Bindl, U. of Sheffield; Thomas Dewilde, Ghent U.
Participants: Linn Van Dyne, Michigan State U.; Sharon Parker, U. of Sheffield; Dirk Buyens, Ghent U.

1172 (1172) (Paper Session) - (OB) Empowerment, Participation and Autonomy
8:30am - 10:10am Hilton Anaheim: Laguna B
Chair: Edward F. Murphy, Embry Riddle Aeronautical U.
Discussant: Sabine Sonnentag, U. of Konstanz
The Mediating Effect of Psychological Empowerment on Participative Team Goal Setting-Team Outcome | Feng Wei, China Europe International Business School

Empowerment, Organismic Perception Fit, and Employees’ Service-oriented OCB | Kenneth S. Law, The Chinese U. of Hong Kong; Li-yun Sun, Macau U. of Science and Technology; Jane Y. Jiang, Department of Management, The Chinese U. of Hong Kong

Psychological Ownership through Employee Stock Ownership and Empowerment | Nienchi Liu, National Central U.; Ann Lin, National Central U.

The Autonomy Trap: A Cognitive Perspective on the Negative Effects of Individual Autonomy | Claus W. Langfred, George Mason U.

1173 JS: (OB, CM, MOC) Effects of Anger on Behavior and Judgment
8:30am - 10:10am Hilton Anaheim: Pacific Pavilion A
Discussant: Larissa Z. Tiedens, Stanford U.

Mad Enough to See the Other Side: Anger and the Confirmation Bias | Maia J. Young, U. of California, Los Angeles


A Model of the Strategic Management of Emotions in Conflict Resolution | Stephane Cote, U. of Toronto; Iviota Hideg, U. of Toronto; Gerben A. Van Kleef, U. of Amsterdam

Anger and Evaluation | Scott Wiltermuth, Stanford U.

1174 SHCS: (OB, HCM) Complexity Leadership: Empirical Approaches and Findings
8:30am - 10:10am Anaheim Convention Center: 204A
Chair: Mary Uhl-Bien, U. of Nebraska
Discussant: Dennis Duchon, U. of Tennessee

Using Casual Mapping to Investigate a Core Complexity Leadership Proposition | Mary Uhl-Bien, U. of Nebraska; David Sweetman, U. of Nebraska-Lincoln

Leadership and the Emergence of Ideas: A Qualitative Study | Donde Ashmos Plowman, U. of Tennessee; Michael Arena, Bank of America


Fostering Complex Networks: Methodology and Findings from Agent-Based Modeling | Russ Marion, Clemson U.; Randal Ford, Spartanburg Healthcare System

1175 JS: (OB, RM) Toward Theory Refinement: Advancing Positive Organizational Scholarship Through Measure Development
8:30am - 10:10am Hilton Anaheim: El Capitan A
Discussant: Jeffrey R. Edwards, U. of North Carolina

Coordinators: Flannery G. Stevens, U. of Michigan; Joel Adam Cobb, U. of Michigan

Participants: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Jane E. Dutton, U. of Michigan, Ann Arbor; Emily Dunham Heaphy, U. of Michigan, Ann Arbor; John Paul Stephens, U. of Michigan, Ann Arbor; Joyce Bono, U. of Minnesota; Amy E.


1176 SHCS: (OCIS) The Interplay Between Technology and Organization
8:30am - 10:10am Anaheim Convention Center: 207A
Chair: Kevin P Gallagher, Northern Kentucky U.
Discussant: Carol Stoak Saunders, U. of Central Florida

Organizing Technology: Toward a Theory of Sociomaterial Imbrication | Paul M. Leonardi, Northwestern U.

Institutionalization as a process of interplay between technology and its organizational context | Joao Baptista, Warwick Business School

Sensual Cabbies: Senses and Sensitivities towards Technology Structuring with Emergent Innovations | Ruey-Lin Hsiao, National Cheng Chi U.; Sheng-Tsung Hou, Feng Chia U.

1177 SHCS: (OCIS) Team Communication
8:30am - 10:10am Anaheim Convention Center: 207B
Chair: Noshir Contractor, Northwestern U.
Discussant: Marie-Claude Boudreau, U. of Georgia

Many hands make light work: The role of a core-periphery structure in team communication | Kate Ehrlich, IBM Research; Inga Carboni, College of William & Mary

Investigating the Relationship between Communication Risk and ICT Use in Globally Distributed Teams | Mary Beth Watson-Manheim, U. of Illinois, Chicago; Chei Sian Lee, Nanyang Technological U.

The Implications of Discourse Analysis for Understanding Cross-cultural Groups | Jolanta Aritz, U. of Southern California; Robyn Carlea Walker, U. of Southern California

1178 SHCS: (ODC) The Questions that Shape the Future of the Field
8:30am - 10:10am Anaheim Marriott: Elite 3
Organizer: Ann E. Feyerherm, Pepperdine U.
Facilitator: Inger G. Stensaker, Norwegian School of Economics and Business Administration

New Paper Title Goes Here.


1179 SHCS: (OCIS) Rhythms of Change
8:30am - 10:10am Anaheim Marriott: Platinum 2
Chair: Jytosna Sanzgiri, Alliant International U.
Discussant: Walter Scott Sherman, Texas A&M U.-Corpus Christi

Complex Adaptive Systems and Improvisation Theory: Framing A Model for Managing Continuous Change | Paul M. Leonardi, Northwestern U.


Changing Change - an empirical study towards a recursive understanding of change processes | Harald Heinz Tuckermann, U. of St. Gallen; Johannes Hüegg-Stürm, U. of St. Gallen
Succeeding with fundamental changes: The role of the organizational change rhythm  |  Patricia Klárner, HEC U. of Geneva

1180  ▬ (Paper Session) - (OMT) Institutions of Malfeasance: Decoupling and Disengagement
8:30am - 10:10am Anaheim Marriott: Suite 312
Chair: Rich DeJordy, Boston College
Discussant: Jo-Ellen Pozner, UC Berkeley
Decoupling Rape  |  Gail Whiteman, Erasmus U.; William H Cooper, Queen's U.
-Decoupling Rapé | From Caring to Apologizing when Denying is Tough: Insights from Managing Local Communities' Claims | Nuno A Gil, Manchester Business School
- White Collars, Dirty Hands: A Grounded Theory of Misconduct in Professional Service Firms | Persey Heugens, RSM Erasmus U.; Niki A. den Nieuwenboer, Erasmus U. Rotterdam; Muel Kaptein, RSM Erasmus U.
-Institutional Continuity and the Dutch Construction Industry Fiddle | Harry Sminia, U. of Sheffield

1181  ▬ (Paper Session) - (OMT) The Law Maker: Origins of Law and Policy Change
8:30am - 10:10am Anaheim Convention Center: 210B
Chair: Forrest Briscoe, Pennsylvania State U.
Discussant: Elaine Romanelli, Georgetown U.
-Cleaning up the Water Law of British Columbia: A Problematic Approach to Rule Change | Martin Schulz, U. of British Columbia; P Devereaux Jennings, U. of Alberta; David L. Patient, Catholic U. of Portugal - FCEE
-The Endogeneity of Public Policy in the Dynamics of Organizational Populations  |  Peter M. Madsen, Brigham Young U.
- Regulatory Responses to Organizational Change: Innovation, Status, and FDA Drug Review 1990-2004  |  Jerry W. Kim, Columbia U.

1182  ▬ (Paper Session) - (OMT) Legitimacy, the Sequel: Institutionalization in the Film Industry
8:30am - 10:10am Anaheim Convention Center: 210C
Chair: Sylvia Flatt, San Francisco State U.
Discussant: Greta Hsu, U. of California, Davis
-Storming Legitimacy Barriers: Attention and Favorability during Emergence of the American Film Ind. | Stephen Mezias, New York U.; Justin I. Miller, New York U.
-Genre Spanning, Naming Strategies and Performance Implications in the US Film Industry | Eric Y.-F. Zhao, U. of Toronto
-Innovation as Negotiation: The Impact of Cultural Status on the Development of a Film Franchise | Ralph Maurer, Stanford U.

1183  ▬ (Paper Session) - (OMT) Brokers and Bridges in Inter-organizational networks
8:30am - 10:10am Anaheim Convention Center: 303A
Chair: Emily W. Choi, U. of California, Berkeley
Discussant: Joseph J Galaskiewicz, U. of Arizona
-Better with Age? Tie Longevity and the Performance Implications of Bridging and Closure  |  Joel A.C. Baum, U. of Toronto; Bill McEvily, U. of Toronto; Tim Rowley, U. of Toronto
-Building Bridges and Harvesting Holes: Brokerage Performance in the U.S. Venture Capital Industry  |  Salih Zeki Ozdemir, AGSM-Australian School of Business
-Network Horizon: An Information-Based View on the Dynamics of Bridging Positions | Diederik W. Van Liere, Erasmus U.
-Constraints on the Control Benefits of Brokerage: Evidence from U.S. Private Equity Fundraising | Christopher I. Rider, Emory - Goizueta Business School

1184  ▬ (Paper Session) - (OMT) I Know You Know: Interpersonal Knowledge Flows
8:30am - 10:10am Anaheim Convention Center: 303B
Chair: Sung Joo Bae, MIT Sloan School of Management
-The Good, the Bad, and the Ugly? Intrinsic, Internalized, and External Motivation to Share Knowledge | Mia Reinholt, CBS
-The Impact of Knowledge and Irrelevance on Group Information-Seeking and Performance  |  Vikas Anand, U. of Arkansas; Nina Gupta, U. of Arkansas; Kevin E. Henderson, U. of Arkansas; Fayetteville; Aaron S. Windeler, U. of Arkansas
-Functional Diversity and Knowledge Integration and the Effects on Firm Performance | Anne H. Koch, U. of California, Berkeley
-Knowledge and Social Dimensions of the Innovation Process: Individual and Group-Level Perspectives  |  Eric Quintane, U. of Melbourne; B. Sebastian Reiche, IESE Business School; Mitch Casselmann, California State U. Chico

1185  ▬ (Paper Session) - (OMT) Thinking about Change: Cognitive Approaches to Adaptation
8:30am - 10:10am Anaheim Convention Center: 303C
Chair: Virginia Acha, Pfizer, Inc.
Discussant: Christina Fang, New York U.
The Role of Cognition in Organizational Adaptation  |  Sam Garg, Stanford U.
-How do Organizations Learn (or not) from Experience? A Construal Based View | Christopher B. Bingham, U. of Maryland; Jerayr M Halebian, U. of California, Riverside
-Metastructuring Moves: Synthesizing Deliberate Intervention and Emergent Change | Jason Jesurum Jay, MIT Sloan School of Management
-Translating Institutional Logics: A Sensemaking Perspective on Policy Implementation | James Vardaman, U. of Memphis; John Matthew Amis, U. of Memphis; Maria B Gondo, U. of Memphis; Paul Wright, U. of Memphis; Ben Dyson, U. of Memphis; Hugh Ferry, U. of Memphis

1186  ▬ (Paper Session) - (OMT, BPS) New Market Emergence
8:30am - 10:10am Anaheim Convention Center: 210D

Organizer: Elizabeth G. Pontikes, U. of Chicago
Discussant: Joseph Porac, New York U.
Competitive Learning and Market Differentiation | Jerker C. Denrell, Stanford U.
Iconic Events and New Markets | Elizabeth G. Pontikes, U. of Chicago; William P Barnett, Stanford U.
Switching Domains: Actors’ Careers Across Film and Television | Ozgecan Kocak, Columbia U.; Giacomo Negro, Emory - Goizueta Business School; Fabrizio Perretti, Bocconi U.
Participants: Giacomo Negro, Emory - Goizueta Business School; Jerker C. Denrell, Stanford U.; Giovanni Gavetti, Harvard U.

1187 SHCS: (OMT, BPS, ENT) Novelty in Organizational Adaptation
8:30am - 10:10am Hilton Anaheim Convention Center: 207D
Organizers: Maria Laura Frigotto, U. of Trento; Mie Augier, Stanford U.
Discussant: Daniel Levinthal, U. of Pennsylvania
Speakers: James G. March, Stanford U.; Markus Becker, U. of Southern Denmark/ Odense U.; Alessandro Narduzzo, Free U. Bozen-Bolzano; Alessandro Rossi, U. of Trento; Thorbjorn Knudsen, SDU; Sidney G. Winter, U. of Pennsylvania

1188 JS: (OMT, ODC, MOC) Asking Questions about Branding: An Investigation into Symbolic Value Creation
8:30am - 10:10am Anaheim Convention Center: 204C
Organizers: Mary Jo Hatch, Copenhagen Business School; Violina Rindova, U. of Texas, Austin
Presenters: Elena Dalpiaz, Bocconi U.; Davide Ravasi, Bocconi U.; Jonathan Schroeder, Exeter U.; Majken Schultz, Copenhagen Business School; Hugh Willmott, U. of Cardiff

1189 SHCS: (OMT, PNP) The Field is Dead, Long Live the Community! Community as an Essential Institutional Environment
8:30am - 10:10am Anaheim Convention Center: 204C
Organizers: Christopher Marquis, Harvard U.; Royston Greenwood, U. of Alberta
Chair: Royston Greenwood, U. of Alberta
Discussant: W. Richard (Dick) Scott, Stanford U.
Corporations and the “Communities” they serve | Douglas Guthrie, New York U.
The Embeddedness of Social Entrepreneurship:
  Understanding Variation across Geographic Communities | Julie Battilana, Harvard U.; Tina Dacin, Queen’s U. Canada;
  Johanna Mair, IESE Business School; Christian Seelos, IESE Business School
Community Fields and the Growth and Decline of Nonprofits in 100 American Cities, 1987-2002 | Christopher Marquis, Harvard U.; Gerald F Davis, U. of Michigan, Ann Arbor; Mary Ann Glyn, Boston College
Authentic Cities: Explorations in Cultural Meaning and Community Making | Candace Jones, Boston College; Silviya Svejenova, ESADE Business School

1190 (Paper Session) - (PNP) Impacts of performance on our research?
8:30am - 10:10am Anaheim Marriott: Orange County 4
Chair: Gordon Kingsley, Georgia Institute of Technology

1191 (Paper Session) - (PNP) Performance measurement in profession
8:30am - 10:10am Anaheim Marriott: Platinum 1
Chair: Bernadine VanGramberg, Victoria U. of Technology
The drivers and purposes of performance measurement: An exploratory study in English public services | Pietro Micheli, Cranfield U.
Towards a Performance Measurement Framework for Community Development Finance Institutions in the UK | Christoph Kneiding, U. of Frankfurt; Paul Tracey, Judge Business School, U. of Cambridge
Variation in Organizational Forms: Actors’ Translation of Institutional Logics into a Local Context | Susanne Boch Waldorf, Copenhagen Business School

1192 (Paper Session) - (RM) Doing Research in the “Real World”
8:30am - 10:10am Hilton Anaheim: Mezzanine 13
Chair: Jodi S. Goodman, U. of Connecticut
The Use of GIS and Statical Statistics in Business Research | Iuri Gavronschi, U. Federal do Rio Grande do Sul
Research in Emerging Economies: Reading Small Type in Dim Light in a Speeding Train? | Anirvan Pant, Indian Institute of Management Bangalore; Srinivas Gunta, Indian Institute of Management Bangalore; J Ramachandran, Indian Institute of Management Bangalore
Applying Optimal Matching Analysis to Examine the Career Patterns of Top Management Team Members | Torsten Biemann, Jacobs U. Bremen; Joachim Wolf, Christian-Albrechts-U. of Kiel
Assessing the Impact of Strategic Decisions: Implications for Research Design | Kevin Carlson, Virginia Tech; Beomchel Kim, Virginia Tech; Jinpei Wu, Virginia Tech; Donald E. Hatfield, Virginia Tech; Kristian Finne Braekkan, Virginia Tech

1193 JS: (RM, HR) Synthetic validity: New directions and old questions answered
8:30am - 10:10am Hilton Anaheim: Manhattan
Chair: Jeff Foster, Hogan Assessment Systems
Synthetic validity: New directions and old questions answered | Jeff Foster, Hogan Assessment Systems
An Application of Synthetic Validity using Meta-Analytic Evidence | Blaine Gaddis, Hogan Assessment Systems
Using the PAQ to Create Job Component Validity | Piers Steel, U. of Calgary
The Stability of Predictor – Job Component Linkages Across Rater Sources and Organizational Levels | Michael Anderson, CPP, Inc.
An Examination of Results from Multiple Methods used for Generalization of Validity | Kevin Meyer, Hogan Assessment System
Review and Discussion of Presentations | Charles A. Scherbaum, Baruch College
Participants: Blaine Gaddis, Hogan Assessment Systems; Piers Steel, U. of Calgary; Kevin Meyer, Hogan Assessment System; Michael Anderson, CPP, Inc.; Charles A. Scherbaum, Baruch College

1194 🟢 JS: (RM, OMT, BPS) Developing More Robust Theory by Building Bridges Between Quantitative and Qualitative Methods
8:30am - 10:10am Hilton Anaheim: Oceanside
Organizers: Jean-Baptiste Litrico, McGill U.; Sonali K. Shah, U. of Washington
Participants: Kimberly D. Elsbach, U. of California, Davis; Thomas W. Lee, U. of Washington; Michael Lounsbury, U. of Alberta; Tammar B. Zilber, Hebrew U. of Jerusalem

1195 (Paper Session) - (SIM) Understanding CSR
8:30am - 10:10am Anaheim Marriott: Orange County 2
Facilitator: Archie B Carroll, U. of Georgia
Corporate Social Performance in Emerging Markets: Extrinsic versus Intrinsic Drivers | Alan Muller, U. of Amsterdam
Organizational Slack and Attainment Discrepancy as Antecedents of Corporate Social Performance | Punit Arora, Syracuse U.
Highlighting change motors at play in organizational progress toward corporate social responsibility | François Maon, Louvain School of Management; Valérie Swaen, Louvain School of Management; Adam Lindgreen, U. of Hull Business School
The implications of the neo-institutional and social regulation theories on the definition of CSR | Alain Kolarsfeld, Groupe ESC Toulouse; Corinne Delpuech, Groupe ESC Toulouse Business School

1196 🟢 🟢 JS: (SIM, IM, OMT) The Big Questions of International Ethics: Evaluating Corruption and Responsibility Across Borders
8:30am - 10:10am Anaheim Marriott: Orange County 3
Chair: Susan L. Young, Ohio State U.

1197 🟢 🟢 SHCS: (SIM, OB, MOC) Pushing the Boundaries: New questions and answers in behavioral ethics research
8:30am - 10:10am Hilton Anaheim: California Pavilion B
Discussant: Gary R. Weaver, U. of Delaware
Are the Corrupt More Likely to Rise to Power? Moral Disengagement and Organizational Advancement | Celia Moore, London Business School
Ethical Efficacy: A Construct Validation Study | Marie S. Mitchell, U. of Nebraska; Noel F. Palmer, U. of Nebraska

1198 (Paper Session) - (TIM) Organizational Relations:
Alliance/Joint Ventures
8:30am - 10:10am Anaheim Marriott: Suite 315
Chair: Paulo Prochno, U. of Maryland, College Park
Discussants: Mariann Jelinek, College of William and Mary; Xueyuan Adrian Liu, Wuhan U.; Joseph Chester Blankenship, U. of Findlay; Aditya Johri, Virginia Tech; Robert C. Seaman, UC Berkeley
Performance Enhancing Coordination of Distribution and Content Based Project Alliances | Ricardo R. Bouncken, U. of Greifswald; Michael Koch, U. of Hamburg; William John Lekse, U. of michigan deambor
The impact of continuous and discontinuous alliance strategies on startup innovation performance | Inge Neyens, K.U.Leuven; Dries Faens, U. of Twente
Strength in numbers? Status-based homophily and multiparty alliances | Jingoo Kang, U. of Pennsylvania; Jonghoo Bae, Korea U. Business School; Lori Rosenkopf, U. of Pennsylvania
The Use of Exclusivity Provisions in Licensing Alliances | Deepak Somaya, U. of Maryland, College Park; YoungJun Kim, Texas A&M International U.; Nicholas S Vonortas, George Washington U.

1199 🟢 (TIM) Beyond Theoretical and Conceptual: Practical Questions to Ask When Teaching in Developing
8:30am - 10:10am Anaheim Convention Center: 303D
Organizer: Valerie Ellen Mock, UTEP--CEDARS
Participants: Mark R. Meckler, U. of Portland; Clay Dibrell, Oregon State U.; Frank Hoy, U. of Texas, El Paso

1200 (Paper Session) - (TIM) New Product Development:
Strategic Management of the New Product Development Process
8:30am - 10:10am Anaheim Convention Center: 304B
Chair: Fred L Fry, Bradley U.
Discussants: James A. Downing, U. of Illinois at Chicago; Sangmoon Park, Kangwon National U.; Anjana Susara, U. of Washington, Seattle; Wei Yao, Zhejiang U.
To Serve or To Create Customers: A Nonlinear Examination | Christine Chou, National Chiao-Tung U.; Ian C MacMillan, U. of Pennsylvania

Session Details – Tuesday
Wednesday 9:00AM

1204 : (AAA) Placement Services
9:00am - 4:00pm Anaheim Convention Center: Hall C
Placement Services - Registration and Information
Organizer: Janice A. Black, New Mexico State U.

1205 : (AAA) Conference Exhibits
9:00am - 5:00pm Anaheim Convention Center: Exhibit Hall C
Organizer: Ayman Tarabishy, George Washington U.

1207 : (Paper Session) - (BPS) Informational Influences on Strategizing
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - Mem.
Chair: Michael Whitfield, Georgia College and State U.
Discussant: Andrew D Henderson, U. of Texas, Austin

Tuesday 8:40AM

1203 : (TIM) Strategy, Technology, & Innovation III
8:30am - 10:10am Anaheim Marriott: Platinum 4
Chair: Charles Wankel, St. John’s U.
Overview of Making Sustainability Management Synergistic with Other Corporate Thrusts | Charles Wankel, St. John’s U.
Teaching and Researching “Finance and Global Sustainability” | James A F Stoner, Fordham U.; Frank Werner, Fordham
Limits of Shareholder Value to Achieving Global Sustainability | Frank Figge, Queen’s U. Belfast; Tobias Hahn, Institute for Futures Studies and Technology Assessment
Beyond Shareholder Value | Karen Williams Middleton, Chalmers U. of Technology; Mats Lundqvist, Chalmers U. of Technology
Presenters: Charles Wankel, St. John’s U.; James A F Stoner, Fordham U.; Frank Werner, Fordham; Frank Figge, Queen’s U. Belfast; Tobias Hahn, Institute for Futures Studies and Technology Assessment; Mats Lundqvist, Chalmers U. of Technology; Karen Williams Middleton, Chalmers U. of Technology; Geoff Archer, UVA Darden/Oregon State U.; Jeffrey G. York, U. of Virginia

Tuesday 9:00AM

1202 : (Paper Session) - (TIM) Organizational Theory and Qualitative Methods
8:30am - 10:10am Anaheim Convention Center: 304C
Chair: Rognvaldur J Saemundsson, Reykjavik U.
Communicating through Technology: Implications of Technology on Managerial Knowledge | Lynn D. Walsh, SUNY College at Old Westbury; Maureen Keefe, SUNY College at Old Westbury; Madeline M. Crocito, SUNY College at Old Westbury; Christina Schweikert, SUNY College at Old Westbury; Alireza Ebrahimi, SUNY College at Old Westbury; Michael R. Gavencak, Consultant
Coordinating Search in Modular Systems: The Value of (Temporary) Integration | Oliver Baumann, Ludwig Maximilians U.
Sector Architecture and the Impact of a Firm’s Sector Role | Margaret Dalziel, U. of Ottawa; Shengnan C. Zhang, Nortel Networks
Paths to success and failure: A fuzzy-set analysis of firm performance in biotechnology industry | Joonas M.J.

Järvinen, Helsinki U. of Technology; Antti Kullervo Sillanpää, Helsinki U. of Technology
Towards A Theory of Collective Open Source Innovation | Sheen S. Levine, Singapore Management U.; Michael J. Prietula, Emory U.
A.J. Van den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.

Top Managers’ Strategizing beyond Organizational Boundaries: The Role of Group Interactions. | Svetlana Serdukov, Reims Management School

1208 (Paper Session) - (BPS) Compensation Policy and Governance
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - BPS 1
Presented on panels 21-27
- Market Reactions to Executive Option Repricings | Woody M. Liao, University of California at Riverside; Yi-Mien Lin, National Chung Hsing U.; Ming-Hung Hsieh, Tunghai U.
- Disentangling CEO Compensation Policy: Influences of Controlling Shareholders and the CEO | Zhonghua Wu, National U. of Singapore
- Compensation Committees and CEO Compensation | Lerong He, Niagara U.

1209 (Paper Session) - (BPS) Board Composition and TMT Decision-Making
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - BPS 2
Presented on panels 28-35
- Regulation and Composition of Boards of Directors | Sal Kukalis, California State U.; Long Beach
- Top Management Homophily Impact on Strategic Issue Selling | Marko Rillo, Tallinn U. of Technology
- Embracing Commitment and Performance: CEOs and Practices to Manage Paradox | Tobias Fredberg, Chalmers U. of Technology; Michael Beer, Harvard U.; Russell Eisenstat, TruePoint Centre for High Commitment and High Performance; Nathaniel Foote, TruePoint Centre for High Commitment and High Performance; Flemming Norrgren, Chalmers U. of Technology
- Fusion of Powers in the Context of Management-Governance Relation: An Investigation on CEO Duality | Kong-Hee Kim, St. Cloud State U.
- Ranking Boards of Directors | Martin J. Conyon, ESSEC Business School; Mark Muldoon, Manchester U.
- Entrenchment and Changes in Performance Following CEO Turnover | Cristian L. Dezsö, U. of Maryland, College Park
- The Open Window: Officer Succession and Momentary Gains in Deal Activity | Julia Dare, U. of Southern California

1210 (Paper Session) - (BPS) Inter-Firm Alliances & Cooperative Strategies
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - BPS 3
Presented on panels 56-64
- Inter-firm Collaboration: Risk-Changer or Risk-Rearranger? | Patrizia Porrini, Long Island U.
- Involvement and Benefit Appropriation in Explorative and Exploitative Multi-partner Alliances | Nicola B. Gesing, U. of St. Gallen
- Does Alliance Experience Affect Firm Valuation? | Patrizia Porrini, Long Island U.
- Effective Supplier-Network Governance: Supplier Selection Strategies and Control Mechanisms | Xie En, Xi’an Jiaotong U.; Yuan Li, Xi’an Jiaotong U.
- Understanding Inter-Firm Relationships in Business Groups in China | Yue Wang, U. of New South Wales; Akira Tanaka, Nagoya City U.
- Emergent Forms of Coopetition and Cooperation: An International Study on the Opera Houses Sector | Marcello M Mariani, U. of Bologna

1211 (Paper Session) - (ENT) Family Business Issues and Perspectives
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - ENT 1
Presented on panels 71-77
- Faultlines and families: The role of faultlines in family business top management teams. | Anita Van Gils, U. of Maastricht; Mary J. Waller, U. of Maastricht
- The Role of Internalization in Controlling the Affect of Paternal Altruism within Family Firms | Rodney R D’Souza, U. of Louisville
- A Transaction Cost Perspective on Family Firms’ Outsourcing Decisions | Esra Memili, Mississippi State U.; James J Chrismann, Mississippi State U.
- Corporate entrepreneurship in family business: the good, the bad and the ugly | Gaia Marchisio, Kennesaw State U.; Joseph H Astrachan, Kennesaw State U.; Pietro Mazzola, IULM U.; Morgan Miles, Georgia Southern U.
- Potential Collaborations for Entrepreneurship and Family Business Researchers | Alex Stewart, Marquette U.
- The Dearth of Daughters in Family Firms: Why do so few women succeed their fathers at the helm? | Kathy Overbeke, Case Western Reserve U.; Sheri Perelli, Case Western Reserve U.
- Both Inside and Outside the Family: A Systematic Framework Explaining Family Business Survival | Wei Chen, Texas Tech U.; Keith H. Brigham, Texas Tech U.; Ritch L. Sorenson, U. of St. Thomas; Christine Quinn Trank, Texas Tech U.
1212 \textbullet:\ (Paper Session) - (IM) Inter- and Intra-firm Relationship
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - IM 1
Panel symposium will discuss various PM paradigms and consider integrative theory in the domain.Coffee sponsored by the Johnson School, Cornell U.

1213 \textbullet:\ (Paper Session) - (MED) Questions on Business Ethics and Academic Misconduct
9:00am - 10:10am Anaheim Convention Center: 211B
Chair: Jonah Friedman, Fordham U.
Discussant: Thomas F Hawk, Frostburg State U.
Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)
The West, the Rest, and Ethics – essay on intercultural training | Betina Szkudlarek, Rotterdam School of Management - Erasmus U.; Slawomir Magala, Erasmus U. Rotterdam

1214 (OB) OB Lifetime Achievement Award Invited Address, sponsored by Elsevier
9:00am - 10:10am Anaheim Marriott: Platinum 7
Organizational Research as an Eccentric Activity: Some Reflections on the Past, Present, and Future of OB
Host: Carol T. Kulik, U. of South Australia
Introduction: Sigal Barsade, U. of Pennsylvania
Distinguished Speaker: Barry M Staw, U. of California, Berkeley

1215 (OM) Nine Schools of Project Management Research
9:00am - 10:10am Anaheim Convention Center: 207C
Panel symposium will discuss various PM paradigms and consider integrative theory in the domain.Coffee sponsored by the Johnson School, Cornell U.

Session Details – Tuesday

Tuesday 10:10AM

1220: (08) Making Connections Coffee Break, sponsored by the Journal of Management & Portland State University
10:10am - 10:30am Anaheim Marriott: Platinum 8
Please join us for some coffee, and a chance to see old friends and meet new ones.
Host: Carol T. Kulik, U. of South Australia

Tuesday 10:15AM

1221: (AAA) Conference Break
10:15am - 10:45am Anaheim Convention Center: Exhibit Hall C - Break Area
Organizer: Ayman Tarabishy, George Washington U.

1218: (Paper Session) - (TIM) Adaptation and Change Visual Session
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - TIM 1
Presented on panels 1-10

1219: (Paper Session) - (TIM) New Product Development Visual Presentations
9:00am - 10:10am Anaheim Convention Center: Exhibit Hall C - TIM 2

Facets of Employee Identification during Radical Transformation of a Public Sector Monolith | Lakshmanan Prasad, Indian Institute of Management, Bangalore; Madhav Punde, Indian Institute of Management Bangalore

One Measure to Rule Them All? Social Production of the Intelligence-job Performance Relationship | Eliza Byington, Rotterdam School of Management Erasmus U.; Will Felps, Rotterdam School of Management, Erasmus U.

Towards a Richer Account of Sensemaking: Sense-closing and Sense-opening in Organizing Processes | Stefan Meisiek, U. Nova de Lisboa; Daved Barry, Nova U., Lisbon

Sectoral Trade Associations: Assessment and Integration of Research | Anna Hanchar, Trinity College Dublin; James Joseph Quinn, Trinity College Dublin

Identifying Business Groups: The Relational, Ideational, and Social Constructionist Approaches | Dalhia Mani, U. of Minnesota

Institutional Voids and the Building of Markets: A Tale of Rural Bangladesh | Ignasi Marti, EM Lyon; Marc Ventresca, NPS and U. of Oxford

Ambidexterity matters? | Jingoo Kang, U. of Pennsylvania

The founders group characteristics effect on innovative firms constitution | Gilda M. Antonelli, Molise U.; Stefano Consiglio, U. of Naples-Federico II

Strategic Venturing in the Global Medical Device Industry: Corporate Venture Capital and Entrepreneurial Clinician-Researchers | Sheryl Winston Smith, U. of Minnesota

It’s What You Know and Who You Know: knowledge-transfer, reputation and performance of_Russian SME’s | Kathleen Yi Jia Low, City U. of Hong Kong; James A. Robins, Singapore Management U.

Anticipating Projects: Routines and Articulating in the International Upstream Petroleum Industry | John Finch, U. of Strathclyde; Nicola Naughton, U. of Aberdeen

Performance implications of exploitation and exploration | Ming Piao, U. of Utah

Failure of innovation leaders in volatile environments: The case of the fashion industry | Yen Tran, Copenhagen Business School

Bridges Between Culture and Technology Through the Lens of Software Engineering | Orit Hazan, Technion-Israel Institute of Technology; Tali Seger, U. of Haifa

Disentangling the Exploration/Exploitation Capacities and Implications for Organizational Design | Heidi Bertels, Stevens Institute of Technology

Evolution from Imitators to Innovators: Innovation Capability Building in Latecomer Firms | Hongwu Ouyang, Fordham U.

Whoes and Which Creativity do you want to Ignite: Choosing the Right Goal Priming Strategies | Yunyun Chen, Peking U.; Hui Wang, Peking U.

Network Characteristics, Absorptive Capacity and Technological Innovation Performance | Xueling Liu, school of management, Xiamen U.; Zhongshi Gao, School of management, Zhejiang U.


The Impact of Organizational Climate on Technology Commercialization Productivity | Emily M Hunter, U. of Houston; Sara Jansen Perry, U. of Houston; Steven C Currall, U. College London/London Business School

The Accuracy of Information Markets for the Evaluation of New Product Development Ideas | Gerrit Kamp, Stevens Institute of Technology, Peter A. Koen, Stevens Institute of Technology

Value-adding contributions of firm internal and external collaboration in new product development | Stephanie Christine Schleimer, Griffith U.; Arthur Shulman, Griffith U.

Incentives and costs in implementing Private-Collective Innovation: A case study | Sebastian Spaeth, ETH Zurich; Matthias Emmanuel Stürmer, ETH Zurich; Georg von Krogh, ETH Zurich

NPD gate decision criteria - a consequence of strategic orientation or decision-maker expertise | Helle Alsted Sondergaard, Aarhus School of Business, U. of Aarhus; Kristina Risom Jespersen, U. of Aarhus, School of Economics and Management

When users manage the cooperation between innovative companies: a case in the software industry. | François Scheid, EM Lyon; Florence Charue-Duboc, Ecole polytechnique & CNRS

Ownership internalization and R&D investment: The effect of international market expansion | Yunshi Liu, Tunghai U.; Wen-Ting Lin, National Taiwan U.

Tuesday 10:15AM

1222: (AAA) Conference Break
Tuesday 10:30AM

**1222 : (AAS) The Presence of Something or the Absence of Nothing: Sharpening the Questions We Ask in Management Research**
10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon E
Organizer: Jeffrey R. Edwards, U. of North Carolina
The Presence of Something or the Absence of Nothing: Sharpening the Questions We Ask in Management Research | Jeffrey R. Edwards, U. of North Carolina
Toward More Precise Theories of Organizations? | Gerald F Davis, U. of Michigan, Ann Arbor

**1223 : (AAS) What Shapes the Effectiveness of Decision Making During Crises and Hazardous Situations?**
10:30am - 11:50am Hilton Anaheim: California Pavilion A
Crisis Decision Making: Crisis Types, Management and Consequences | Teri Jane Ursacki-Bryant, U. of Calgary; Carolyne F Smart, Simon Fraser U.; Ilan Vertinsky, U. of British Columbia
The Complexity of Calling for an Evacuation in the Face of a Threat of a Hurricane’s Landfall in One’s County | Zur Shapira, New York U.
High-Stakes Decision Making: When Things Go Wrong in Hospitals | Michal Tamuz, U. of Tennessee Health Science Center; Eric J. Thomas, U. of Texas Houston Medical School
Analytic Failures in Decision Making in Complex Interactive Systems | Karlene H. Roberts, U. of California, Berkeley

**1224 : (AAS) Questions We Ask Disney Smile Factory**
10:30am - 11:50am Anaheim Convention Center: 204B
Chair: David M Boje, New Mexico State U.
Participants: John Van Maanen, Massachusetts Institute of Technology; Carolyn Gardner, Kutztown U.; Mary Yoko Brannen, San Jose State U.

**1225 : (Paper Session) - (BPS) Opportunism or Reciprocity? Evidence in Alliances and Buyer-Supplier Relationships**
10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon G
Chair: Ilya Cuypers, Tilburg U. / Singapore Management U.
Discussant: Aija Elina Leiponen, Cornell U.
Matching Governance Mechanisms to the Sources of Potential Opportunism in Alliances | Glenn Hoetker, U. of Illinois, Urbana-Champaign; Thomas Mellewigt, Free U., Berlin

**1226 : (Paper Session) - (BPS) Dynamic Capabilities and Firm Performance**
10:30am - 11:50am Anaheim Convention Center: 201B
Chair: Venkat Subramanian, U. of Hong Kong
Discussant: Craig E. Armstrong, U. of Alabama
Creating Value by Giving it Away: The Influence of Reciprocity on Firm Performance | Doug Bosse, U. of Richmond; Robert A. Phillips, U. of Richmond; Jeffrey S. Harrison, U. of Richmond

**1227 : (Paper Session) - (BPS) Who’s at the Helm of Multi-Business Firms? Impact of CEOs, TMTs, Directors, and Affiliates**
10:30am - 11:50am Anaheim Convention Center: 201C
Chair: Michael G. Hendron, U. of Texas, Austin
Discussant: David J Collis, Harvard U.
Diversification as Organizational Learning in Emerging Economies: Empirical Results from China | Weiwen Li, Chinese U. of Hong Kong; Yuan Lu, Chinese U. of Hong Kong
Assessing M&A Integration Risk: The Impact of CEO Characteristics | Andrew Papadopoulos, HEC Montreal; Russell Fralich, HEC Montreal
Good Learners: How Top Management Teams Affect Acquisition Behavior and Performance | Anna Nodoska, RSM Erasmus U.; Harry G. Barkema, Tilburg U.
Group Tunneling and Affiliates’ Power | Weiwei Xu, National U. of Singapore

**1228 : (Paper Session) - (BPS) Implications of Executive Compensation**
10:30am - 11:50am Anaheim Convention Center: 201D
Chair: Chen Chih-Sean, Chung Yuan Christian U.
Discussant: Simon Peck, Case Western Reserve U.
The Dynamic Structure of CEO Compensation: An Empirical Study | Ji-Young Ahn, U. of Illinois, Urbana-Champaign; Joong Ho Han, KDI School of Public Policy and Management
Pay Equity in CEO Compensation and Agency Problems: Socio-Psychological Agency Theory Framework | Jeongil
Chair: Vincent Manegaminin, INRA/UPMF
Discussant: Scott Stern, Northwestern U.

- Incentive Structure of Leader vs. Follower in Marketing and R&D Investment | Hyun S Shin, U. of California, Los Angeles; Mariko Sakakibara, U. of California, Los Angeles; Dominique M Hanssens, U. of California, Los Angeles
- Sources and Durability of Mobility Barriers: An Empirical Analysis of Dynamic Strategic Groups | Sue-Ming Su, Tunghai U.; Yen-Tsung Huang, Tunghai U.; Ni-Wen Chen, Tunghai U.
- Good Neighbors or Bad? A Time-Space Model of the Effects of Entrepreneurial Entry on Post- IPO Profit | Lawrence A. Plummer, Clemson U.; Elaine Mosakowski, U. of Colorado, Boulder; Zoltan J. Acz, George Mason U.

Chair: 10:30am - 11:50am Anaheim Convention Center: 203B

- A Natural Experiment in Strategic Risk Taking: Jeopardy! Tournament of Champions | Elizabeth Boyle, National U. of Singapore; Zur Shapira, New York U.
- Linking Behavioral Theory with External Reference Points: Competitive Context and R&D Investment | Jason Michael Pattit, Syracuse U.; Todd Alessandri, Syracuse U.

1230 : (Paper Session) - (BPS) The Innovation Process and its Impact on Firm Value
Discussant: Hart E. Posen, U. of Michigan

- Nested Hierarchy and Sources of Innovation: Lessons from the Evolution of the Automotive Technology | Jaegul Lee, Wayne State U.
- An Examination of the Relationships between Slack, Search Scope and Search Depth | Timothy A Hart, U. of Oklahoma
- Firm Acquisitions and Technology Strategy: Corporate versus Private Equity Investors | Christoph Grimpe, Centre for European Economic Research; Katrin Hussinger, U. of Maastricht

1231 : (Paper Session) - (BPS) Outsourcing and Vertical Relationships
Chair: Vivekanand P. Kochikar, Infosys Technologies
Discussant: Jack A Nickerson, Washington U.

- Outsourcing Knowledge-Based Services: The Dynamics of Capabilities and Governance | Kyle J Mayer, U. of Southern California; Deepak Somaya, U. of Maryland, College Park; Ian O. Williamson, Melbourne Business School
- Resource Heterogeneity, Transaction Costs, and the Outsourcing Decision | Amit Jain, INSEAD; Raymond-Alain Thiart, Paris-Dauphine U.-Essec
- Improving Performance through Vertical Disintegration: Evidence from U.K. Manufacturing Firms | Panos Desyllas, Manchester Business School
- The Role of Quantity Commitment and Quality Discounts in Vertical Relationships: Theory and Evidence | Desmond Lo, U. of Michigan, Ann Arbor

1232 : (Paper Session) - (BPS) Behavioral Theory and the Impact of Risk Taking in Strategic Decisions
Chair: Desmond W. Ng, Texas A&M U.
Discussant: Kent D Miller, Michigan State U.

- Rigid Risk Taking: Escalation of Commitment in Response to Low Organizational Performance | Henrich R. Greve, INSEAD
- A Natural Experiment in Strategic Risk Taking: Jeopardy! Tournament of Champions | Elizabeth Boyle, National U. of Singapore; Zur Shapira, New York U.
- Linking Behavioral Theory with External Reference Points: Competitive Context and R&D Investment | Jason Michael Pattit, Syracuse U.; Todd Alessandri, Syracuse U.
Session Details – Tuesday

[19x170]TUESDAY
[32x20]Section D
[32x20]336
[32x750]Session Details – Tuesday
& Teaching-oriented
Teaching-oriented /g31
Teaching-oriented /g42
Teaching-oriented /g31
Teaching-oriented /g31
Teaching-oriented /g31
Teaching-oriented /g31
Presented on panels 53-63
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - BPS 3
[63x431]/g31
[63x442]/g31
[63x452]/g31
[63x472]/g31
[63x595]/g31
[63x627]/g31
[63x659]/g31
[63x701]/g31
1235 ☐: (Paper Session) - (BPS) Knowledge, Adaptation and Organizational Change
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - BPS 3
Presented on panels 53-63
☐ Balancing between Exploration and Exploitation across Acquisitions and Alliances | Navid Asgari, PhD Research Scholar, Pek-Hooi Soh, Simon Fraser U.
☐ Organizational Knowledge Distribution and Delegation of Authority in Organizations | Chang-Yang Lee, KAIST Graduate School of Management; Taeyoung Sung, Yonsei U.; Yoon-Suk Baik, Korea Advanced Institute of Science & Technology
☐ Bilateral Interorganizational Learning in CVC: Characteristics, Knowledge Transfer, and Performance | Yi Yang, U. of Massachusetts Lowell
☐ The Effects of Customer Contact on Organizational Structure and Performance in Service Firms | Bruce Skaggs, U. of Massachusetts; Alexandra Lorena Galli-Debicella, UAMASS - Amherst
☐ Patterns of Environmental Dynamism and Organizational Adaptation | Juha Uotila, Helsinki U. of Technology
☐ Seeking Knowledge or Gaining Legitimacy? Social Networks and New Practice Adoption by OEM Suppliers | Hsiang-Lin Cheng, Feng-Chia U., Taiwan; Chwo-Ming Yu, National Chengchi U., Taiwan
☐ Organizational Learning Culture, Dynamic Capability and Organizational Performance | Richard Yu-Yuan Hung, Toko U.; Yu-Ming Kuo, National Chung Cheng U.
☐ Identifying Weights of Key Safety Management Factors using Analytical Hierarchy Process Approach | Risa Morimoto, Groupe ESC Toulouse Business School
☐ Cross-Boundary Ambidexterity: Balancing Exploration and Exploitation in the Fuel Cell Industry | Clodia Vurro, Bocconi U.; Angelantonio Russo, Bocconi U.
☐ The Circumplex Structure of Response Strategies: Experimental Test in the Strategic Alliance Context | Olivier Furrer, Radboud U. Nijmegen; Brian Vincent Tjemkes, VU U. Amsterdam
☐ The Interpretative Process and Three Types of Environmental Uncertainty Revisited | Kristian Johan Sund, Ecole Polytechnique Federale de Lausanne (EPFL)

1236 ☐: JS: (BPS, OMT) Is It All About the CEO? How Dare We Ask?
10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon H
Chairs: Daniel Scott DeRue, U. of Michigan; Michael J. Mannor, U. of Notre Dame
Discussant: Gerry McNamara, Michigan State U.
Contrast in CEO Succession and Evaluation | Tim R. Holcomb, Florida State U.; Brian Connelly, Auburn U.; S Trevis Certo, Arizona State U.; Yan Anthea Zhang, Rice U.
Does National Context Affect the Likelihood of CEO Departure Following Poor Firm Performance? | Craig Crossland, U. of Texas at Austin

1237 ☐: SHCS: (BPS, OMT, TIM) Alliance Portfolios: The Questions We Ask
10:30am - 11:50am Hilton Anaheim: California Pavilion B
Organizer: Dovev Lavie, Technion-Israel Institute of Technology

1238 ☐: SHCS: (BPS, TIM) Dynamic Capabilities meets Entrepreneurial Entry: Issues related to Firm and Market Dynamism
10:30am - 11:50am Hilton Anaheim: California Pavilion B
Chairs: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Fernando Suarez, Boston U.

1239 ☐: JS: (CAR, HR) From Mentoring to Developmental Networks: The "Old," New & Perennial Questions We Ask
10:30am - 11:50am Hilton Anaheim: Capistrano A
Organizers: Dawn E. Chandler, California Polytechnic State U., San Luis Obispo; Wendy Marcinkus Murphy, Northern Illinois U.
Who Is a Mentor? An In-Depth Examination Of The Way Mentoring Is Defined | Dana L. Haggard, Missouri State U.; Daniel Turban, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia
Resilience And Relationships: The Role of Mentoring Over Time | Monica Higgins, Harvard U.; Shoshana Dobrow, Fordham U.; Kathryn S Roloff, Columbia

Multiplexity Of Developmental Networks | Otilia Obodaru, INSEAD


Participants: Monica Higgins, Harvard U.; Kathy E. Kram, Boston U.; Shoshana Dobrow, Fordham U.; Daniel Turban, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia; Dana L. Haggard, Missouri State U.; Otilia Obodaru, INSEAD; Kathryn S Roloff, Columbia

1240 CAU: (CAU) The Dark Side Exposed: Challenges, Downsides, Limitations, and Failures of Service-Learning 10:30am - 11:50am Hilton Anaheim: Balboa B
Organizers: Amy Kenworthy-U'Ren, Bond U.; Amber Dailey-Hebert, Park U.
Participants: Joy E. Beatty, U. of Michigan, Dearborn; Gregory R. Berry, Utah Valley State College; Suzanne C. de Janasz, U. of Mary Washington; Charles J. Fornaciari, Florida Gulf Coast U.; Paul C Godfrey, Brigham Young U.

1241 CAU: (CAU) Russia and CIS Management Research Caucus 10:30am - 11:50am Hilton Anaheim: Balboa C
Organizer: Carl Fey, Stockholm School of Economics
Participants: Sheila M. Puffer, Northeastern U.; Oleg Vakhinsky, Moscow State U. Graduate School of Business Administration; Igor Filatotchev, City U. London; Chet Borucki, Svetlana Khapova, Vrij U. Amsterdam; Konstantin Korotov, ESMT; Vlad Vaiman, Reykjavik U.; Evi Hartmann, European Business School; Lydia Bals, European Business School

1242 CAU: (CAU) Social Capital Research: The state of the art and a look to the future 10:30am - 11:50am Hilton Anaheim: Santa Barbara
Organizer: James H Davis, U. of Notre Dame
Participant: Viva Ona Bartkus, U. of Notre Dame

1243 CAU: (CAU) Socioeconomic Status and the Working Class 10:30am - 11:50am Hilton Anaheim: Ventura
Organizers: Andrea Maurizio, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.

1244 ☞: (Paper Session) - (CM) Emotions, Cognition, and Culture 10:30am - 11:50am Hilton Anaheim: Santa Monica
Chair: Joe Magee, New York U.
In the Mood for Advice: The Influence of Emotions on Advice Taking | Francesca Gino, Carnegie Mellon U.; Maurice Schweitzer, U. of Pennsylvania
Winner of CM Division Best Paper Award - Empirical or Theoretical
Sweet and Sour Conflict: Information and Emotion as the Determinants of Conflict Functionality | Matthew A. Cronin, George Mason U.; Yekaterina Bezrukova, Rutgers U.

Emotion versus emo-shon: The interpersonal effects of emotions in cross-cultural negotiations | Hajo Adam, INSEAD
You think you’re better than me? Maybe you are: Effects of pride & contempt on status conferral | Jennifer R. Overbeck, U. of Southern California; Emily Tansuwan, U. of Southern California

1245 ☞: (Paper Session) - (CMS) 'Critical' Talk and Text: Organizational Discourse 10:30am - 11:50am Hilton Anaheim: Palos Verdes A
Chair: Nancy Harding, Bradford School of Management
Boundary Objects as Texts: A Critical Analysis | Clifford Oswick, Queen Mary, U. of London; Maxine Robertson, Queen Mary College, U. of London
Organizational Facts and Visualization: Making the factory ‘talk’ | Rafael Alcadipani, UNINOVE; Chris McLean, U. of Manchester
Talk around national culture among organizational members in international organizations | Agneta Moulettes, Lund U.
What Do They Want to Protect Themselves From? Creating Certainty through Safety Practices | Joelle Evans, MIT Sloan School of Management

1246 ☞: (Paper Session) - (ENT) Success and Succession in Family Enterprises 10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon J
Chair: LaKami T. Baker, Auburn U.
Discussant: Gerard F. Becker, Capella U.
Exploring non-linear effects of family ownership and involvement on performance | Salvatore Sciascia, IULM U.; Pietro Mazzola, IULM U.
Towards a theory of paternalism to investigate family business governance | Donata Mussolino, Second U. of Naples; Morten Huse, BI Norwegian School of Management
Family Involvement and Firm Performance: A family embeddedness perspective | Cristina Cruz, Instituto de Empresa; Rachida Justo, Instituto de Empresa; Julio DeCastro, Instituto de Empresa
Toward a Model of Issue Selling by Successor Generation in Family Firms | Yan Ling, George Mason U.; David C. Baldridge, Oregon State U.; Justin B Craig, Bond U. Australia

1247 ☞: (Paper Session) - (ENT) Cluster and Regional Influence on Entrepreneurial Activity 10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon K
Chair: Daniel Greening, U. of Missouri, Columbia
Discussant: Aron S. Spencer, New Jersey Institute of Technology
What Doesn’t Kill You Makes You Stronger – De Novo Entry In Clusters | Avid Pe'er, Dartmouth College; Thomas Keil, Helsinki U. of Technology
Local Networks’ influence on the growth of firms: An empirical examination of SMEs | Rajaram Veliyath, Kennesaw State U.; Aiqi - Wu, Zhejiang U.; Wei Jiang, Zhejiang U.; Justin Tan, York U.
Conditions for entrepreneurship: centrality, path dependency and novelty | Bjorn Willy Amo, Bodo Graduate School of Business

**1248**: (Paper Session) - (ENT) Advances in Understanding Corporate Venture Capital Activities and Impacts
10:30am - 11:50am Anaheim Convention Center: 205B
Chair: Melih Madanoglu, Florida Gulf Coast U.
Discussant: Pooman Kanha, Arizona State U.
A Time Series Analysis of Aggregate Corporate Venture Capital Activity | Bang Nam Joan, Drexel U.; Vadake Narayanan, Drexel U.; Yi Yang, U. of Massachusetts Lowell
Do Corporate Venture Capital Activities Improve The Performance When Acquiring Startups? | David Benson, U. of Michigan, Ann Arbor
An Inductive Examination of Ambidexterity in Corporate Venture Capital Units | Sandip Basu, California State U., East Bay; Corey Phelps, U. of Washington; Suresh B Kotha, U. of Washington, Seattle
Transferability of the Venture Capital Model to the Corporate Venture Unit Context | Susan A Hill, London School of Economics; Markku V. J. Maula, Helsinki U. of Technology; Julian Birkinshaw, London Business School; Gordon C. Murray, Exeter U.

**1249**: (Paper Session) - (ENT) High Growth Firms: Enablers, Barriers, and Contingencies
10:30am - 11:50am Anaheim Convention Center: 206A
Chair: Victor Cui, U. of British Columbia
Discussant: David G Hoopes, California State U. Dominguez Hills incremental financing decisions in high growth companies | Tom R. Vanacker, Ghent U.; Sophie Manigart, Vlerick Leuven Gent Management School
VC and High Growth Ventures: a Matter of Scouting, Coaching, or the Winner Takes it All? | Mirjam Knockaert, Ghent Management School
The Gazelle Companies: Their Drivers and Some Evidence from the Field | Sergio Uanczak, ICN Business School; Frank Bares, ICN Business School

**1250**: (Paper Session) - (ENT) Motivations, Intentions and Affect in Entrepreneurial Ventures
10:30am - 11:50am Anaheim Convention Center: 206B
Chair: David Barsky, Temple U.
Discussant: Jarna Kaarina Heinonen, Turku School of Economics
Entrepreneur Role Prototypes and Role Identity in the U.S., China, and Taiwan | Steven M Farmer, Wichita State U.; Xin Yao, Wichita State U.; Kate Kung-McIntyre, Wichita State U.
The Different Faces of Entrepreneurial Affect: Why Entrepreneurial Emotion and Passion are Distinct | Joakim Wincent, Lulea U.; Melissa S. Cardon, Pace U.; Jagdip Singh, Case Western Reserve U.; Mateja Drnovsek, U. of Ljubljana
The Effect of Affect on Faculty Researchers’ Commercialization Intentions | Terri Standish-Kuon, Rensselaer Polytechnic Institute; Gina Colarelli O’Connor, Rensselaer Polytechnic Institute
Do Ajzen’s antecedents of entrepreneurial intent vary by national culture? | Robert L Engle, Quinipiac U.; Nikolay Dimitriadis, Rostov State Economic U.; Jose V Gavidia, College of Charleston; Christopher Schlaegel, Otto-von-Guericke U. Magdeburg; Servane Delanoe, ESC Rennes School of Business; Xiaohong He, Quinipiac U.

**1251**: (Paper Session) - (ENT) Corporate Entrepreneurship, Entrepreneurial Orientation and Innovation
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - ENT 1
Presented on panels 76-80
Entrepreneurial Orientation: A Re-Examination of the Concept | William John Wales, Rensselaer Polytechnic Institute; Jeff Covin, Indiana U.
The Mediating Effect of Knowledge Creation on Entrepreneurial Orientation and Firm Performance | Yong-Hui Li, Kao Yuan U.; Jing-Wen Huang, Chia Nan U. of Pharmacy & Science
Knowledge Depth, Product Scope, Collaboration and Launch in Continuous New Product Development | Kimberly M Green, Clemson U.
The Impact of Management on Corporate Entrepreneurship | Ralf Schmelter, RWTH Aachen U.; Christiane Boersch, RWTH Aachen U.; René Mauer, RWTH Aachen U.; Nikolaus Hagenberg, RWTH Aachen U.
Technology change and dynamic entrepreneurial capabilities | Andrea Lanza, U.Bocconi/U.Calabria; Mariacarmela Passarelli, U. of Calabria

**1252**: (ENT, MOC) Looking more closely at knowledge and skills in entrepreneurial teams
10:30am - 11:50am Anaheim Convention Center: 206A
Organizer: Daniel P. Forbes, U. of Minnesota
The knowledge creation capabilities of entrepreneurial teams | Deniz Ucbasaran, Nottingham U.; Andy Lockett, U. of Nottingham; Michael Humphreys, U. of Nottingham
Does prior experience affect decision making in entrepreneurial teams? | Deepak Sardana, U. of new South Wales
Financial management competence of entrepreneurial teams | Jan Brinckmann, Loyola U. Chicago; Hans Georg Gemuenden, Berlin Institute of Technology
How do academic entrepreneurs think about knowledge and skills in entrepreneurial teams? | Mary Zellmer-Bruhn, U. of Minnesota; Daniel P. Forbes, U. of Minnesota; Harry J Sapienza, U. of Minnesota; Patricia S. Borchert, U. of Minnesota, Duluth

**1253**: (GDO, CAR, IM) Understanding Career Development of European Women in Russia, Spain, UK and the Netherlands
10:30am - 11:50am Hilton Anaheim: Redondo
Chairs: Regina Helene Herzfeldt, Center for Creative Leadership; Mireia Las Heras, Boston U.
Discussant: Donna Chrobot-Mason, U. of Cincinnati
Women and Careers in the Russian Context | Konstantin Korotov, ESMT; Sveta Khaava, Vrije U. Amsterdam
What Do Female Professionals and Leaders Want in Spain? 
A Field Study | Mireia Las Heras, Boston U.

FTSE 350 Female Directors and Women in the Executive Committees | Ruth H.V. Sealy, Cranfield U.; Susan Mary Vinnicombe, Cranfield U.; Val Singh, Cranfield U.
The Impact of Gender and Job Level on Perceived Career Barriers: The Case of a Dutch Multinational | Regina Helene Herzfeldt, Center for Creative Leadership; William A. Gentry, Center for Creative Leadership; Mariam Ruderman, Center for Creative Leadership

Presenters: Konstantin Korotov, ESMT; Ruth H.V. Sealy, Cranfield U.; Regina Helene Herzfeldt, Center for Creative Leadership

1254  → JS: (GDO, IM, SIM) Country Perspectives on Diversity and Equal Treatment
10:30am - 11:50am Hilton Anaheim: Malibu
Organizer: Alain Klarsfeld, Groupe ESC Toulouse
Discussants: Regina Bendl, Vienna U. of Economics and Business Administration; Alain Klarsfeld, Groupe ESC Toulouse; Waheeda Lillekiv, The College of New Jersey; Cheryl Wyrick, Cal Poly Pomona
Employment Equity And Workplace Diversity In Canada | Rana Haq, Laurentian U.; Eddy S. Ng, California State Polytechnic U.
Managing Gender Diversity in Pakistan and Turkey: A Historical Review | Mustafa F Ozbilgin, U. of East Anglia; Jawad Syed, U. of Kent
Managing Diversity in German Discourse – Interdisciplinary Approach and Overarching Design? | Jürgen Grieger, Freie Universität Berlin; Renate Ortlieb, Freie Universität Berlin; Barbara Sieben, Freie Universität Berlin
Reservations in India | Rana Haq, Laurentian U.; Abhoy Kumar Ojha, Indian Institute of Management, Bangalore
Austrian Perspectives on Diversity Management – Regulations, Debates, Practices and Trends | Regina Bendl, Vienna U. of Economics and Business Administration
The Long Way from Blind Equality to Diversity in France | Alain Klarsfeld, Groupe ESC Toulouse
Diversity Management and Affirmative Action in the USA | Waheeda Lillekiv, The College of New Jersey; Cheryl Wyrick, Cal Poly Pomona

Presenters: Rana Haq, Laurentian U.; Eddy S. Ng, California State Polytechnic U.; Mustafa F Ozbilgin, U. of East Anglia; Jawad Syed, U. of Kent; Jürgen Grieger, Freie Universität Berlin; Renate Ortlieb, Freie Universität Berlin; Barbara Sieben, Freie Universität Berlin; Abhoy Kumar Ojha, Indian Institute of Management, Bangalore

1255  → JS: (GDO, OB, BPS) How and when can organizations reap the benefits of diversity? Some new questions, some new answers
10:30am - 11:50am Hilton Anaheim: San Clemente
Chairs: Aparna Joshi, U. of Illinois, Urbana-Champaign; Hyuntak Roh, U. of Illinois, Urbana-Champaign
Winning Isn’T Everything: Relationship Between Diversity Reputation, Practices, and Firm Performance | Quintetta Roberson, Cornell U.; Rebecca R. Kehoe, Cornell U.; Christopher Collins, Cornell U.
Race Matters: How Minority Representation Moderates Diversity Climate Effect on Customer Satisfaction | Patrick F. McKay, Rutgers U.; Derek R. Avery, U. of Houston; Hui Liao, Rutgers U.; Mark Allen Morris, JCPenney
Organizational Diversity and Firm Performance: Searching for Internal and External Fit Effects | Jorge A. Gonzalez, U. of San Francisco
The Moderating Effect of BOD Diversity on the Link Between Managerial Diversity and Firm Performance | Orlando C. Richard, U. of Texas, Dallas
TMT Diversity and Firm Performance: A Meta-Analytic Review of Internal and External Contingencies | Hyuntak Roh, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign

Presenters: Jorge A. Gonzalez, U. of San Francisco; Patrick F. McKay, Rutgers U.; Orlando C. Richard, U. of Texas, Dallas; Quintetta Roberson, Cornell U.

1256  → (Paper Session) - (HCM) Work Environments and Staffing Outcomes
10:30am - 11:50am Hilton Anaheim: Palos Verdes B
Chair: Ruth A Anderson, Duke U.
Discussant: Stephen James O’Connor, U. of Alabama, Birmingham
 → Teamwork in Acute Care: Contextual Effects of the Ethical Climate and Unit Leadership | Cheryl Rathert, U. of Missouri, Columbia; David A. Fleming, U. of Missouri, Columbia
 → The Effect of Work Environment on Intent to Leave the Nursing Profession: A Study of Bedside RNs | Kendall Cortelyou-Ward, U. of Central Florida; Lynn Unruh, U. of Central Florida; Myron D Fottler, U. of Central Florida
 → Safety Climate & Stress: How Workplace Safety Perceptions Influence Health Care Provider Well-Being | Deirdre McCaughey, Penn State; Nealia Sue Bruning, U. of Manitoba

HCM Best International Paper Award Nominee
The Consequences of Nursing Unit Turnover | Sung-Heui Bae, U. of north carolina-chapel hill; Bruce Fried, U. of north carolina-chapel hill; Barbara A Mark, U. of North Carolina at Chapel Hill

1257  → (Paper Session) - (HCM) Organizational Change and Innovation
10:30am - 11:50am Hilton Anaheim: Sunset
Chair: Darrell E. Burke, Florida State U.
Discussant: Peter E. Rivard, Suffolk U.
 → Organizational Change in Health Care: Implications for Research and Practice | Jim Goes, U. of Phoenix; Leonard H. Friedman, Oregon State U.
 → Assessing Readiness to Change and Address Disparities in U.S. Hospitals | Ann Scheck McAlearney, Ohio State U.
 → Finding Their Place: The Suppression of Peripheral Practices in Institutionalized Fields | Ellen T. Crumley, U. of Alberta; Karen D. W. Patterson, U. of New Mexico
 → Physicians’ Acceptance of Telemedicine Technology: An Empirical Test of Competing Theories | Jungyo Kim, Penn State; Jami Leanne Dell’Fraine, Penn State; Kathryn H. Danskey, Pennsylvania State U.
1258 (Paper Session) - (HR) Facilitating Successful Expatriate Assignments and Repatriation
10:30am - 11:50am Hilton Anaheim: Coronado
Chair: Maria Kraimer, U. of Melbourne
Discussant: Mila B. Lazarova, Simon Fraser U.
Identifying and Mapping the Scientific Landscape of Expatriate(s) Studies in Last Five Decades | Xiaoyun Wang, U. of Manitoba; Nealia Sue Bruning, U. of Manitoba; Tangting Wang, Chang Jung Christian U.; Zhenzhong Ma, U. of Windsor; Yender McLee, Chang Jung Christian U.
The Impact of Individual Characteristics on Expatriate Adjustment and Performance | Pei-Chuan Wu, National U. of Singapore; Siah-Hwee Ang, U. of Auckland; Yi-En Tan, National U. of Singapore
Developing Cultural Competencies: Openness to Experience and Learning from International Experiences | Ibraiz Tarique, Pace U.

1259 (Paper Session) - (HR) Aging Workforce and Retirement
10:30am - 11:50am Hilton Anaheim: Huntington A
Chair: Ellen Ernst Kossek, Michigan State U.
Discussant: Jeannette N. Cleveland, Pennsylvania State U.
Training of Older Workers: A Review | Yu-Shan Hsu, U. of Wisconsin Milwaukee
Perceived Agency in Retirement and Retiree Drinking Behavior | Samuel Bacharach, Cornell U.; Peter Bamberger, Technion Israel Intitute of Technology; Michal Biron, Tilburg U.; Mickey Horowitz, Technion Israel Intitute of Technology

1260 (Paper Session) - (HR) Human Resource Management and Innovation
10:30am - 11:50am Hilton Anaheim: Huntington B
Chair: Mahesh V. Subramony, U. of Wisconsin, Oshkosh
Discussant: Laurence Fink, The U. of Toledo
HRM Practices, Absorptive Capacity, and Innovation in Outsourcing Relationships | Michael R Weeks, U. of Tampa; Stephanie Thomason, U. of Tampa
Knowledge Enactment: The Link between Human Resource Practice and Innovation Performance | Min-Dong Paul Lee, U. of South Florida; Sunghoon Kim, Australian School of Business
Does HRM Facilitate Employee Creativity and Organizational Innovation? A Study of Chinese Firms. | Jianwu Jiang, Nanjing U.; Shuming Zhao, Nanjing U.
High-Commitment HRM Systems, Human Resource Capability, and Technological Innovation | Oowon Park, Korea U.; Johnhseok Bae, Korea U.

1261 (Paper Session) - (HR) Predicting and Enhancing Training Outcomes
10:30am - 11:50am Hilton Anaheim: Huntington C
Chair: Gary P. Latham, U. of Toronto
Discussant: Miguel Quinones, Southern Methodist U.
The Construct Validity of Self-Assessment of Learning: Meta-Analytic Evidence | Traci Sitzmann, Advanced Distributed Learning; Katherine Ely, George Mason U.; Kristina Bauer, Advanced Distributed Learning
Leadership Skills Training: An Assessment of Two Self-Management Transfer Interventions | Trevor C. Brown, Memorial U. of Newfoundland; Sergio De Leon, Memorial U. of Newfoundland
Vertical transfer of training: The role of collective efficacy | Marie-Helene Budworth, York U.

1262 (Paper Session) - (HR) Research on Selection: Methods and Fairness
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - HR 1
Presented on panels 1-5
Does It Still Take One to Know One? Gender Demography and Female HR Directors | Astrid Reichel, Virginia U. of Economics and Business Administration; Julia Brandli, Vienna U. of Economics and Business Administration
Evaluating Situational Interview and Situational Judgment Test: an Iranian Case | Sara Banki, Joseph L. Rotman School of Business, U. of Toronto; Gary P. Latham, U. of Toronto
Race Differences in Personality: An Evaluation of Moderators and Publication Bias | Brian W. Tate, Pennsylvania State U.; Michael A. McDaniel, Virginia Commonwealth U.
Trainability Tests and Black-White Differences: Literature Limitations and Empirical Results | Philip L. Roth, Clemson U.; Maury Allen Buster, Alabama State Personnel Department; Philip Bobko, Gettysburg College

1263 (Paper Session) - (HR) Research on Attraction and Fit
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - HR 2
Presented on panels 6-10
Modifying Job Applicants’ Organizational Image Beliefs | Daniel M. Cable, U. of North Carolina, Chapel Hill; Daniel Turban, U. of Missouri, Columbia
Learning Orientation in Job Search and Employment Contexts: Effects on Recall and Cultural Alignment | Brian R. Dineen, U. of Kentucky; Don Vandewalle, Southern Methodist U.; Raymond A. Noe, The Ohio State U.; Daniel E. Lockhart, U. of Kentucky
Personality and Employer Preference | David B. Zoogah, Morgan State U.; Augustus Abbey, Morgan State U.
Antecedents of P-G fit and P-J fit: The Role of Extraversion | Yuann Jun Liaw, National Taiwan U.; Aichia Chuang, National Taiwan U.; Chun Yang Lee, National Taiwan U.
Addressing the HRM Research Needs of Smaller Establishments | Denise Potosky, Pennsylvania State U.
1264  (Paper Session) - (HR) Research on Strategic HR, Global HR, Outsourcing, and Acquisitions
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - HR 3
Presented on panels 11-15
isk What Drives Training in India's IT-enabled and Business Process Outsourcing Services Industry? | Ashish Malik, The Open Polytechnic of New Zealand; Venkataman Nilakant, U. of Canterbury
isk North American Firms and their HR Agenda in Liberal and Coordinated Market Economies | Emma Parry, Cranfield School of Management; Michael Dickmann, Cranfield U.; Michael Morley, U. of Limerick
isk Being There: The Value of Firm-Specific Human Capital in the Executive Suite | Jake Messersmith, U. of Kansas; James P. Guthrie, U. of Kansas; Yong-Yeon Ji, U. of Kansas
isk Corporate Governance and Development-Oriented Human Resource Management | Ravi Dharwardkar, Syracuse U.; Pamela Brandes, Syracuse U.; Frank I. Mullins, Syracuse U.
isk Structural reform and firm profitability in developing countries | Alvaro Cuervo-Cazurra, U. of South Carolina; Luis Dau, U. of South Carolina
isk A Comparative Study of Banking in China and India, Nonperforming Loans and the Level Playing Field | Daya Shanker, Deakin U.
isk The Impact of Political and Economic Reforms and Institutions on FDI Inflows in Central and Eastern Europe: An Empirical Test | Sokol Celu, Florida International U.; William D Schnepfer, Florida International U.
isk Estimating the Global Scale of Counterfeit Trade: A Quantitative Framework | Thorsten Staake, ETH Zurich; Frederic Georges Thiesse, U. of St. Gallen; Elgar Fleisch, U. of St. Gallen
isk Leadership Behaviors and Team Creativity: The Role of Knowledge Sharing among Team Members in China | Yan Zhang, Peking U.; Anne S. Tsui, Arizona State U.
isk Cross-cultural Composition and Knowledge Creation | Rebecca Mitchell, U. of Newcastle; Stephen Nicholas, U. of Newcastle; Brendan Boyle, U. of Newcastle
isk What to Learn and What Not to Learn: Lessons from the Japanese Catch-up Experience for China | Yanli Zhang, Montclair State U.; John Cantwell, Rutgers U.
isk Organizational Learning in International Projects: Overcoming Distance by 'Temporary Embeddedness' | Florian A. Täube, Imperial College London
isk Modes and survival of private participation projects | Yi Jiang, Cal State U. East Bay; Mike Peng, U. of Texas at Dallas; Xiaohua Yang, Queensland U. of Technology
isk The Effect of Business Group Affiliation on Firm Product and International Strategies | Anna Lamin, Northeastern U.
isk The Impact of Firm Ownership on Internationalization Patterns in India's Software and IT Industry | Sumit Majumdar, U. of Texas, Dallas; Davina E. Vora, State U. of New York at New Palz; Ashok Nag, Reserve Bank of India and Riskraft Consulting Limited
isk The Impact of Internationalization, Foreign Investors and Financing Mode on Chinese MNE Performance | Xiaoming He, Texas A&M U.; Subrata Chakrabarty, Texas A&M U.
isk Structural reform and firm profitability in developing countries | Alvaro Cuervo-Cazurra, U. of South Carolina; Luis Dau, U. of South Carolina
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Session Details – Tuesday

**1269**: (Paper Session) - (IM) MNC Strategy
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - IM 1
Presented on panels 64-75

- International and Product Diversifications, MNE Performance, and Institutional Distance | Mike C. H. Chao, Baruch College; Seung H. Kim, St. Louis U.; Hongxin John Zhao, Saint Louis U.
- Market Openness, Market Stability and Location Choice of Developing Country MNCs | Lin Yuan, National U. of Singapore
- Value Creation, Value Appropriation, and Geographic Expansion in Multinational Corporations | Chia-Wen Hsu, Yuan Ze U.; Shao-Tzu Wu, National Chengchi U.
- Speed of Post-entry Foreign Expansion: Competition and Learning Determinants | Bau-Jung Chang, National Taiwan U.
- Do International Age and Speed of Internationalization Affect Foreign Growth? | Sylvie Cellard, EM Lyon; Christiane Prange, EM Lyon

**1271**: JS: (IM, OB, ODC) Changing Values in China: A Crossroad of Confucianism, Communism, and Capitalism
10:30am - 11:50am Anaheim Convention Center: 213B
Organizers: Wei He, Indiana State U.; Jian Min Sun, Renmin U. of China
Presenters: Carolyn P. Egri, Simon Fraser U.; Ping Ping Fu, Chinese U. of Hong Kong; Kwok Leung, City U. of Hong Kong

**1272**: (Paper Session) - (IP) Motivation and Behavior Among Individuals and Groups
10:30am - 11:50am Anaheim Convention Center: 212B
Facilitator: Wendelien Van Aerde, U. of Amsterdam Business School
OB: Affective Responses to Relational Models | Markus Vodosek, U. of Utah
OB: Goal-Setting Under Pressure: Limits of Setting Specific Difficult Goals in Interdependent Groups | Heleen Van Mierlo, Erasmus U. Rotterdam; Ad P.M. Kleingeld, Eindhoven U. of Technology

**1273**: (Paper Session) - (IP) Diversity and Careers
10:30am - 11:50am Hilton Anaheim: Mezzanine 10
Facilitator: Rochelle Parks-Yancy, Texas Southern U.
GDO: Dynamics of Promotion Bias in Destination Positions: An Intra-organizational Contingency Perspective | Ellen R. Auster, York U.; Ajnesh Prasad, York U.
GDO: The effects of weight bias on job-related outcomes: A meta-analysis of experimental studies. | Mark V Roehling,
Michigan State U.; Shaun Pichler, Michigan State U.; Frederick L. Oswald, Michigan State U.; Tamara Bruce, Michigan State U.


1274: (Paper Session) - (IP) Ethics: Models and Measures 10:30am - 11:50am Hilton Anaheim: Mezzanine 11
Facilitator: Christopher W Bauman, Kellogg School of Management, Northwestern U.

SIM: Unethical Behavior in Macedonia: Are There Differences in the Private and the Public Sectors? | Thomas Li-Ping Tang, Middle Tennessee State U.; Elisaveta Sardzoska, U. St. Cyril and Methodius
SIM: Ethical Work Environments: A Non-Environmental Approach to the Study of a Construct | Anke Arnaud, Embry-Riddle Aeronautical U.; Marshall Schminke, U. of Central Florida
SIM: Virtue or Complacency? The Future Manager and a New Model for Measuring Corporate Ethics | Sean Jasso, Pepperdine U.

SIM: A Meta-Ethical Perspective on Organizational Identity | David Oliver, HEC Montreal; Matt Statler, New York U.; Johan Roos, Imagination Lab Foundation
SIM: Good Theories Gone Bad: What Happens When Theory Hes, Even If the Assumptions Don’t | Jared D. Harris, U. of Virginia - Darden; David Souder, U. of Connecticut
SIM: Transition Ethics: A Framework for Practitioners and Scholars | Tara J Radin, Wharton, U. of Penn

1275: (Paper Session) - (IP) Venture Capital and Entrepreneurship 10:30am - 11:50am Hilton Anaheim: Mezzanine 12
Facilitator: Hermann Achidi Ndofor, Texas A&M U.

BPS: The Potential Danger of Public Venture Capital Companies | Thomas Elwood Nelson, U. of Louisville

ENT: transferred conflict of interest | Umit Ozmel, Columbia.Buisness School
ENT: Funding Second Chances? How personal and attitudinal factors affected bankruptcies credit provision | Ingrid Wakkee, Vrije U. Amsterdam, The Netherlands; Ed Sleebos, VU U. Amsterdam
ENT: The Potential Danger of Public Venture Capital Companies | Thomas Elwood Nelson, U. of Louisville

BPS: An Examination of Hedge Fund Activism: Alignment or Conflict with Other Investor Interests | Marguerite Schneider, NJIT; Lori Verstegen Ryan, San Diego State U.

OB: Previous Relationships, Investment Experience and Partner Selection in Venture Capital Syndicates | Christian Hopp, U. of Konstanz
ENT: Caught in the act: Analysing real time business angel investor decisions to invest | Gordon Kwesi Adomdza, U. of Waterloo; Andrew Lewis Maxwell, U. of Waterloo

1276: (Paper Session) - (IP) Global Outsourcing 10:30am - 11:50am Hilton Anaheim: Mezzanine 2

IM: Does Distance Matter in Offshore Investment Location? | Jonathan P Doh, Villanova U.; Eugene Hahn, Salisbury U.; Kraiwnee Bunyatratavej, Wesley College

IM: Offshoring and the Management of Inter-Organizational Networks: An Organizational Justice Model | Constant D. Beugre, Delaware State U.; William Acar, Kent State U.

OCIS: Performance Outcomes of Onshore and Offshore Business Process Outsourcing | Jonathan Whitaker, U. of Richmond; Sanjeev Kumar, U. of Michigan, Ann Arbor; M.S. Krishnan, U. of Michigan, Ann Arbor

IM: The Effect of Joint Action with International Partner: Evidence from OEM Suppliers | Min-Ping Kang, Shih Hsin U.; Peng-yu Li, National Chengchi U.

IM: Information Technology and innovation management in international supply chain relationships | Ruey-Jer Jean, Manchester Business School; Rudolf Sinkovics, U. of Manchester

IM: International Outsourcing, ehr: The Nearshoring of Customer Service Work to Canada | Ann Frost, Ivy School of Business; Danielle van Jaarsveld, U. of British Columbia

1277: (Paper Session) - (IP) Geography and Clusters in Industry 10:30am - 11:50am Hilton Anaheim: Mezzanine 3
Facilitator: Jean-Michel Quentier, ESC-Pau Business School

BPS: Inventive and Uninventive Clusters: The Case of Canadian Biotechnology | Barak S. Aharonson, Washington U. in St Louis; Joel A.C. Baum, U. of Toronto; Anne Plunket, U. of British Columbia

BPS: Knowledge-Based Agglomeration Economies: The Influence of Heterogeneity and Knowledge Centers | Ilaria Giannoni, Politecnico di Bari; Vito Albino, Politecnico di Bari

BPS: How Labour Market Flexibility Influences Competitive Strategies | Andrea Monika Herrmann, Max Planck Institute for the Study of Societies

BPS: Customizing Clusters - How Multinational Corporations Shape Service Clusters in Emerging Economies | Stephanie Manning, Duke U.

BPS: A Simulation Study of Managerial Practices for Innovating in SMEs through Clustering | Martin Horacio Kunc, U. Adolfo Ibanez

1278: (Paper Session) - (IP) Interfirm Knowledge-Based Management 10:30am - 11:50am Hilton Anaheim: Mezzanine 4
Facilitator: Carmen Leonor Martinez-Lopez, City U. of New York/SMCC

IM: Interfirm Knowledge Transfer Methods | Frederic Prevot, Euromed Marseille-School of Management

IM: The Role of Power and Bridging Repositories in Knowledge Transfer Involving The Periphery of a MNC | Jacky Hong, U. of Macau; Robin Stanley Snell, Lingnan U.; Mark Easterby-Smith, Lancaster U.
1279 : (Paper Session) - (IP) Managing Technology and Relationships
10:30am - 11:50am Hilton Anaheim: Mezzanine 5
Facilitator: Ana Gargallo, U. de Zaragoza
TIM: How Have Innovative Giants Combined Their Technological and Business Innovations? | Ping Lan, U. of Alaska, Fairbanks
TIM: Behavioral Momentum of Technological Innovation: The Moderating Effect of CEO Compensation | Hsiao-Ling Li, National Taiwan U.
OCIS: How Dot-Coms “Dude It Out”: The Competitive Dynamics of IT-Intensive Firms | Harminder Singh, Michigan State U.
OCIS: Structural Inertia as an Antecedent to Discontinuities in Information Systems | Kevin P Gallagher, Northern Kentucky U.

1280 : (Paper Session) - (IP) Career Development and Outcomes
10:30am - 11:50am Hilton Anaheim: Mezzanine 6
Facilitator: Marie-Line Germain, St. Thomas U.
GDO: Practicing Gender in Academic Gatekeeping | Marieke Caroline Lisette van den Brink, Radboud U. Nijmegen; Yvonne Benschop, Radboud U. Nijmegen
BPS: Entrepreneurial Cognition and the Interaction between Intelligence and Modes of Training | Chihmao Hsieh, Missouri U. of Science & Technology
CAR: Career Impact: Making a Positive Difference | Peter A. Hselin, Southern Methodist U.
CAR: An exploratory study on the process of networking | Sowon Kim, HEC U. of Geneva
MED: A Multidimensional Perspective of Training Transfer: The Differences between Hard and Soft Skills | Dennis R Laker, Widener U.

1281 : (Paper Session) - (IP) Operation Management and Value-Chain Logistics
10:30am - 11:50am Hilton Anaheim: Mezzanine 7
Facilitator: Laurens Debo, Carnegie Mellon U.

1282 : (Paper Session) - (IP) HR Assessment and Development
10:30am - 11:50am Hilton Anaheim: Mezzanine 8
Facilitator: Denise Potosky, Pennsylvania State U.
ODC: Attitude Determines Attitude: An Empirical Evidence of Competency Iceberg Model from Taiwan | Angela Shin-yih Chen, National Chung Hsing U.; Chinn-Shien Lin, National Chung Hsing U.; Rueyliang Chang, National Chung Hsing U.; Ningchun Liu, National Chung Hsing U.
HR: Organisational and Individual Perspectives on Success in Developmental International Assignments | Michael Dickmann, Cranfield U.; Noeleen Doherty, Cranfield U.
HR: Dimensions of Empowerment: A Study of Women Primary School Teachers in India | Manjari Singh, National Institute of Management Ahmedabad; Anita Sarkar, Indian Institute of Management Ahmedabad
HR: Collectivism-Individualism and the Role of Goal Orientation in Organizational Training | Altovise Monae Rogers, U. of Houston; Christiane Spitzmueller, U. of Houston
HR: A Multilevel Analysis of Human Resource Flexibility on Employees’ Job Performance | Norihiko Takeuchi, Tokyo U. of Science; Tomokazu Takeuchi, Tokyo Fuji U.
HR: Interactive Effects of Gender and Mentoring on Career Attainment: Do Female Lawyers Need Good Counsel | George Dreher, Indiana U., Bloomington; Robert D Bretz, U. of Notre Dame; Carolyn Wiethoff, Indiana U., Bloomington

1283 : (Paper Session) - (IP) Education and Public Policy
10:30am - 11:50am Hilton Anaheim: Mezzanine 9
Facilitator: Daniel J Keys, DePaul U.
PNP: NPM Teaching in a globalizing context: Toward a critical framework & critical pedagogy | Nidhi Srinivas, New School U.
PNP: Are teaching and research complementary or substitute activities? An empirical assessment | Adela García-Aracil, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV)
MED: The Predictive Validity of the GMAT and Alternative Admissions Requirements for MBA Programs Outside the U.S. | Daniel J Keys, DePaul U.
MED: How Management Education Affects Careers: A Competency-based Study of an Italian MBA Program | Arnaldo Camuffo, Bocconi U.; Fabrizio Gerli, U. of Venice
Teaching-oriented

Directions

1284 (Paper Session) - (MC) Theory and Practice in Management Consulting
10:30am - 11:50am Anaheim Marriott: Platinum 3
Chair: Georges Trepo, HEC Paris
Discussant: David Jamieson, Pepperdine U.
Organizational Determinants of Customer Resistance to Negative Voice | Andreas B. Eisengerich, Imperial College London; Simon J. Bell, U. of Cambridge
Knowledge Stock Valuation for Global Professional Service Firms | Shad S. Morris, Ohio State U.; Scott A. Snell, Cornell U.; Ryan Hammond, MIT Sloan School of Management
Corporate social responsibility and economic efficiency in institutions for handicapped persons | Vincent Cristallini, ISEOR, U. of Lyon 3
Absorptive Capacity, Intellectual Capital, and Performance in Small and Medium sized PSFs | Irene Hau-siu Chow, Chinese U. of Hong Kong; Stephen T.T. Teo, U. of Western Sydney; Karen Ly, U. of Technology, Sydney
Systematizing the organizational scenario literature using Morgan’s metaphors | Trudi Lang, Oxford U.

1285 (Paper Session) - (MED) MBA Students: Questions About Teaching, Learning and Careers
10:30am - 11:50am Anaheim Convention Center: 211A
Chair: Carolyn Wiley, Roosevelt U.
Discussant: Christina A. Hannah, U. of Maryland U. College
Evaluating the Impact of an MBA Service-Learning Course on Community Service Attitudes & Behaviors | Lynn Harland, U. of Nebraska, Omaha; Anne Elizabeth Herman, U. of Nebraska, Omaha; David Ambrose, U. of Nebraska, Omaha
Improving Communication & Leadership: The Impact of Extracurricular Activities on MBA Students | Sabeen Syed Sheikh, Graduate Management Admission Council
Industry Shifts in MBA Graduates: An investigation of career, educational, and demographic factors | J B Arbaugh, U. of Wisconsin, Oshkosh; Regina F. Bento, Harvard U.; Alvin Hwang, Pace U.
Do Undergraduates and Graduate Students Differ Online? Preliminary Conclusions from the Literature | J B Arbaugh, U. of Wisconsin, Oshkosh

1286 (MED) Developing MBA Student Leadership Skills and Competencies: Outcomes and Future Directions
10:30am - 11:50am Anaheim Convention Center: 211B
Moderators: Robert Solomon, College of William & Mary; Ronald R. Sims, College of William and Mary
Leadership Development in MBA Programs: What Works and What Does Not | Richard E. Boyatzis, Case Western Reserve U.
The Cohen Leadership Development Program: Tuck’s Approach to Leadership Development | Elizabeth Winslow, Dartmouth College
Leadership Development across the MBA Curriculum at Boston University | John F. McCarthy, Boston U.

The Role of Executive Coaches in The Mason School’s Leadership Advantage Program | Karen D Locke, College of William and Mary

1287 (JS) - (MH, BPS) Back to the Source: Continuing the Conversation with Barnard
10:30am - 11:50am Anaheim Marriott: Elite 1
Organizer: Ellen O’Connor, U. of Paris Dauphine
Barnard as the Basis for a General Theory of Management | William Wolf, Cornell U.
Barnard: The Last Word on Decision Making | Ellen O’Connor, U. of Paris Dauphine
The Functions of the Executive: A System’s View of the Organization | Joseph Mahoney, U. of Illinois, Urbana-Champaign
Chester Barnard and The Functions of the Executive: Ethical implications for managers 70 years on | Paul C Godfrey, Brigham Young U.
Moral Identity as a Foundation for Executive Responsibility: Barnard’s View | Milorad M. Novicevic, U. of Mississippi
Chester Barnard’s “Moral Leadership”: Lessons from the Past, for the Present | Daniel A Wren, U. of Oklahoma

1288 (Paper Session) - (MOC) Cognitions and HR Processes
10:30am - 11:50am Anaheim Marriott: Elite 2
Chair: Stephanie E Newell, Eastern Michigan U.
Discussant: Ronald H. Humphrey, Virginia Commonwealth U.
Incentive Vividness and Improved Performance | Scott Jeffrey, U. of Waterloo; Gordon Kwesi Adomdza, U. of Waterloo
Be Wary of Paying People to Keep Secrets: Examining Incentives to Secure Confidential Information | Liane Wardlow Lane, U. of California, San Diego; Michael James Liersch, U. of California, San Diego
The Role of Temporal Perspectives in Motivation of the Selves | Sujin Lee, KAIST; Angela Y. Lee, Northwestern U.
The Paradox of Stretch Goals: A Theory of the Adoption of Seemingly Impossible Organizational Goals | Sim B. Sitkin, Duke U.; Chet Miller, Wake Forest U.; Kelly E. See, New York U.; Michael W. Lawless, U. of Maryland

1289 (Paper Session) - (MOC) Cognitions and Qualitative Research
10:30am - 11:50am Anaheim Convention Center: 210A
Chair: Linda J. Terry, Capella U.
Discussant: Jim Nelson, Southern Illinois U., Carbondale
The Birth and Death of Sensegiving Spirals: Searching for Meaning during Hong Kong’s SARS Outbreak | Amy Y. Ou, Arizona State U.; Kevin G. Corley, Arizona State U.
Winner of MOC Best Student Paper Award
Performance Factors in Distributed Coordination: A Distributed Cognition Approach | Valery Michaux, REIMS Management School
Session Details – Tuesday

**12:30 PM: (JIS: (MOC, OB, OMT)) Shared Affect at the Workplace: Understanding Individual Affect Tied to Social Networks**

10:30am - 11:50am Anaheim Convention Center: 209A

**Social Media:**
- The Role of Affect in the Network Structure
- Seung-Yoon Rhee, KAIST Business School

**Participants:**
- Karen Niven, U. of Sheffield
- Peter Titterdell, U. of Sheffield
- David Holman, U. of Sheffield

**Discussion:**
- Tiziana Casciaro, Rice U.
- Giuseppe Labianca, U. of Kentucky

**12:45 PM: (JIS: (MOC, OB, OMT)) Courage in Organizations:**

10:30am - 11:50am Anaheim Convention Center: 209B

**Social Media:**
- The Role of Affective Commitment in Building a Social Network
- Jennifer, U. of Central Florida

**Participants:**
- Amir Erez, U. of Florida
- Rob B. Briner, U. of London

**Discussion:**
- Maria Teresa Farkas, Gonzaga U.

**12:45 PM: (Paper Session) - (OB) Predicting Team Performance**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon A

**Chair:** Mark A. Clark, American U.

**Discussant:** Kenneth Lee Bettenhausen, U. of Colorado at Denver and Health Sciences Center

**Social Media:**
- The Effects of Task Interdependence and Team Identity
- Anit Somech, U. of Haifa

**Participants:**
- Hyoung Koo Moon, Korea U. Business School
- Seung-Yoon Rhee, KAIST Business School

**Discussion:**
- Anna Caroline Liu, U. of Nebraska

**12:45 PM: (Paper Session) - (OB) Innovation in Groups and Organizations**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon B

**Chair:** Jonah Friedman, Fordham U.

**Discussant:** Travis Maynard, Colorado State U.

**Social Media:**
- One Plus One Equals Three: The Effect of Paradoxical Cognition on Individual and Team Innovation
- Ella Miron-Spektor, Carnegie Mellon U.

**Participants:**
- Natalie Bayas, U. of Michigan

**Discussion:**
- The Influence of Newcomer Expertise on Knowledge in Groups: An Empirical Investigation
- Sunu Armagan, Florida International U.

**12:45 PM: (Paper Session) - (OB) The Darkside of Customer Service**

10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon C

**Chair:** Marie S. Mitchell, U. of Nebraska

**Discussant:** Maria Rotundo, U. of Toronto

**Social Media:**
- Customers’ Abusive Behavior and Service Providers’ Performance: The Role of Personality
- Paraskevi T. Christoforou, National U. of Singapore

**Participants:**
- DeeAnn Volpone, U. of Houston

**Discussion:**
- The Squeaky Wheel: Customer Complaint Behavior, Customer Personality and Employee Performance
- Sabrina Emily M Hunter, U. of California

**12:45 PM: (Paper Session) - (MSR) Workplace Spirituality:**

10:30am - 11:50am Anaheim Marriott: Platinum 10

**Chair:** Karen Norum, Gonzaga U.

**Discussant:** Faith Wambura Njiru, Yale U.; Richard Perego, U. of Dallas Graduate School of Management

**Social Media:**
- Applying Four-Phase Organization Learning Theory to the Gospel of Luke: An Interdisciplinary Study
- Bruno Dyck, U. of Manitoba

**Participants:**
- Laurence Broadhurst, U. of Manitoba

**Discussion:**
- The Deliberate Influence of Affect in Organizational Networks
- Tiziana Casciaro, Rice U.

**12:45 PM: (Paper Session) - (MOC, ODC, SIM) Exploring the Intersections of Identity and Social Change**

10:30am - 11:50am Anaheim Convention Center: 204A

**Organizers:**
- Scott Sonenschein, Rice U.; Jane E. Dutton, U. of Michigan, Ann Arbor

**Social Media:**
- Tempered Radicals as Positive Deviants
- Debra Meyerson, Stanford U.

**Participants:**
- Jane E. Dutton, U. of Michigan

**Discussion:**
- Pratima Bansal, U. of Western Ontario; Natalie Slawinski, U. of Western Ontario

**12:45 PM: (Paper Session) - (MOC, OB, OMT) Spirituality in the Management Context:**

10:30am - 11:50am Anaheim Marriott: Platinum 10

**Chair:** Karen Norum, Gonzaga U.

**Discussant:** Faith Wambura Njiru, Yale U.; Richard Perego, U. of Dallas Graduate School of Management

**Social Media:**
- Applicating Four-Phase Organization Learning Theory to the Gospel of Luke: An Interdisciplinary Study
- Bruno Dyck, U. of Manitoba

**Participants:**
- Laurence Broadhurst, U. of Manitoba

**Discussion:**
- Spirituality in the Management Context: Theory and Measurement
- Caroline Liu, U. of Southern California

**12:45 PM: (Paper Session) - (OB) The Workplace Spirituality Movement:**

10:30am - 11:50am Anaheim Marriott: Platinum 10

**Chair:** Karen Norum, Gonzaga U.

**Discussant:** Faith Wambura Njiru, Yale U.; Richard Perego, U. of Dallas Graduate School of Management

**Social Media:**
- The Workplace Spirituality Movement: Identifying the Shadow of Management and Managing the Shadow
- Marjolein Lips-Wiersma, U. of Canterbury

**Participants:**
- Kathy Lund Dean, Idaho State U.; Charles J. Fornaciari, Florida Gulf Coast U.

**Discussion:**
- The Spirit of Life’s Work at Work
- David Trott, St. Edwards U.; Janet K Kiehl, U. of Connecticut
1297 | (Paper Session) - (OB) Proactive Personality
10:30am - 11:50am Hilton Anaheim: Laguna B
Chair: James M. LeBreton, Purdue U.
Discussant: Don Vandewalle, Southern Methodist U.
- Elaborating the Effects of Proactive Personality in China: A Relational Perspective | Ning Li, Shanghai Jiao Tong U.; Jian Liang, Shanghai Jiao Tong U.; Mike Crant, U. of Notre Dame
- Change-Driven by Nature: A Meta-Analytic Review of the Proactive Personality Literature | Bryan Fuller, Louisiana Tech U.; Laura Elizabeth Marler, Mississippi State U.
- A Model of the Antecedents and Outcomes of Proactive Work Orientation | Steffen P. Raub, Ecole Hotelière de Lausanne

Impacts of Proactive Personality on the Link between Network Centrality and Satisfaction/Resistance | Seung Hwan Mark Lee, U. of Western Ontario; Israr Qureshi, U. of Western Ontario; Arjun Bhardwaj, Richard Ivey School of Business; Alison Konrad, U. of Western Ontario

1298 | (Paper Session) - (OB) Emotional Intelligence
10:30am - 11:50am Hilton Anaheim: Pacific Pavilion A
Chair: Lillian Schumacher, U. of Saint Francis
Discussant: Neal M. Ashkanasy, U. of Queensland
- Emotion and Cognition: The Role of Ability Based Emotional Intelligence and Discrete Emotions | Janaki Gooty, State U. of New York, Binghamton; Mark Gavin, Oklahoma State U.
- Impact of Team Leaders' Emotional Intelligence and Group-Affect on Team Commitment | Sophia Soyoung Jeong, U. of South Carolina
- Revisiting the Link between Leaders' Emotional Intelligence and Transformational Leadership | Sirkwoo Jin, U. of Maryland; Myeong-Gu Seco, U. of Maryland; Debra L. Shapiro, U. of Maryland

Emotional Intelligence: An investigation of the dimensionality of self-perceived EI | Donald H. Klumper, Louisiana State U.; Sungwon Choi, Louisiana State U.; Kerry S. Sauley, Louisiana State U.

1299 | (OB, CM, RM) What About Psychological Ownership and Territoriality? Questions We Are Starting to Ask
10:30am - 11:50am Hilton Anaheim: El Capitan B
Chair: Graham Brown, Singapore Management U.; Craig D. Crossley, U. of Nebraska/Schwans U.
Discussant: Jon L. Pierce, U. of Minnesota, Duluth
- Promotive Reactions of Psychological Ownership | James B. Avey, Central Washington U.; Bruce Avolio, U. of Nebraska; Ketan H. Mhatre, U. of Nebraska-Lincoln; Craig D. Crossley, U. of Nebraska/Schwans U.

Construction and Validation of a Measure of Territoriality in Organizations | Graham Brown, Singapore Management U.; Craig D. Crossley, U. of Nebraska/Schwans U.
- Employee Participation, Psychological Ownership and Knowledge Sharing | Tzu-Shian Han, National Chengchi U., Taiwan; Hsu-Hsin Chiang, National Chengchi U., Taiwan; Aihwa Chang, National Chengchi U.

How do Employees React to Knowledge Hiding at Work? | David Zweig, U. of Toronto; John P. Trougakos, Purdue U.

Collective Feelings of Possession: Territoriality in the Context of Municipality Mergers | Iiro Jussila, LUT School of Business; Pasi Tuominen, LUT School of Business
Participants: James B. Avey, Central Washington U.; Bruce Avolio, U. of Nebraska; Graham Brown, Singapore Management U.; Craig D. Crossley, U. of Nebraska/Schwans U.; Aihwa Chang, National Chengchi U.; Hsu-Hsin Chiang, National Chengchi U., Taiwan; Iiro Jussila, LUT School of Business; Ketan H. Mhatre, U. of Nebraska-Lincoln; John P. Trougakos, Purdue U.; Tzu-Shian Han, National Chengchi U., Taiwan; Pasi Tuominen, LUT School of Business; David Zweig, U. of Toronto

1300 | JS: (OB, HR) Beyond Performance: Non-Traditional Consequences of Helping Behavior for the Helper
10:30am - 11:50am Anaheim Marriott: Grand Ballroom - Salon D
Chairs: Matthias Spitzmueler, Michigan State U.; Linn Van Dyne, Michigan State U.
Expanding the Criteria Domain: Consequences of Helping on Individual Well-Being and Adjustment | Matthias Spitzmueler, Michigan State U.; Linn Van Dyne, Michigan State U.
- A Paradox of Citizenship Satisfaction: Why We Enjoy Helping Out-Groups More Than In-Groups | Adam M. Grant, U. of North Carolina, Chapel Hill
- Reciprocity Preferences and Group Identification in Generalized Exchange | Robb Willer, U. of California, Berkeley; Frank Flynn, Stanford U.; Sonya Zak, Stanford U.
- Presenters: Adam M. Grant, U. of North Carolina, Chapel Hill; David T. Wagner, Michigan State U.; Sonya Zak, Stanford U.
- Participants: Frank Flynn, Stanford U.; Robb Willer, U. of California, Berkeley

1301 | SHCS: (OB, HR, ODC) Building and Repairing Organization-Level Trustworthiness
10:30am - 11:50am Hilton Anaheim: Pacific Pavilion B
Chairs: Nicole Gillespie, Warwick Business School; Deanne N. DenHartog, U. of Amsterdam; R H. Searle, The Open U.; Tally Hatzakis, Brunel U.
- Trust Repair After an Organization-Level Failure | Nicole Gillespie, Warwick Business School; Graham Dietz, U. of Durham
- Trust in Organizations: Does it Differ Across Cultures? | Hwee-Hoon Tan, Singapore Management U.; S. Arzu Wasti, Sabanci U.
- Organizational Trustworthiness: The Role of High Involvement HR Systems and Procedural Fairness | R H. Searle, The
**1032** **JS:** (OB, MOC) The Unintentional Self
10:30am - 11:50am Hilton Anaheim: El Capitan A
Chair: Nathanael Fast, Stanford U.
Participants: Kimberly Rios Morrison, Ohio State U.; Nathanael Fast, Stanford U.; Noah J. Goldstein, U. of Chicago; M. Ena Inesi, London Business School
Discussant: Baytalskaya, Stanford U.; Moorman, Michigan State U.; Heije, Tilburg U.; Lee, National Cheng Chi U.; Li, Michigan State U.; Chao, National Sun Yat-Sen U.

**1302** **JS:** (OB, MOC, ODC) Bouncing Back from Negative Events: Individual, Interpersonal and Organizational Experiences
10:30am - 11:50am Hilton Anaheim: Laguna A
Chair: Anthony P. Ammeter, U. of Mississippi
Participants: Nathanael Fast, Stanford U.; Joshua D Margolis, Harvard U.; Andrew Molinsky, Brandeis U.; Noah J. Goldstein, U. of Chicago; M. Ena Inesi, London Business School

**1304** **JS:** (OB, RM) Providing Timely Assistance: New Developments in the Measurement of Temporal Constructs
10:30am - 11:50am Hilton Anaheim: El Capitan A
Chair: Susan Mohammed, Pennsylvania State U.; Nataliya Baytalskaya, Pennsylvania State U.
Participants: Allen Bluedorn, U. of Missouri; Elizabeth Oberlander, Michigan State U.; Frederick L. Oswald, Michigan State U.; Hubert T Chen, U.S. Navy
Discussant: Kathryn S Rogers, Pitzer College

**1305** **JS:** (OB, MOC, ODC) Communities of Practice: Coordination and Leadership
10:30am - 11:50am Anaheim Marriott: Elite 3
Chair: Robert Fuller, U. of Tennessee, Knoxville
Participants: Nathanael Fast, Stanford U.; Joshua D Margolis, Harvard U.; Andrew Molinsky, Brandeis U.; Noah J. Goldstein, U. of Chicago; M. Ena Inesi, London Business School

**1306** **JS:** (OB, MOC, ODC) Organizational Justice & Fairness in Downsizing and Change Situations
10:30am - 11:50am Anaheim Marriott: Elite 3
Chair: Carole Lalonde, U. Laval
Participants: Nathanael Fast, Stanford U.; Joshua D Margolis, Harvard U.; Andrew Molinsky, Brandeis U.; Noah J. Goldstein, U. of Chicago; M. Ena Inesi, London Business School
Effects of Managerial Explanation and Fairness on Implementing Organizational Change | Daejeong Choi, U. of Iowa


Restructuring Strategies: A Further Explanation of Survivors’ Reactions to Downsizing | Kusum Sahdev, ODLR

Teaching-oriented Questions

The Film Industry as Example

Audiences, Legitimation and Individual Creative Performance

Organizer: 1311/g1d/g0b/g42/g34

Standing Out of the Crowd: Exclusivity and Community Effect

Chair: 1309: (OM) JOM Best Paper Session


Outsourcing impact on manufacturing firms’ value: Evidence from Japan | Bin Jiang, DePaul U.; James A Belohlav, DePaul U.; Scott Thomas Young, DePaul U.

Exploring retailers’ sensitivity to local sustainability policies | Hans J. Quak, Erasmus U. Rotterdam; Rene B.M. de Koster, Erasmus U. Rotterdam

Research-oriented

Social Networks, Genres and Film Ratings | David M. Waguespack, U. of Maryland, College Park; Olav Sorenson, U. of Toronto

Presenters: Jarrett Spiro, INSEAD; Gino Cattani, New York U.; Sasha Goodman, Stanford GSB; David M. Waguespack, U. of Maryland, College Park

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Session Details – Tuesday

Cross-classifications: An Empirical Study of Multiplex Identities in Organizational Communities | Fabio Fonti, Boston College; Alessandro Lomi, U. of Lugano

Relational Coherence, Relational Continuity, and Identity Clarity | Zhi Huang, Department of Management of Organizations, HKUST

Identity Salience, Interaction Pattern, and the Construction of Shared Identity in IOMT | Melanie Schreiner, U. of Konstanz; Ruediger Klimecki, U. of Konstanz

1315 (Paper Session) - (OMT) Networking: Social Capital in Organizations
10:30am - 11:50am Anaheim Convention Center: 303B
Chair: Saroj Kumar Pani, IIMB
Social Capital Configurations in High-Performance Organizations | Claudia D. Jonczyk, ESCP-EAP European School of Management; Ben M. Bensaou, INSEAD; Charles D. Galunic, INSEAD; Roxana Barbulescu, INSEAD
Form or Substance: How Generalist and Specialist Lawyers make Different Use of their Social Capital | Marten Dresen, RSM Erasmus U.; Eiko Klijn, RSM Erasmus U.; Lucas C.P.M. Meij, Erasmus U.
Untangling Organizational Social Capital: Relationships Among its Dimensions and Antecedents | David Pastoriza, HEC Montreal; Miguel A. Arinó, IESE Business School, U. of Navarra; Joan Enric Ricart, IESE Business School; Miguel Canela, U. of Barcelona
Resourcing Social Capital in the Emergence of Organizational Capabilities | Christopher Fredette, Schultich School of Business, York U.

1316 (Paper Session) - (OMT) Yes you Can: Leadership Types and Effects
10:30am - 11:50am Anaheim Convention Center: 303C
Chair: Ricardo H. Archbold, US Postal Service/U. of Phoenix
Governing Ourselves before Governing Others: An Investigation of Authentic Leadership | Robert Cameron, Capella U.
Expeditionary Leadership: Leaders Impacting their Contexts | John W Medofc, McMaster U.
Leadership and Organizational Performance: When Leadership Cooperation is the Norm | Bjarne Espedal, Norwegian School of Economics and Business Administration; Olav A. Kvitastein, Norwegian School of Economics and Business Administration

1317 (Paper Session) - (OMT) Organizational Adaptation and Strategy
10:50am - 11:50am Anaheim Convention Center: Exhibit Hall C - OMT 1
Presented on panels 29-37
Reshuffling: Strategic Group Mobility and Dynamic Capabilities | Lei Zhang, U. of Maryland, College Park
Determinants of Ownership Allocation | Christian Weiss, European Business School
Does Strategic Planning affect Organizational Survival? | Carol Yeh-yun Lin, National Chengchi U., Taiwan; Mavis Yi-Ching Chen, China U. of Technology; Chia-Hsiung Huang, National Chengchi U., Taiwan
Seeking Boundary Clarity: Before Proceeding to use Porter's Cluster Theory | David Marshall Hunt, TUI U.
Corporate Social Performance: What Yields the Maximum Advantage? | Punit Arora, Syracuse U.
An Exploration of Managerial Decisions based on Corporate Effectiveness and Competitive Efficiency | Kevin L. Johnson, Baylor U.
Foreign Parent Contributions, Experiences, and International Joint Venture Control and Performance | Nguyen Huu Le, Marketing Department, U. of Vaasa

1318 JS: (OMT, BPS, ODC) Paths in Organizational Fields
10:30am - 11:50am Anaheim Convention Center: 200D
Discussant: Robert A Burgelman, Stanford U.
The Horse’s Hoof: Social Identity, Path-Dependence and Path Breaking in the Equine Industry | Kenneth W Koput, U. of Arizona; Michael W. Conaway, Reata Equine Veterinary Group; David Olson, California State U. Bakersfield
‘The Curse of the Follower’: Path Dependency and its Consequences in the Role-Playing Game Industry | Benoit Demui, U. of Lille 1; Xavier Lecocq, U. of Lille 1; Filippo Carlo Wezel, U. of Lugano
Organizational and Institutional Path Dependence in the German Clothing Industry | Joerg Sydow, Freie U. Berlin; Elke Sylvie Schuessler, Freie U. Berlin
Presenters: Filippo Carlo Wezel, U. of Lugano; Kenneth W Koput, U. of Arizona; David Olson, California State U. Bakersfield; Elke Sylvie Schuessler, Freie U. Berlin

1319 SHCS: (OMT, BPS, TIM) Inter-organizational Benchmarking: Antecedents and Consequences
10:30am - 11:50am Anaheim Convention Center: 204C
Organizers: Forrest Briscoe, Pennsylvania State U.; Sean Safford, U. of Chicago Graduate School of Business
Chair: Andrew J. Hoffman, U. of Michigan
Discussant: Joseph J Galaskiewicz, U. of Arizona
Where do Benchmarking Networks Come From? | Sean Safford, U. of Chicago Graduate School of Business; Forrest Briscoe, Pennsylvania State U.
Who Does an Elite Organization Emulate? Networks, Influence and Benchmarking | Mary Still, Cornell U.; David Strang, Cornell U.
The Selection of Competitive Benchmarks: Integrating Strategic Group & Social Network Perspectives | Kwangho Kim, Pennsylvania State U.; Wenpin Tsai, Pennsylvania State U.
Fading from Sight: Effects of Network Structure on Firm Exit | Sonic Wu, National Taiwan U.

Participants: MaryStill, Cornell U.; David Strang, Cornell U.; Kwangho Kim, Pennsylvania State U.; Sonic Wu, National Taiwan U.; Wenpin Tsai, Pennsylvania State U.

1320 📣 (Paper Session) - (ONE) Rethinking Corporate Sustainability
10:30am - 11:50am Anaheim Marriott: Platinum 4
Chair: Lutz Preuss, Royal Holloway College, U. of London
Discussants: Jijun Gao, U. of Western Ontario; Sandra Rothenberg, Rochester Institute of Technology

Re-visioning Corporate Sustainability; Development of a Systems-Based Sustainable Business Model | Wendy Stubbs, Monash U.

Achieving Sustainability: Antecedents and Consequences in the U.S. and Other Countries | Kent D. Fairfield, Fairleigh Dickinson U.; Joel I Harmon, Fairleigh Dickinson U.; Scott J Behson, Fairleigh Dickinson U.

Beyond the Bounded Instrumentality in Current Research on Corporate Sustainable Development | Tobias Hahn, Institute for Futures Studies and Technology Assessment; Frank Figge, Queen’s U. Belfast

The False Dichotomy between Business and the Natural Environment: Are We Asking Useful Questions? | Jeffrey G. York, U. of Virginia

1321 📣 (Paper Session) - (PNP) Role of HRM in PNP sectors
10:30am - 11:50am Anaheim Marriott: Platinum 1
Chair: Andrew James Noblet, Deakin U.

Strategic Human Resources Management in Nonprofit Organizations: An Empirical Study | Chao Guo, U. of Georgia

Contingent but Committed: HR Practices, Climate and Temporary Organizations Performance | Ing-Chung Huang, National Kaohsiung U.; Chih Ming Ho, National Sun Yat-sen U.; Taiwan; Jinn-Feng Uen, National Sun Yat-Sen U.; Long Sheng Lin, National Sun Yat-Sen U.; Po Chien Chang, National Sun Yat-sen U.; Taiwan

The Role of Path Dependency in Nonprofit Organizations: Developing and Implementing HR Practices | Alina S. McCandless, Leibniz U. Hannover

Assessing strain among public sector personnel using job stress and organizational justice models | John J. Rodwell, Deakin U.; Andrew James Noblet, Deakin U.

1322 📣 (Paper Session) - (PNP, SIM) Integrative Leadership: Leading Together for the Common Good
10:30am - 11:50am Anaheim Marriott: Orange County 4
Chairs: Joyce Bono, U. of Minnesota; Barbara C. Crosby, U. of Minnesota

Fostering Integrative Community Leadership | Joyce Bono, U. of Minnesota; Winny Shen, California State U. Los Angeles; Mark Snyder, U. of Minnesota


Integrative Public Leadership in Rural North Carolina | Ricardo Morse, U. of North Carolina at Chapel Hill


Presenters: Joyce Bono, U. of Minnesota; Mary F. Sully De Luque, Thunderbird School of Global Management; Ricardo Morse, U. of North Carolina at Chapel Hill; Sonia Ospina, New York U.

1323 📣 (Paper Session) - (RM) Building Bridges to Industry Practice
10:30am - 11:50am Hilton Anaheim: Mezzanine 13
Chair: Iuri Gavronski, U. Federal do Rio Grande do Sul
Discussant: Steve Scullen, Drake U.

The Question of Relevance in Management Science - and a Revisit of Action Research | Jacqueline Fendt, ESCP; Renata Kaminska-Labbe, CERAM

The Relationships between Accounting and Market Measures of Firm Performance: How Strong are They? | Richard John Gentry, West Virginia U.; Wei Shen, U. of Florida

The Case for Embeddedness in Organizational Research | James Doyle, Carleton U.; Steven A Murphy, Carleton U.

Three Facets of Management Research | Hans Ramo, Stockholm U. School of Business

1324 📣 (Paper Session) - (RM) International Advances in Theory Development
10:30am - 11:50am Hilton Anaheim: Mezzanine 13
Chair: David Partington, Cranfield U.
Discussant: Lynn Foster-Johnson, Dartmouth College

Sense and sensibility: Two approaches for using existing theory in theory building case research | Poul Houman Andersen, Aarhus U.; Hanne Kragh, Aarhus School of Business, U. of Aarhus

Consortial Benchmarking: A Joint Academic-Industry Case Study Research Approach | Holger Schiele, Leibniz U. of Hanover; Stefan Krummaker, Leibniz U. of Hanover

Technological Change as Punctuated Equilibrium: A Chaotic Model | Shih-Chang Hung, National Tsing Hua U.; Min-Fen Tu, National Tsing Hua U.

An Introduction to Evidence-Based Modeling of Contingency Theory | Malcolm James Beynon, Cardiff U.; Rhys Andrews, Cardiff U.; George Alexander Beynon, Cardiff U.

1325 📣 (Paper Session) - (RM) Recent Developments in Measurement
10:30am - 11:50am Hilton Anaheim: Oceanside
Chair: Harry P. Bowen, Queens U. of Charlotte
Discussant: Hock-Peng Sin, Michigan State U.

First Decade of ORM: Trends in Design, Measurement, and Data-Analysis Topics | Herman Aguinis, U. of Colorado, Denver; Charles A. Pierce, U. of Memphis; Frank A. Bosco, U. of Memphis; Ivan Muslin, U. of Memphis

Survey Response Rate Levels and Trends in Organizational Research | Yehuda Baruch, U. of East Anglia; Brooks C. Holton, Georgetown U.

EIGHT General Questions on Measurement Equivalence/Invariance that Bother me most | Changyu Hu,
Session Details – Tuesday

1326: (Paper Session) - (SIM) The Financial Performance/Social Performance Connection
10:30am - 11:50am Anaheim Marriott: Orange County 1
Facilitator: Paul Dunn, Brock U.
How CSR impacts financial performance: the pathways and the role of firm branding strategy | Manoj K. Agarwal, Binghamton U.; Guido Berens, Erasmus U.
How Risk Mediates the CSP-CFP Link | Jeff Frooman, U. of New Brunswick; Charlene E. Zietsma, U. of Western Ontario; Brent A McKnight, U. of Western Ontario; Audrey Murrell, U. of Pittsburgh
The cultural limits of enlightened self-interest: A dual effects, contingent resource-based view | Benjamin A. Neville, U. of Melbourne; Dan V. Caprar, Australian School of Business
A Longitudinal Study of Corporate Responsibility and Risk-Adjusted Return to Stockholders | Samuel B Graves, Boston College; Sandra Waddock, Boston College; Jegoo Lee, Boston College

1327: (Paper Session) - (SIM) Cross-Sector Issues
10:30am - 11:50am Anaheim Marriott: Orange County 3
Facilitator: Duane Windsor, Rice U.
NGOs, interest groups or activists? A framework for NGOs as legitimate partners of corporations | Dorothea Baur, U. of St. Gallen
The “Real” world out there: Firm and NGO Mental Maps in the Oil Sector in Ecuador | Rafael Lucea, George Washington U.
Plowing with an Ox and a Donkey Yoked Together: Successful Cross-Sector Partnerships | Marlene J Le Ber, Ivey School of Business

1328: (Paper Session) - (SIM, CMS) Critiques of CSR and the crafting of new questions about business and society
10:30am - 11:50am Anaheim Marriott: Orange County 2
Chair: Andrew Crane, York U.
Symposium Overview: Critiques of CSR and the Crafting of New Questions About Business and Society | Andrew Crane, York U.
Principals and Agents: Further Thoughts on the Friedmanite Critique of CSR | Bryan W Husted, York U.
Re-Thinking Corporate Social Responsibility and the Role of the Firm – On the Denial of Politics | Gerard Hanlon, Queen Mary College, U. of London
Corporate Social Responsibility as Contested Global Governance | David Levy, U. of Massachusetts, Boston; Rami Kaplan, Tel Aviv U.
Much Ado about Nothing: A Conceptual Critique of CSR | Hans Van Oosterhout, RSM Erasmus U.; Pursey Heugens, RSM Erasmus U.

1329: (Paper Session) - (TIM) Organizational Relationships: Internationalization Networks
10:30am - 11:50am Anaheim Marriott: Suite 315
Chair: Sotiris Rompas, Warwick Business School
Discussants: Diane Dromgold, RNC Global Projects; Michael B. Heeley, Colorado School of Mines; Eugenia Cacciatori, Bocconi U.; Claire A. Simmers, St. Joseph’s U.; Rui Wu, U. of Southern California
The Role of Boards and Board Ties for the Performance of Startups | Mattias Johansson, U. of Oslo, Norway; Linus Dahlander, Imperial College London; Martin W Wallin, Swiss Federal Institute of Technology Zurich, ETH
How Multiple Networks Among Firms Affect the Timing of New Technologies | Xing Zhong, U. of Chicago
Agency and Structure: A Social Simulation of Knowledge-Intensive Industries | Petra Ahrweiler, U. College Dublin; Nigel Gilbert, U. of Surrey; Andreas Pyka, U. of Bremen
Coopetition and Open Innovation - Keep Your Friends Close and Your Enemies Closer? | Wolfgang Sofka, Centre for European Economic Research
The Evolution of Technology-Based Alliance Networks in Pharmaceutical Biotechnology | Victor Gilgins, Tilburg U.; Myriam Cloodt, Eindhoven U. of Technology; Nadin Reijakkers, Atos Consulting

1330: (TIM) Plan as you go business planning
10:30am - 11:50am Anaheim Convention Center: 303D
Plan as you go business planning | Tim Berry, Palo Alto Software
Speaker: Tim Berry, Palo Alto Software

1331: (Paper Session) - (TIM) New Product Development: Management, Modular Product Design, & Research and Development
10:30am - 11:50am Anaheim Convention Center: 304B
Chair: George S. Vozikis, California State U. Fresno
Discussants: Gita Surie, Adelphi U.; Rajiv Sharad Narvekar, Infosys Technologies; Richard Grant Bush, Lawrence Technological U.; Tom Wamalwa, Spoon River College
Knowledge Management Orientation, Shared Vision, Product Innovation and Performance | Catherine L. Wang, Royal Holloway, U. of London; Mohammed Rafiq, Loughborough U.; Pervaiz Khalid Ahmed, Monash U., Sunway Campus
Mix-and-match: Prospects for inter-firm modularity-in-use | Amit Das, Nanyang Technological U.
Component Modularity, Buyer-Supplier Integration, and the Performance of Supply Relationships | Anna Cabigiosu, U. of Padova; Arnaldo Camuffo, Bocconi U.
How low and medium research intensity relates to sectoral patterns of technological change | Helena Barnard, Gordon Institute of Business Science, U. of Pretoria; Andre Buys, U. of Pretoria

Presenters: Bryan W Husted, York U.; Pursey Heugens, RSM Erasmus U.; Hans Van Oosterhout, RSM Erasmus U.; Gerard Hanlon, Queen Mary College, U. of London; David Levy, U. of Massachusetts, Boston; Rami Kaplan, Tel Aviv U.
10:30am - 11:50am Anaheim Convention Center: 304C
Chair: Ning Su, Stern School of Business, New York U.
Internal versus External CEO and Explorative versus Exploitative Technological Performance | Tariq H. Malik, U. of London
Ambidextrous innovation: considering the organizational and institutional determinants | Cheng-Yu Lee, National Cheng Kung U.; Weichieh Su, National Tsing Hua U.; Hsieh Liang Wu, National Taiwan U.; Chia-Chi Chang, Academia Sinica, Taiwan
Antecedents and Outcomes of IT-Business Strategic Alignment: An Empirical Study of Jordanian Firms | Ra'ed Masa'deh, U. of Nottingham; George Kuk, U. of Nottingham
Overcoming the dichotomy Technology Trade vs Proprietary Integration in Technology Commercialization | Elena Novelli, Bocconi U.; Giovanna Padula, Bocconi U.; Rekha Rao, Sant'Anna School of Advanced Studies
Innovation Purity: The Size Contingency to Ambidexterity | Oana Branzei, U. of Western Ontario; Stewart Thorhill, U. of Western Ontario

1333 : (Paper Session) - (TIM) Strategic Organizational Relationships and Joint Ventures
10:30am - 11:50am Anaheim Convention Center: 304D
Chair: Victor Seidel, Oxford U.
Discussants: Robert C. Seamans, UC Berkeley; Aravind Chandrasekaran, U. of Minnesota; Sheryl Winston Smith, U. of Minnesota; Glen Stirling Taylor, Cal State U. East Bay
Interactional Absorptive Capacity and Innovation Performance | Marshall Shcribing Jiang, Brock U.; Rekha Krishnan, Simon Fraser U.; Preet S Aulakh, York U.
The Nature of Collaborative Patenting Activities | Aldo Geuna, SPRU U. of Sussex; Roberto Fontana, U. of Pavia and CESPRI-Bocconi University
Technology In-Sourcing and the Creation of Pioneering Technologies | Vareska Van De Vranda, RSM Erasmus U.; Wim Vanhaverbeke, Eindhoven U. of Technology; Geert Duysters, Eindhoven U. of Technology

1334 : (Paper Session) - (TIM) Organizational Relationships and Adoption Visual Presentations
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - TIM 1
Presented on panels 36-48
Factors Determining the Success of ‘Alliances for Innovation’ in the Indian Biotechnology Industry | Raghunath S, IIM Bangalore; Thomas Joseph, IIM Bangalore
When Networks Matter: Network Content and Innovation Output | Irem Demirkiran, Northeastern U.
Alliance block building and breaking: Technological profiles as predictors of clique spanning ties | Michiel Pieters, Hasselt U.; Vareska Van De Vrande, RSM Erasmus U.; John Hagedoorn, Maastricht U.; Wim Vanhaverbeke, Eindhoven U. of Technology
Building an Efficient Planning Model for Supply chain systems | James K. C. Chen, Asia U. Department of Business Administration; Gwo-Hshiung Tseng, Department of Business and Entrepreneurial Administration, College of Management, Kainan U.
Dancing with Up-stream Directives in the Supply Chain Suppliers’ Innovation Performance | Ricarda R. Bouncken, U. of Greifswald; Anne Koehn, Ernst-Monitz Arndt U. Greifswald
SMEs and Academia in Cultural Convergence: Changing Logics of R&D Practices | Toke Bjerregaard, Aarhus School of Business, U. of Aarhus
Successful Patterns of Scientific Knowledge Sourcing in High Tech Firms – Beyond One Size Fits All | Birgit Aschoff, Centre for European Economic Research (ZEW)
Intellectual arbitrage across institutional domains: effects on innovation | Markus Perkmann, Loughborough U.
How do Universities license technology? Knowledge generation and commercialization ability | Anupama Phene, U. of Utah; Julie Feickert, U. of Utah; Karin Fladmoe-Lindquist, U. of Utah
The Trajectory of Mobile Infrastructures in the UK Fire Service from 1997-2007 | Martin P Brigham, Lancaster U.

1335 : (Paper Session) - (TIM) Theoretical Issues in Technology & Innovation: Visual Presentations
10:30am - 11:50am Anaheim Convention Center: Exhibit Hall C - TIM 2
Presented on panels 49-52
Leveraging IT Capabilities into Bioinformatics in India | Preeta Baranjee, Brandes U.
The Two Faces of Collaboration Network in Innovation: A Resource-Based and Competition Perspective | Jie Wu, The U. of Auckland
Branding vs. Contract Manufacturing | Chung-Jen Chen, National Taiwan U.; Yung-Chang Hsiao, National Cheng Kung U.
Innovation capabilities and productivity: US and UK small and medium enterprises | Ana Cristina O Siqueira, U. of Cambridge; Andy Cosh, Cambridge U.

Tuesday 12:00PM
1336 : (AAA) Presidential Luncheon
12:00pm - 2:00pm Anaheim Marriott: Marquis Ballroom
Distinguished Speaker: Thomas W. Lee, U. of Washington
Chair: Angelo DeNisi, Tulane U.

Tuesday 2:15PM
Tuesday 2:30PM

1337 : (AAA) Conference Registration
2:15pm - 5:00pm Anaheim Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

1338 : (AAA) Membership Debriefing Meeting
2:30pm - 3:30pm Anaheim Marriott: Desert Springs
Organizer: James Calvin, Johns Hopkins U.

1339 : (AAA) AOM Membership
2:30pm - 5:00pm Anaheim 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.

1340 : (AAS) Questions We Should Ask in International Management?
2:30pm - 3:30pm Hilton Anaheim: California Pavilion A
Organizers: Gavin Jack, U. of Leicester; Marta B. Calás, U. of Massachusetts, Amherst; Stella M. Nkomo, U. of South Africa; Tuomo Peltonen, U. of Oulu
Participants: Galit Alon, Bar Ilan U.; Oded Shenkar, The Ohio State U.; Yadong Luo, U. of Miami; Michal Frenkel, Hebrew U. of Jerusalem; David Levy, U. of Massachusetts, Boston; Banu Ozkazanc Pan, U. of Massachusetts, Amherst; Paul M. Leonardi, Northwestern U.; Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of Southern California; Tina Dacin, Queen’s U. Canada

1341 : (AAS) Changing the Questions We Ask: New Directions in the Meaning of Work
2:30pm - 3:30pm Anaheim Convention Center: 204B
Chair: Brent Rosso, U. of Michigan; Kathryn Dekas, U. of Michigan; Amy Wrzesniewski, Yale U.
Economic Considerations and the Meaning of Work | Arthur P. Brief, U. of Utah
Work as a Neoclassical Calling and the Dual Edges of Deeply Meaningful Work | J. Stuart Bunderson, Washington U.; Jeffrey A. Thompson, Brigham Young U.
Religion and Spirituality and the Meaning of Work | Lloyd Sandelands, U. of Michigan, Ann Arbor
Primacy of the Work Domain | Itzhak Harpaz, U. of Haifa
Meaning Making in Change Processes in Organizations | Scott Sonenshein, Rice U.
Organizational Influences on the Meaning of Work | Michael Pratt, Boston College
A Relational Lens on the Meaning of Work | Brent Rosso, U. of Michigan; Kathryn Dekas, U. of Michigan; Amy Wrzesniewski, Yale U.

1342 : (Paper Session) - (BPS) Environmental Context and New Venture Performance
2:30pm - 3:30pm Anaheim Marriott: Grand Ballroom - Salon G
Chair: Siri Ann Terjesen, Texas Christian U., Max Planck Institute of Economics
Discussant: Steven C. Michael, U. of Illinois, Urbana-Champaign
The Notion of Arch-Incumbency for De Novo Ventures: Experience from European Airlines | Terence Ping Ching Fan, Singapore Management U.
Large and Diverse versus Small and Homogeneous? Multi-Unit Ownership in Franchising | Xiaoli Yin, Baruch College

1343 : (Paper Session) - (BPS) Environmental Context and Strategic Orientation and Transition
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon H
Chair: Robert Phillip Wright, Hong Kong Polytechnic U.
Discussant: Frances H. Fabian, U. of Memphis
Dynamic Relationships of the Foursome | Boto Simatupang, U. of Indonesia; Budi W. Soetjipto, U. of Indonesia
Market Proactiveness: Construct, Antecedents and Consequences | José Leonardo Araújo, Fundacao Dom Cabral; Rogério Gava, Fundacao Dom Cabral
Why Look Back with Trouble Ahead? The Impact of Environmental Frames on Strategy Transition | Willem Smit, IMD; Stuart Read, IMD, Lausanne

1344 : (Paper Session) - (BPS) Governance Modes and Competitive Advantage
2:30pm - 3:30pm Anaheim Convention Center: 201A
Chair: Anne Parmigiani, U. of Oregon
Discussant: Glenn Hoetker, U. of Illinois, Urbana-Champaign
Strategic Choices, Governance Structure and Firm Performance | Ajai S Gaur, Old Dominion U.
Ultimate Control and Productivity: Evidence from Taiwan's Manufacturing Firms | Jia-Hui Lin, Tainan U. of Technology; Min-Hsien Chiang, Institute of International Business, National Cheng Kung U.
Financial and Risk-adjusted Performance of Franchising and Non-Franchising Firms: Who has an Edge? | Melih Madanoglu, Florida Gulf Coast U.; Kyuho Lee, Western Carolina U.
Knowledge Assets and Economic Performance: The Moderating Role of Corporate Governance Mechanisms | Jinyu He, Hong Kong U. of Science and Technology; Heli Wang, Hong Kong U. of Science and Technology

1345 : (Paper Session) - (BPS) New Venture Growth and Performance
2:30pm - 3:50pm Anaheim Convention Center: 201B
Chair: Benjamin K. Ofili, Northeastern State U.
Discussant: Aviad Pe'er, Dartmouth College
Strategic Choices and Growth of Newly Listed Firms in Europe: The Effects of an “IPO Imprint” | Igor Filatotchev, City U. London; Jennifer Piessc, King's College, U. of London
Strategic Persistence and Performance: A Longitudinal Study of Austrian SMEs | Karl-Heinz Leitner, Austrian Research Centers; Stefan Gueldenberg, U. of Liechtenstein
The Impact of Alliance Network on Post-IPO Performance | Shao-Chi Chang, National Cheng Kung U.; Sheng-Syan Chen, National Taiwan U.; Li-Yu Chen, National Cheng Kung U.
1346: (Paper Session) - (BPS) Ownership Structure and Corporate Strategies
2:30pm - 3:50pm Anaheim Convention Center: 201C
Chair: Karen Schnatterly, U. of Missouri-Columbia
Discussant: James Costantini, INSEAD
Intelligent Investing and Governance: The Role of Financial Acquirers | Aseem Kaul, U. of Pennsylvania
Ownership Structure and Corporate Diversification Strategies of Chinese Business Groups | Jun Zhao, Governors State U.
Open Market Stock Repurchases and Takeover Deterrence: An Empirical Game Theoretic Analysis | Anup Menon Nandialath, The Ohio State U.
Owners on Both Sides of the Deal: Mergers and Acquisitions and Overlapping Institutional Ownership | Maria Goranova, U. of Wisconsin Milwaukee; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.

1347: (Paper Session) - (BPS) Do CEO Characteristics Matter During Succession?
2:30pm - 3:50pm Anaheim Convention Center: 201D
Chair: Craig Crossland, U. of Texas at Austin
Discussant: Al Douglas McCready, McCready Manigold Ray & Co., Inc.
Keeping the Old CEO Involved versus Hiring a Prestigious New CEO: An Exploratory Dilemma | John Perry, Wichita State U.; Xin Yao, Wichita State U.; Gaylen N. Chandler, Wichita State U.
When the Predecessor CEO Remains on the Board: An Exploratory Analysis | Timothy J. Quigley, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.
CEO Succession and Strategy: The Impact of Network-Vs Attribute-Derived CEO Social Capital | Nikolaos Kavadis, INSEAD Paris
Strength in Numbers Or Guilt By Association?: Intra-Group Effects Of Female CEO Announcements | Heather R. Dixon, U. Carlos III de Madrid; Rui Wu, U. of Portland

1348: (Paper Session) - (BPS) Organizational Environments and Geographies
2:30pm - 3:50pm Anaheim Convention Center: 202A
Chair: Alexander Oettl, U. of Toronto
Discussant: Marco Giarratana, U. Carlos III de Madrid
Organizational Environments as Systems of Organizations | Juha Uttila, Helsinki U. of Technology; Thomas Keil, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology
A Multi-Dimensional Conceptualization of Environmental Velocity | Ian P. McCarthy, Simon Fraser U.; Thomas B Lawrence, Simon Fraser U.; Brian Wixted, Simon Fraser U.; Brian R. Gordon, Simon Fraser U.
Competitive Success of Industrial Districts: An Explorative Study in Italy | Ilaria Giannoccaro, Politecnico di Bari; Nunzia Carbonara, Politecnico di Bari; Vito Albino, Politecnico di Bari
Virtual Connections As Determinants of Industries Geographic Concentration | Maryam Kouchaki Nejad, U. of Utah

1349: (Paper Session) - (BPS) Mobility, Social Networks & Technology
2:30pm - 3:50pm Anaheim Convention Center: 202B
Chair: Adam M. Kleinbaum, Harvard U.
Discussant: Mark R. Meckler, U. of Portland
Learning to Compete: The Life-Cycle of a Strategic Innovation | Jason Ridge, Oklahoma State U.; Aaron Hill, Oklahoma State U.; Scott G. Johnson, Oklahoma State U.
The Impact Of Researcher Mobility On Knowledge Creation | Kremena Slavcheva Slavova, U. Carlos III de Madrid; Julio DeCastro, Instituto de Empresa; Andrea Fosfuri, U. of Carlos III de Madrid
Does Technology Really Vitate Effects of Distance? The Effect of Distance on Technology Contracts | Kyle J Mayer, U. of Southern California; Libby Weber, U. of Southern California
Rui Wu, U. of Southern California

1350: (Paper Session) - (BPS) Network Evolution: Causes and Consequences
2:30pm - 3:50pm Anaheim Convention Center: 203A
Chair: Chieh-Chung James Yen, Washington U. in St. Louis
Discussant: Gautam Ahuja, U. of Michigan
Co-evolution of Multiple Networks | Remzi Gozubuyuk, Instituto de Empresa

1351: (Paper Session) - (BPS) A Fresh Look at Strategic Decision-Making and Implementation
2:30pm - 3:50pm Anaheim Convention Center: 203B
Discussant: Rhonda K. Reger, U. of Maryland
Mental Models, Decision Making, and Performance Heterogeneity | Shayne Gary, Australian Graduate School of Management
Chunky vs. Incremental Growth: How to Expand a Search Domain | Oliver Baumann, Ludwig Maximilians U.; Nicolaj Siggelkow, U. of Pennsylvania
Back to the Future: A Fresh Look at Pearce & Robinson’s Grand Strategies | Nicholas O’Regan, Bristol Business School; Gerhard Kling, Bristol Business School; Abby Ghobadian, Henley Management College
Session Details – Tuesday

1352 (Paper Session) - (BPS) Networks: Antecedents and Strategic Impact
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - BPS 1
Presented on panels 1-6

Competition and Collaboration: The Case of the New Zealand Electricity Industry | Jill Hooks, Massey U. at Auckland; Nitha Palakshappa, Massey U. at Auckland
Network Positioning and Performance in the Aircraft Manufacturing and Airline Industries | Stephen Chen, Macquarie U.; Maciek Waldemar, Adam Ronowski, Australian National U.
Influence our Career Decisions: Authenticity and Attainability: How do Values and Beliefs and Strategic Impact
Chair: 2:30pm - 3:50pm Hilton Anaheim: Oceanside 1355
Organizers: 2:30pm - 3:50pm Hilton Anaheim: Capistrano A

1353 (Paper Session) - (BPS) Strategic Planning: Content & Process
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - BPS 2
Presented on panels 7-10

Searching for Opportunities: Guided vs. Experiential Process | Joanne Jin Zhang, City U. London
Disclosing Strategy: Stock Market's Reaction to Strategic Plan Presentations | Claudia Gabbonietta, IULM U.; Pietro Mazzola, IULM U.
Strategic Planning and Organizational Performance: Exploring Theoretical Gaps | Wade R. Rose, Carleton U.; Steven A Murphy, Carleton U.
Strategic Planning for Increasing Profitability: The Case of Marina Industry | Amos Raviv, Ben-Gurion U.; Rishon LeZion College of Management; Shlomo Yedidia Tarba, Ben-Gurion U.; Rishon LeZion College of Management

1354 (CAR) The Questions that we Ask about the Authenticity and Attainability: How do Values and Beliefs influence our Career Decisions
2:30pm - 3:50pm Hilton Anaheim: Capistrano A
Organizers: Sherry E. Sullivan, Bowling Green State U.; S. Gayle Baugh, U. of West Florida

1355 (Paper Session) - (CAR) Examining Negative Career Outcomes More Closely
2:30pm - 3:50pm Hilton Anaheim: Oceanside
Chair: Samuel Rabinowizt, Rutgers U.-Camden
Discussants: Birgit Schyns, U. of Portsmouth; Samuel Rabinowizt, Rutgers U.-Camden; LeAnne Coder, Western Kentucky U.; Robert T. Uda, Northcentral U.
Career Goals and Perceived Support for Development as Drivers of Turnover | George Benson, U. of Texas, Arlington; Alec Levenson, U. of Southern California
Women’s Career Strategies: Not Opting Out but Scaling Back | Elizabeth F. Cabrera, Arizona State U.
I Want To, But I Can’t: The Moderating Effect of Ability to Leave on Employee Turnover | Stacy McIraith Campbell, Kennesaw State U.; Andrew Ward, U. of Georgia

1356 CAU: (CAU) Metaphors and Analysis of Interrelatedness (Theory): Setting a New Research Agenda
2:30pm - 3:50pm Hilton Anaheim: Balboa B
Organizer: Kuo Frank Yu, U. of California, Berkeley
Participants: William Torbert, Boston College; Claus Rerup, U. of Western Ontario; Rangaraj Ramanujam, Vanderbilt U.; Sara J. Singer, Harvard School of Public Health; John S. Carroll, Massachusetts Institute of Technology; Ian Mitroff, Alliant International U./U. of California, Berkeley; Elena P. Antonacopoulou, U. of Liverpool; Timothy J. Vogus, Vanderbilt U.

1357 CAU: (CAU) Neuroeconomics and organizations: Developing a new field of research
2:30pm - 3:50pm Hilton Anaheim: Balboa C
Organizers: Angela Agnes Stanton, Max Planck Institute of Economics, Jena; Isabel Melanie Welpe, Max Planck Institute of Economics; David Audretsch, Max Planck Institute of Economics; Mellani Day, Colorado Christian U.; Norris F. Krueger, Entrepreneurship Northwest; Sameeksha Desai, Max Planck Institute of Economics; Zoltan J. Acs, George Mason U.; John Dickhaut, U. of Minnesota; Verónica Gustafsson, Jonkoping International Business School

1358 CAU: (CAU) The Part-Time Doctorate: Experiences, Perceptions, and Program Management
2:30pm - 3:50pm Hilton Anaheim: Santa Barbara
Organizers: Bryan A Booth, U. of Maryland U. College; Tom Mierzwa, U. of Maryland U. College

1359 CAU: (CAU) Comparative Role of Nonprofit Organizations in Western Democracies and Developing Countries in Combating Environmental Degradation
2:30pm - 3:50pm Hilton Anaheim: Ventura
Organizers: Ralph Brower, Florida State U.; Amna Imam, U. of Southern California

1360 (Paper Session) - (CM) Information, Instrumentality, and Social Comparison: Frontiers in Negotiation Research
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 13
Chair: Don Moore, Carnegie Mellon U.
Getting to NO: Theory and Evidence for Instrumental Negotiations | Krishnan S. Anand, Wharton OPIM; Phina Feldman, Wharton OPIM; Maurice Schweitzer, U. of Pennsylvania
Regulatory Focus and Social Decision-Making: Seeking Interdependence through Social Comparison | Geoffrey Leonardelli, U. of Toronto; Jun Gu, U. of Toronto

The Pursuit of Missing Information: Implications for Dispute Resolution and Negotiation | Maia J. Young, U. of California, Los Angeles; Ning Chen, U. of California, Los Angeles; Anthony Bastardi, Princeton U.

1361 (CM, SIM) Behavioral Integrity: Emerging Construct, New Questions, New Insights
2:30pm - 3:50pm Hilton Anaheim: Santa Monica
Discussant: Tony L Simons, Cornell U.
Coordinator: Tony L Simons, Cornell U.
The Behavioral Frequency Integrity Scale As An Alternative Measure of Behavioral Integrity | Michael E. Palanski, Purdue U. Calumet
Behavioral Integrity: Is It Really an Amoral Construct? | Barbara Clemenson, Case Western Reserve U.
Western Logic and Asian Context: Testing the Cultural Boundedness of Behavioral Integrity | Ray Friedman, Vanderbilt U.; Ying-Yi Hong, U. of Illinois at Urbana-Champaign; Tony L Simons, Cornell U.
Behavioral Integrity And Interactional Transparency As Drivers Of Engagement | Gretchen Renee Vogelgesang, State U. of New York at New Paltz; Paul B. Lester, United States Military Academy
Behavioral Integrity & Elasticity in the “Rules” of the Game | Judi McLean Parks, Washington U. in St Louis; Li Ma, Washington U. in St Louis
Improving Behavioral Integrity After A Broken Promise | Ed Tomlinson, John Carroll U.

1362 (CMS) Critical Perspectives in International Contexts
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon K
Chair: Per Skålén, Karlstad U.
Who Created China’s Household Farms & Township-Village Enterprise: The Conscious Few or the Ignorant Many | Zhichang Zhu, U. of Hull Business School
Best Paper on International Business

An Ethnographic Account of the Pursuit of Aspirations in Indian Offshoring Organizations | M.N. Ravishankar, Loughborough U.; Laurie Cohen, Loughborough U.; Amal El-Sawad, Loughborough U.

MNCs and Saudi Arabia’s Elite: Reconciling Convergent and Divergent Interests | Abbas J Ali, Indiana U.

Emergence of AIDS Policy Field in Brazil | Patricia Mendonca, EAESP-FGV, Sao Paulo; Brazil; Luiz Claudio Campos, EAESP, Fundação Getulio Vargas; Mario Aquino Alves, EAESP-FGV

1363 (CMS) Ethnography, Autoethnography and Reflexivity: Questions of Other and Self Behind the Looking Glass
2:30pm - 3:50pm Hilton Anaheim: Palos Verdes A
Working the Hyphen: Questions of Identity and Ethics in Insider Research Relations | Karen D Locke, College of William and Mary; Ann L Cunliffe, U. of Hull
Turning Yourself Inside Out | Michael Humphreys, U. of Nottingham
Studying the Working Body As If We Are One: Knowing Professions Through Embodied Epistemology | Karen Lee Ashcraft, U. of Utah

1364 (CMS) Human Resource Management in Entrepreneurial Ventures & Family Firms
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon J
Chair: Wenhong Chen, Duke U.
Discussant: Peter G Klein, U. of Missouri

Paying Right or Paying High: The Role of Compensation in Improving SMEs’ Entrepreneurial Action | Taiyuan Wang, U. of Western Ontario; Stewart Thornhill, U. of Western Ontario
The Human Resource Architecture of Emerging Organizations: A Process Perspective | Phil Bryant, U. of Memphis; David G. Allen, U. of Memphis
Nonfamily Employees’ Perceptions of Person-Organization Fit and Voluntary Turnover in Family Firms | Esra Memili, Mississippi State U.; Tim Barnett, Mississippi State U.

How to Pay a Non-family Manager in a Family Firm? A Multi-task Principal-agent Analysis | Joem Hendrick Block, Technische U., München; Joachim Henkel, Technical U. of Munich

1365 (CMS) Entrepreneurial Emergence and Effectuation
2:30pm - 3:50pm Anaheim Convention Center: 205A
Chair: Graciela Kuechle, Witten/Herdecke U.
Discussant: Melissa S. Baucus, U. of Louisville

Markets are ~10–grue–11: Modeling entrepreneurial opportunity as social emergence | Shu-Yuan Wu, Auckland U. of Technology; Marcus W. Y. Ho, Auckland U. of Technology
Entrepreneurship as Collective Action: Creating Public Goods and Selective Incentives | Jeffrey G. York, U. of Virginia; Saras Sarasvathy, U. of Virginia
Entrepreneurship As Emergence | Benyamin B. Lichtenstein, U. of Massachusetts, Boston
Prediction versus control in entrepreneurial environments | Graciela Kuechle, Witten/Herdecke U.

1366 (ENT) Best Practices: Entrepreneurship Program & Teaching Excellence via a USASBE/Academy Partnership
2:30pm - 3:50pm Anaheim Convention Center: 205B
Organizers: Michael H. Morris, Syracuse U.; Ronald K. Mitchell, Texas Tech U.
New Paper Title Goes Here. |
Participants: Donald F Kuratko, Indiana U.; Jeffrey R Cornwall, Belmont U.; Rebecca J. White, Northern Kentucky U.

Family Involvement and Firm Performance: A Meta-Analysis | Jeffrey Matthew Pollack, U. of Illinois at Urbana-Champaign; Dennis L. Betterton, U. of Missouri

Family Involvement: How Does it Influence Firm Behavior and Performance? | Deborah J. Trusovec, U. of Missouri; Matthew W. Rutherford, U. of Illinois at Urbana-Champaign; David L. Smith, U. of Kansas
The family’s influence on firm performance: An investigation of power, experience and culture | Fran Murphy, Mississippi State U.; Franz W. Kellermanns, Mississippi State U.; Kimberly Eddleston, Northeastern U.; Ravi Sarathy, Northeastern U.

Stewardship and Nepotism: Performance Effects of Family Presence in Management | Peter Jaskiewicz, European Business School; Klaus Uhlenbruck, U. of Montana

Family versus Lone Founder Ownership and Acquisition Behavior in Publicly-Traded Companies | Danny Miller, HEC / U. Alberta; Isabelle Le Breton-Miller, U. of Alberta; Richard Lester, Texas A&M U.

1368 ☞: (Paper Session) - (ENT) Factors that Shape Innovation, Opportunity Recognition and Exploitation
2:30pm - 3:50pm Anaheim Convention Center: 206B
Chair: Henrik Berglund, Chalmers U. of Technology
Discussant: Jeffrey S Hornsby, Kansas State U.

The effects of human capital, alertness, and dynamism on new product and service offerings | Jintong Tang, Saint Louis U.

Discovery in Two Dimensions: Human Capital and High-Tech Entrepreneurial Opportunities | Matthew R. Marvel, Western Kentucky U.; Patrick J. Murphy, DePaul U.

Understanding entrepreneurial opportunity exploitation within organizations | Rangapriya Kannan-Narasimhan, UCLA Anderson School of Management; Eric Flamholtz, UCLA Anderson School of Management; Barbara S. Lawrence, U. of California, Los Angeles


1369 ☞: (Paper Session) - (ENT) Entrepreneurial Cognition
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 1
Presented on panels 27-30

The Effect of Cognitive Style on Entrepreneurial Judgment: An Analogue Analysis of Opportunities | Ugur Uygur, U. of Illinois at Urbana-Champaign

How Important is Social Capital in Forming Entrepreneurial Cognitions? | Yang Xu, Pennsylvania State U.

The Cognitive Process Leading to the Creation of an Entrepreneur | Robert F. Sinclair, U. of Louisville

1370 ☞: (Paper Session) - (ENT) Strategies and Practices that Affect the Performance of Entrepreneurial Firms
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - ENT 2
Presented on panels 31-42

Carrot or stick: impact of early-stage venture capitalists on the performance of ventures | Violetta Gerasymenko, HEC Paris

Small Business Turnaround: the Sources, the Means, and the Status | Quy-Jen Yeh, National Cheng Kung U.; Pei-Li Yu, National Cheng-Kung U.

Product and Geographic Diversification, TMT Experience and the SME Performance | Deeksha A Singh, National U. of Singapore; Ajai S Gaur, Old Dominion U.; Sanjaya S. Gaur, AUT Faculty of Business, Auckland U. of Technology

A longitudinal analysis of business planning and performance | Benson Honig, Wilfrid Laurier U.; Mikael J Samuelsson, Borås U.

Examining the Relative Influence of Upper Echelons Ties on IPO Underpricing | Christopher Ray Reutzel, Utah State U.

Signaling strength and alliance activity: does turning public make a difference? | Edward Levitas, U. of Wisconsin, Milwaukee

The Effects of Risk Dimensions on Venture Capitalists’ Follow-on Investment and Exit Decisions | Carla Pavone, U. of Minnesota

Alliance Portfolio Diversity and Biotech Firms’ Exit: Differing Effects on Dissolution/Divestment | Olga Petrovna Bubynska, E.M. Lyon

Does strategic planning increase the performance of new and established small firms? A meta-analysis | Jan Brinckmann, Loyola U. Chicago; Dietmar Grichnik, WHU - Otto Beisheim School of Management; Diana Kapsa, Witten/Herdecke U.

A Behavioral Model of Risk Taking by VC Firms | Oksana Koryak, Instituto de Empresa Business School; Julio DeCastro, Instituto de Empresa

It’s Aching! Growing Pains of Venture Firms | SangMyung Lee, Hanyang U.; JeongHwa Han, Hanyang U.; Meesoon Lee, Hanyang U.

Resist or Adopt: The Case of Real Estate Brokers Facing Disruptive Business-Model Innovations | James R. Dewald, Haskayne School of Business, U. of Calgary; Frances E Bowen, U. of Calgary

1371 ☞: (Paper Session) - (GDO) The Glass Ceiling: Exploring the Effects of Gender and Weight on Upward Mobility in Organizations
2:30pm - 3:50pm Hilton Anaheim: Redondo
Chair: Susan F. Cabrera, Cornell U.
Discussant: Frank P. Igou, Louisiana Tech U.

Bosses’ Perceptions of Work-Family Conflict and Women’s Upward Mobility: Glass Ceiling Reexamined | Jenny M. Hoobler, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; Grace Lemmon, U. of Illinois, Chicago

Revisiting the Think Manager-Think Male Syndrome in An Egaltarian Culture | Helle Neergaard, U. of Aarhus; Henning Madsen, U. of Aarhus; Mette Hersby, U. of Exeter; John P Ulhoi, U. of Aarhus; Mona Toft Madsen, U. of Aarhus

Perceived Obesity among Top CEOs: Weight Discrimination and the “Glass Ceiling” Effect | Patricia Vincent Roehling, Hope College; Mark V Roehling, Michigan State U.; Jeffrey Vanden, Hope College; Justin Blazek, Hope College; William Guy, Hope College

1372 ☞: (Paper Session) - (GDO) What’s the Bottom Line? The Relationship between Diversity and Organizational Performance
2:30pm - 3:50pm Hilton Anaheim: San Clemente
Chair: Jorge A. Gonzalez, U. of San Francisco
Diversity and Organizational Innovation: The Role of Employee Involvement | Yang Yang, U. of Western Ontario
Diversity’s Power to Change: How Board Power and Gender Diversity Affect Strategic Change | Toyah L. Miller, Texas A&M U.; Maria Carmen Triana, Texas A&M U.
Managerial Racial Diversity, Competitive Actions, and Organizational Performance | Gocce Andrekovic, U. of Kentucky; Jason D. Shaw, U. of Minnesota; Orlando C. Richard, U. of Texas, Dallas; Walter J Ferrier, U. of Kentucky
When Markets Blink: Stock Price Responses to the Appointment of Minority Leaders | Alison Cook, Utah State U.; Christy Glass, Utah State U.

1373 JS: (GDO, CMS) Representing Difference in the Workplace: How compatible are “Diversity” and “Marginality”
2:30pm - 3:50pm Hilton Anaheim: Malibu
Chair: Roy Stager Jacques, Massesy U. - Auckland
Participants: Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven; Albert J. Milis, St. Mary’s U.; Stacy Blake-Beard, Simmons College
Winner of HCM Division Best Theory-to-Practice Paper HCM Best Paper Award Nominee

1374 : (Paper Session) - (HCM) Leadership and Nurse Staffing Outcomes
2:30pm - 3:50pm Hilton Anaheim: Sunset
Chair: Carol R. Young, Memorial Hermann Healthcare System
Discussant: Robert C. Myrtle, U. of Southern California
Enhancing Nurse Job Satisfaction: A Servant Leader Orientation in Health Care Management | Marjorie N. Jenkins, Moses Cone Health System; Alice C Stewart, North Carolina A&T State U.
Winner of HCM Division Best Theory-to-Practice Paper HCM Best Paper Award Nominee

1375 JS: (HCM, MED, ODC) Improving Management By Asking Better Questions: Best Practices
2:30pm - 3:50pm Hilton Anaheim: Palos Verdes B
Chairs: Jeffrey Miles, U. of the Pacific; Stefanie E Naumann, U. of the Pacific
Discussant: Stefanie E Naumann, U. of the Pacific
Applying Interrogation and Interviewing Techniques For Maintaining Organizational Law and Order | David Naumann, San Joaquin County Probation Department
“Diagnosing” Employees For Effective Health Care Management | Patrick Lastowski, U. of California, Davis
Asking the Right Questions For Effective Organizational Change and Development | Monty G. Miller, International Performance Solutions, Ltd.
Session Details – Tuesday

TUESDAY
360
Session Details – Tuesday
&
Teaching-oriented
U. of Southern California
Discussant: Ahmedabad
School
Discussant:
Organizational Socialization Process: A Social Capital
Perspective | Ruolian Fang, U. of Minnesota
Winner of HR Division Best Student Paper Award

1379 🌛: (HR, BPS) Bridging Micro and Macro HR: Emerging Theoretical and Empirical Research
2:30pm - 3:50pm: Hilton Anaheim: Huntington B
Chair: Janice Molloy, The Ohio State U.
Discussant: John W Boudreau, Center for Effective Organizations / U. of Southern California
A Multilevel Model of Human Capital | Robert E Ployhart, U. of South Carolina; Thomas P. Moliterno, U. of South Carolina
Variance at Multiple Levels of Analysis in SHRM Research | Lisa Hisae Nishii, Cornell U.; Patrick Wright, Cornell U.
It's All about Execution: Selection and Training Implementation and Unit Performance | Chad H. Van Iddekinge, Florida State U.; Gerald R. Ferris, Florida State U.; Alexa A Perryman, Florida State U.; Pamela Perrewé, Florida State U.; Fred R. Bliss, Florida State U.
Presenters: Thomas P. Moliterno, U. of South Carolina; Patrick Wright, Cornell U.; Lisa Hisae Nishii, Cornell U.; Chad H. Van Iddekinge, Florida State U.; Gerald R. Ferris, Florida State U.; Alexa A Perryman, Florida State U.; Pamela Perrewé, Florida State U.; Fred R. Bliss, Florida State U.; Robert E Ployhart, U. of South Carolina

1380 🌛: (Paper Session) - (IM) Strategic Idiosyncracies of Emerging Economies
2:30pm - 3:50pm: Anaheim Marriott: Suite 304
Chair: Dante DiGregorio, U. of New Mexico
Discussant: Sankaran Manikutty, Indian Institute of Management, Ahmedabad
Foreign Exchange Exposure in Emerging Markets | Gaston Fomes, ESIC Marketing and Business School
Organizational restructuring in South Africa: The value of equity transfer transactions | Bindu Arya, U. of Missouri-St. Louis; Gaiyan Zhang, U. of Missouri-St. Louis
Liability of Foreignness Re-Considered: Transforming Economies as an Alternative Research Context | Carl Fey, Stockholm School of Economics; Dugyu Altas, IKEA Turkey

1381 🌛: (Paper Session) - (IM) Cross-Border Knowledge Transfer and Performance
2:30pm - 3:50pm: Anaheim Convention Center: 212A
Chair: Yanli Zhang, Montclair State U.
Discussant: Charles Thomas Tackney, Copenhagen Business School
Multinational Firm Knowledge, Use of Expatriates and Foreign Subsidiary Performance | Yulin Fang, City U. of Hong Kong; Guo-Liang Frank Jiang, U. of Western Ontario; Shige Makino, Chinese U. of Hong Kong; Paul Beamish, U. of Western Ontario
IM Division Samsung Best Paper Award Finalist
Knowledge Transfer and Performance of MNCs: Moderating Effects of Absorptive Capacity and Motivation | Hyo Joon Kim, BMW Group Korea; Byung Hee Lee, Hanyang U.
Inter-subsidiary Knowledge Transfer and MNC Value Creation: A Multilevel Embeddedness Perspective | Fiona Xiaoying Ji, Virginia Tech; Laura Poppo, U. of Kansas

1382 🌛: (Paper Session) - (IM) International Network II
2:30pm - 3:50pm: Anaheim Convention Center: 212B
Chair: Mohsin Habib, U. of Massachusetts, Boston
Discussant: James H. Biteman, Tulane U.
Parental Control: A Study of U.S. Subsidiaries in Mexico | Steven Russell Lovett, U. of Texas at Brownsville and Texas Southmost College; Liliana Pérez-Nordvedt, U. of Texas at Arlington; Abdul Rasheed, U. of Texas, Arlington
Influence of Acculturation on Tacit Knowledge Transfer in International Mergers and Acquisitions | Olga Petricciov, George State U.
Socio-political positioning and strategizing of key subsidiary managers in cases of mandate change | Christoph Dörrenbächer, U. of Groningen; Mike Geppert, U. of Surrey

1383 🌛: (Paper Session) - (IM) Speed of Internationalization
2:30pm - 3:50pm: Anaheim Convention Center: 213A
Chair: Desislava Dikova, U. of Groningen
Discussant: Candace Agrella Martinez, St Louis U.
Internationalization Traps in Emerging Economies: Capability Erosion in Early Exporters | Oana Branzoi, U. of Western Ontario; Raveendra Chitloor, Indian Institute of Management Calcutta
Does Foreign Expansion Benefit Multinational Corporations? | Ruihua Joy Jiang, Oakland U.; Jane Lu, National U. of Singapore; Jing Yu Yang, U. of Sydney
The Relationship between Internationalization Speed and Survival | Sylvie Cellard, EM LYON
Is Accelerated Internationalization Good for International New Ventures? | Hong-Jen Charles Chiu, National Taiwan U.; Sheng-Hsiung Chang, National Taiwan U.

1384 🌛: (Paper Session) - (IM) Offshoring of MNC
2:30pm - 3:50pm: Anaheim Convention Center: 213B
Chair: Paul M Vaaler, U. of Minnesota
Discussant: Shi-h-Fen S. Chen, U. of Western Ontario
A Comparative Study of Software Service Providers | Thillai Rajan Annamalai, Indian Institute of Technology, Madras
Internationalization of R&D among MNCs: An Empirical Investigation of Country level Determinants |
Rajaram Veliyath, Kennesaw State U.; Rakesh B. Sambharya, Rutgers U. - Camden

Beyond R&D Offshoring: Resources and Dynamic Capabilities in Addressing New Business Opportunities | Federica Angeli, U. of Bologna; Rosa Grimaldi, U. of Bologna

1385: (IM) Accelerating Global Mindset Development: Integrating Three Perspectives
2:30pm - 3:50pm Anaheim Convention Center: 213C
Organizers: Rachel Clapp-Smith, U. of Nebraska-Lincoln; Schon Beecher, Duke Corporate Education
Participant: Todd J. Weber, U. of Nebraska-Lincoln

1386: (Paper Session) - (IM) Cross-Cultural Management
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - IM 1
Presented on panels 42-53


Corporate Culture: Linking Multinational Teams to Organizational Context | Aida Numinic, Middlesex U. Business School

Intercultural Competence Development: Toward a Theory of Intercultural Sensitivity | Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Vijayan P. Munusamy, Center for Creative Leadership; Keith Sakuda, U. of Hawaii at Manoa

Effective multinational groupwork: The role of culture, identity and HRM competence | Olivia Kyriakidou, Athens U. of Economics and Business

Cultural Schema Theory: A New Paradigm for Cross-Cultural Management Research | Hiroko Nishida, U. of Shizuoka; Wendy A. Smith, Monash U.

Patterns of Expatriate Deployment Over Time and Subsidiary Evolution | Suhaib Riaz, U. of Western Ontario

Dancing along borders: Motivational and strategic determinants of expatriate adjustment | Catalin Ratu, Concordia U.; Elena Livina, Concordia U.


Is subsidiary TMT different? Checking the TMT-performance linkage at MNC subsidiary level | Shengsheng Huang, Rutgers U.


Hofstede, IASB and Project GLOBE: Toward a Culture of Evaluation and Harmonization | Paul G Wilhelm, Kentucky State U.; Jana Price Wilhelm, Kentucky State U.

1387: (SHCS) - (IM, MH, BPS) Sources and Effects of Cross-National Variation in the Institutions of Corporate Governance
2:30pm - 3:50pm Hilton Anaheim: California Pavilion B
Organizer: Andrew von Nordenflycht, Simon Fraser U.

Discussant: Sean Safford, U. of Chicago Graduate School of Business

Failure of the International JV: The Contractual Blindspots and Politics of Pyramidal Group Firms | Susan Perkins, Northwestern U.

The Great Expropriation: The Dutch East India Company and the Innovation of “Permanent Capital” | Andrew von Nordenflycht, Simon Fraser U.

On the Persistence of the Effects of Legal Institutions: Law and Finance around the World c. 1900 | Aldo Musacchio, HBS

Political Instability and Financial Development | Jordan Siegel, HBS

1388: (Paper Session) - (IP) Team Dysfunction
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 1
Facilitator: Mark Mortensen, Massachusetts Institute of Technology

OB: Can Innovation Strategy and Decentralization Guarantee Team Performance? Type of Conflict Matters | Zhi-Xue Zhang, Peking U.; Paul S. Hempel, City U. of Hong Kong; Yulan Han, Peking U.

ODC: Strategy and Culture: A Theoretical Approach to Understanding the Interactive Effect to Performance | Chad Hartnell, Arizona State U.

MOC: Relationships among Team Manger’s Personality, Organizational Culture, and Team Performance | Liron Nathan, Bar Ilan U.; Eyal Yaniv, Bar Ilan U.; Dov Elizur, Bar Ilan U.

OB: ”Organizational Deadweight” as a Source of Organizational Dysfunction in Japanese Firms | Masaru Karube, Hitotsubashi U.; Tsuyoshi Numagami, Hitotsubashi U.; Toshihiko Kato, Hitotsubashi U.

OB: Role Tension on Corporate Boards of Directors: A Process View | Katharina Pick, Harvard U.

1389: (Paper Session) - (IP) The Immigrant Work Experience
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 10
Facilitator: Rebecca Robin Portnoy, Washington State U.

GDO: Toward a Job Search Model for Skilled Immigrants | Laura Guerrero, Ivey School of Business; Mitchell Rothstein, Ivey School of Business

GDO: Identity Strategies in Mitigating Liability of Foreignness for Immigrant Owned Organizations | Diya Das, Bryant U.; Eileen Kwesiga, Bryant U.; Shruti Sardeshmukh, Ball State U.; Norma Achieng Juma, Washburn U.


1390: (Paper Session) - (IP) Ethics and Environment Influence
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 11
Facilitator: Lawrence J Lad, Butler U.

SIM: A model of stakeholder networks: Qualities, relationships, and structure | Steven A Frankforter, Winthrop U.; Vanessa Hill, U. of Louisiana at Lafayette

SIM: Stakeholder Theory and the Issue of Multiple Memberships | Marc Hoffman Lavine, Boston College
Session Details – Tuesday

ENT: | Topic: Agency, History and 'Structural Wholes': Realist
          | Subtopic: Institutional Approach To Entrepreneurial Inclination
          | Presenter: Max Planck Institute of Economics; Werner Boente, Max Planck Institute of Economics; Jagannadha Pawan Tamvada, Max Planck Institute of Economics

OMT: | Topic: Refinements of the New Institutionalism
          | Subtopic: Cardiff School of Management
          | Presenter: Jagannadha Pawan Tamvada, Max Planck Institute of Economics; Jagannadha Pawan Tamvada, Max Planck Institute of Economics

IM: | Topic: Where are the stakeholders in "stakeholder theory"?
          | Subtopic: University of North Carolina Chapel Hill
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee

ENT: | Topic: Cross-Cultural Issues in IM
          | Subtopic: University of Wisconsin-Madison
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee

BPS: | Topic: The Ambidextrous Organization in Practice: Barriers to Innovation within Research and Development
          | Subtopic: University of Liverpool
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee

IM: | Topic: Innovation Tensions and Organizational Ambidexterity: Knowledge Acquisition on Innovation
          | Subtopic: University of Chicago
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee

ENT: | Topic: International Theory
          | Subtopic: University of Pennsylvania
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee

IM: | Topic: Cross-Cultural Issues in IM
          | Subtopic: University of Wisconsin-Madison
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee

BPS: | Topic: Business and Politics: The Impact of Election Outcomes on Private Equity
          | Subtopic: University of Paris
          | Presenter: Carmen K. Fu, Hong Kong Polytechnic University; Yu-Ping Chen, U. of Wisconsin Milwaukee
Session Details – Tuesday

1397: (Paper Session) - (IP) Value Chains: Supply Chain Management
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 7
Facilitator: Jamison M. Day, U. of Houston
OM: Anomalous Decisions of a Risk-Averse Newsrvendor within the Expected Utility Theory Framework | Charles X. Wang, SUNY at Buffalo

OM: A phased approach to the examination of humanitarian supply chains | Kate Hughes, Macquarie Graduate School of Management; Jim F. Rooney, Macquarie Graduate School of Management

OM Division Best Student Paper Award Finalist
OM: Mitigating the Bullwhip Effect in Complex Supply Networks with Demand Portfolio Management | Jamison M. Day, U. of Houston; Michael Murray, U. of Houston

1398: (Paper Session) - (IP) Change Processes and Practices
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 8
Facilitator: Leon De Caluwé, VU U.
ODC: Acculturation, Organizational Identity, and Commitment to Post-merger Identification | Shung Shin, Washington State U.
ODC: The Emotional Implications of Organizational Change Sentiments | Stanley G. Harris, Auburn U.; Eric B. Gresch, Auburn U.
ODC: An Empirical Examination of Relation between Merger Communication and Post-merger Identification | Virajanand Varma, Auburn U.; Stanley G. Harris, Auburn U.

ODC: Organizational Tracks and the Temporal and Content Fit Between Capital and Archetype Characteristics | Ian P. McCarthy, Simon Fraser U.; Israel Drori, College of Management, Israel

1399: (Paper Session) - (IP) Individual Behavior and Performance
2:30pm - 3:50pm Hilton Anaheim: Mezzanine 9
Facilitator: Radha R. Sharma, Management Development Institute, India

1400: (Paper Session) - (MED, ODC) Evaluating Executive Coaching: The Questions We Ask
2:30pm - 3:50pm Anaheim Marriott: Platinum 3
Chair: Mary Wayne Bush, The Foundation of Coaching
Participants: John L. Bennett, Queens U. of Charlotte; Melinda Harper, Queens U. of Charlotte; Kenneth P. De Meuse, Lominger International: A Korn/Ferry Company; Alison Carter, Institute for Employment Studies

1401: (Paper Session) - (MED) Organizational Training and Development: How are Managers Learning in the Workplace?
2:30pm - 3:50pm Anaheim Convention Center: 204C
Chair: Lorraine Pearson Anderson, Marshall U.
Discussant: Par Martensson, Stockholm School of Economics
The evolution of workplace learning: Corporate universities as a new organizational form | Amy T Lui, New York U.; Sabra Brock, Touro College
A Call for Re-Invigorating Outbound Experiential Learning | Ravindra Singh Bangari, e2squared Partners; Fellow of The Indian Institute of Management Bangalore
Framing Training to Increase Interest: Effects of Efficacy and Goal Orientation | Cody Brent Cox, Rice U.; Margaret Elizabeth Beier, Rice U.

The Impact of Emotions on Managerial On-The-Job Learning through Learning Behavior | Karen Wouters, U. of Maryland, College Park; Dirk Buynens, Ghent U.
Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)

1402: (Paper Session) - (MED) How Should We Develop and Appraise Leaders?
2:30pm - 3:50pm Anaheim Convention Center: 211A
Chair: Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnologico de Monterrey
Discussant: Robert Wheatley, Troy U.


1403 (Paper Session) - (MED) What's New in Management Education?: A Look at Four New Approaches for Teaching and Learning
2:30pm - 3:50pm Anaheim Convention Center: 211B
Chair: Jon Billsberry, The Open U.
Discussant: Robin Sronce, Drury U.
Building student competency to develop power and influence through social capital | Harry J Van Buren, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico
The Great Leader Project | James Paul Burton, Northern Illinois U.
Could teaching materials be research materials? Using case studies to inform the resource-based view | Veronique Ambrosini, Cranfield U.; Cliff Bowman, Ashridge Management College; Nardine Collier, Cranfield U.
Putting “Organizations” into an “Organization Theory” course | David R Hannah, Simon Fraser U.; Ranga Venkatadharay, Simon Fraser U.

1404 (Paper Session) - (MH) National Cultures and Historic Roots
2:30pm - 3:50pm Anaheim Marriott: Elite 1
A Study of Millennium Organizations in Japan | Kiyohiko Ito, U. of Hawai‘i, Manoa; Elizabeth L. Rose, Victoria U. of Wellington; Eleanor Westney, Schulich School of Business
Understanding Chinese Business Behaviour: An Historical Perspective | Li Yan, HEC Montreal; Taieb Hafsi, HEC Montreal
The Large Enterprise Economy in Turkey: Diversified Business Groups in Historical Perspectives | Asli M. Colpan, Kyoto U.; Takashi Ikino, Kyoto U.; Baris Tan, Koç U.
Two historical readings of the local in Indian management practice | Nidhi Srinivas, New School U.
Genealogy of Brazilian Industrial Management | Fabio Vizeu, Universidade Positivo - UP

1405 (Paper Session) - (MOC) Cognition and Network Research
2:30pm - 3:50pm Anaheim Convention Center: 209B
Chair: Diederik W. Van Liere, Erasmus U.
Discussant: C. V. Harquail, Independent Scholar
The Relationship between Multiple Network Structures and Organizational Identification | Alberto Monti, Bologna U.; Massimo Bergami, Bologna U.; Gabriele Morandin, Bologna U.
All in the Family: Network Ties as Determinants of Reputation and Identity in NCAA Basketball | Daniel S. Halgin, Boston College
Winner of MOC Best Student Paper Award

1406 (Paper Session) - (MOC) Transactive Memory Systems
2:30pm - 3:50pm Anaheim Convention Center: 210A
Chair: Mark P. Healey, U. of Leeds
Discussant: Steven J. Karau, Southern Illinois U., Carbondale
Transactive Memory as a Shared Mental Model for Teams in Crisis: A Theoretical Understanding | Niti Pandey, U. of Illinois, Urbana-Champaign
Unpacking the Density-Performance Hypothesis: The Mediating Role of Team Transactive Memory | Prasad Balkundi, State U. of New York, Buffalo; Frankie Jason Weinberg, U. of Georgia
Expertise Utilization Through Transactive Memory Systems: An Integrated Framework | Jing Zhu, U. of Minnesota
Transactive Memory Systems and Group Performance: A Simulation Study of the Role of Shared Cognition | Taehyun Choi, U. of Southern California; Peter J. Robertson, U. of Southern California

1407 (Paper Session) - (MOC, PNP) Disaster Response Planning and Management: Studies of Integrated Planning and Action
2:30pm - 3:50pm Anaheim Convention Center: 209A
Chair: Keith James, Portland State U.
Experts’ Views of Priorities for Addressing Terrorism and Catastrophe | Keith James, Portland State U.
Terrorism and Organizational Change: How Terror Salience Affects Employees’ Change Efficacy | Claudia Verena Peus, Massachusetts Institute of Technology; Peter Fisher, Ludwig Maximilians U.; Deiter Frey, Ludwig Maximilians U.
Responses of Governments and Government Workers to Terrorism Victims | Abraham Carmeli, Bar Ilan U.; Meyrav Yitzhak Halevi, Bar Ilan U.
Determinants of Public Confidence in Government Ability to Prevent Terrorism | Cleotilde Gonzalez, Carnegie Mellon U.; Ignacio J. Martinez-Moyano, Argonne National Laboratory

1408 (Paper Session) - (MSR) Shaping Our Future with the Questions We Ask
2:30pm - 3:50pm Anaheim Marriott: Platinum 10
Organizer: Keiko Krahnke, U. of Northern Colorado
Facilitators: Gerald Biberman, U. of Scranton; John R. Latham, U. of Northern Colorado; John H Grant, U. of Northern Colorado; Debu Mukerji, Macquarie U.
TUESDAY

1400  (Paper Session) - (OB) Perspectives on Managing Teams
2:30pm - 3:50pm Anaheim Marriott - Grand Ballroom - Salon A
Chair: Dr John Edward Pitron, U. of Phoenix
Discussant: Debra L. Shapiro, U. of Maryland
Watching (Out For) Each Other: The Role of Clan Controls in Managing Project Teams | Harmander Singh, Michigan State U.
The Development of Social Capital in Organizational Groups: The Effects of Values-Based Leadership | Paul Varella, Bissett School of Business; Mansour Javidan, Thunderbird School of Global Management
LMX and TMX: Is Relationship Differentiation an Angel or a Devil in Work Teams? | Hui Liao, Rutgers U.; Dong Liu, U. of Washington; Raymond Loi, City U. of Hong Kong
A Theoretical Model and New Test of Managerial Legitimacy in Work Teams | Jeongkoo Yoon, Ewha Woman's U.

1410  (Paper Session) - (OB) Learning
2:30pm - 3:50pm Anaheim Marriott - Grand Ballroom - Salon B
Chair: James Dillon, Harvard U.
Discussant: Marie-Helene Budworth, York U.
Learning from Errors: The Role of Context, Emotion, and Personality | Bin Zhao, Simon Fraser U.
The Cognitive Ability-Maximum Performance Relation: The Role of Learning and Performance Goals | Anna Cianci, Drexel U.; Satoris S. Youngcourt, Kansas State U.
Learning Behaviors – Is More Always Better? The Case of Resident Physicians’ Medical Errors | Tal Katz-Navon, Interdisciplinary Center; Eitan Naveh, Technion-Israel Institute of Technology; Zvi Stern, Hadassah Hebrew U. Medical Center
Provided Job Challenge and Learning as Predictors Of Turnover Intentions and Job Search Behaviors | Paul Tae Young Preenen, U. of Amsterdam; Irene E. De Pater, U. of Amsterdam; Anna Van Vianen, U. of Amsterdam

1411  (Paper Session) - (OB) Organizational Citizenship Behavior in Groups
2:30pm - 3:50pm Anaheim Marriott - Grand Ballroom - Salon D
Chair: Torsten Reimer, U. of Maryland, College Park
Discussant: James Werbel, Iowa State U.
The Impact of Team Orientation and Goal Interdependence on the Willingness to Work in a Team and OCB | Anit Somech, U. of Haifa; Anat Drach-Zahavy, U. of Haifa
The Role of Citizenship Behavior on Personal Learning and Work-Family Enrichment | Ho Kwong Kwan, Drexel U.; Yina Mao, Chinese U. Hong Kong
Group Characteristics as Moderators of the Relationship Between Exchange Variables and OCB | Aaron Cohen, U. of Haifa; Eli Ben Tura, Hafza U.; Dana Rachel Vashdi, U. of Haifa

1412  (Paper Session) - (OB) Collective Identification
2:30pm - 3:50pm Hilton Anaheim: Capistrano B
Chair: Stacey R. Fitzsimmons, Simon Fraser U.
Discussant: Batia Mishan Wiesenfeld, New York U.
Against All Odds? Remembered Imaginings and Enriched Identities in Hydrocarbon Exploration | Arne Carlsen, SINTEF Technology and Society; Tord Mortensen, SINTEF Technology and Society; Reidar Gjersvik, SINTEF Technology and Society
Towards a Model of Collective Organizational Identification- A Longitudinal Survey Study | Stephan Alexander Boehm, U. of St. Gallen; Christian Voegtlin, U. of Zurich
Interpersonal vs. Collective Identification-Based Identity: Scale Development & Construct Validation | Shu Zhang, Columbia U.; Guoquan Chen, Tsinghua U.; Xiao-Ping Chen, U. of Washington

1413  (Paper Session) - (OB) Power and Politics
2:30pm - 3:50pm Hilton Anaheim: El Capitan B
Chair: Chris Paul Long, Washington U.
Discussant: Jennifer Dunn, Michigan State U.
The Challenge of Organizational Politics: Bridging the Gap Across Theoretical Domains | Elena Doldor, Cranfield U.; Val Singh, Cranfield U.
Organizational Politics and Job Performance: The Moderating Effect of Social Capital | Eran Vigoda-Gadot, U. of Haifa; Ilan Talmud, U. of Haifa

1414  (Paper Session) - (OB) Ethics and Organizational Behavior
2:30pm - 3:50pm Hilton Anaheim: Laguna A
Chair: Carrie A. Belsito, Utah State U.
Discussant: Will Felps, Rotterdam School of Management, Erasmus U.
Organizational Ethics and Employees’ Intent to Leave: An Integrative Approach | Orly Shapira-Lischchinsky, Zefat Academic College; Zehava Rosenblatt, U. of Haifa
Codes of Conduct for Open-Minded Discussion and Resolution of Ethical Issues in China | Lanjun Wu, Lingnan U.; Chunyan Peng, Drexel U.; Robin Stanley Snell, Lingnan U.; Yi Feng Chen, Lingnan U.

1415  (Paper Session) - (OB) Voice and Proactive Behaviors
2:30pm - 3:50pm Hilton Anaheim: Laguna B

TUESDAY
Session Details – Tuesday

1416 JS: (OB, CM, OMT) The Contemptuous, the Envious and the Angry: The Behavioral Consequences of Discrete Negative Affect
2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion A
Chairs: Shimul Melwani, U. of Pennsylvania; Sigal Barsade, U. of Pennsylvania
Discussant: Barry M Staw, U. of California, Berkeley
Emotions of Others and Performance in Creative & Structured Tasks: The Bright & Dark Sides of Anger | Ella Miron-Spektor, Carnegie Mellon U.; Dorit Efrat, Technion Israel Institute of Technology; Anat Rafaeli, Technion-Israel Institute of Technology

1417 JS: (OB, HR) The Good, the Bad and the Ugly: The Effect of Customer Behavior on Employee Attitudes and Behaviors
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon C
Organizers: David Douglas Walker, U. of British Columbia; Danielle van Jaarsveld, U. of British Columbia
Discussant: David E Bowen, Thunderbird, American Graduate School of International Mgmt.

1418 SHCS: (OB, HR, MED) Leadership development and the lessons of experience
2:30pm - 3:50pm Anaheim Marriott: Grand Ballroom - Salon F
Chair: Daniel Scott DeRue, U. of Michigan
Discussant: Scott A. Snook, Harvard U.
Participants: Jay Conger, Claremont McKenna College; Yi Zhang, Center for Creative Leadership; Meena Surie Wilson, Center for Creative Leadership; Feng Wei, China Europe International Business School; Sean Hannah, U.S. Military Academy, West Point; Fred O. Walumbwa, Arizona State U.; Stephen J. Zaccaro, George Mason U.; Zachary Horn, Aplima, Inc.; Jeffrey L. Herman, George Mason U.; Daniel Scott DeRue, U. of Michigan; Susan J. Ashford, U. of Michigan; Ned Wellman, U. of Michigan, Ann Arbor

1419 SHCS: (OB, OMT, MOC) Beyond Biases: the Influence of Experience on Managerial Decision Making
2:30pm - 3:50pm Hilton Anaheim: Pacific Pavilion B
Organizer: Jerker C. Denrell, Stanford U.
Discussant: Max H. Bazerman, Harvard U.
Participants: Greg Barron, Harvard U.; Eldad Yechiam, Technion Israel Institute of Technology; Giovanni Ursino, Harvard U.
The evaluation of sequential information involving uncertainty in decisions from experience | Christoph Ungemach, U. of Warwick
Asymmetric disconfirmation in beliefs about employee motivation | Alex Markle, New York U.
Experience sampling in causal learning | Gael Le Mens, Stanford U.
Participants: Greg Barron, Harvard U.; Gael Le Mens, Stanford U.; Cleotilde Gonzalez, Carnegie Mellon U.; Alex Markle, New York U.; Christoph Ungemach, U. of Warwick; Eldad Yechiam, Technion Israel Institute of Technology; Giovanni Ursino, Harvard U.; Christian Lebier, Carnegie Mellon U.
Winner of Making Connections Award, sponsored by the OB Division

1420 JS: (OB, RM) Biological Basis of Human Behavior in Organizations: Conceptual and Methodological Advances
2:30pm - 3:50pm Hilton Anaheim: El Capitan A
Chairs: Sankalp Chaturvedi, National U. of Singapore; Zhen Zhang, Arizona State U.
Discussant: Jerald Greenberg, Ohio State U.
Heritability of Leadership as a Function of Age and Gender | Richard D Arvey, National U. of Singapore; Sankalp Chaturvedi, National U. of Singapore; Gerry Larson, Swedish National Defence College; Paul Lichtenstein, Karolinska Institutet


1421 : (Paper Session) - (OCIS) Individuals in Distributed Work Groups 2:30pm - 3:50pm Anaheim Convention Center: 207A Chair: Manju K Ahuja, U. of Louisville Discussant: Alexandre Barsi Lopes, U. of Cincinnati

| Why We See Distributed Coworkers Differently: Situational and Institutional Framing of Impressions | Aditya Johri, Virginia Tech
| Wearing many hats: The multiple roles of expatriates in globally distributed contexts | Mark Mortensen, Massachusetts Institute of Technology; Tsedal Beyene, Harvard Business School

1422 : (Paper Session) - (OCIS) Linking IT to Organizational Performance 2:30pm - 3:50pm Anaheim Convention Center: 207B Chair: Jonathan Whitaker, U. of Richmond Discussant: George Westerman, Massachusetts Institute of Technology

| Strategic Virtual Communities: How Virtual Communities Enhance Organizational Performance | Barney C.C. Tan, National U. of Singapore; Shan-Ling Pan, National U. of Singapore
| Linking Upper Echelons Characteristics To IT Payoff: An Empirical Investigation of Chinese Firms | Yu Liu, Rensselaer Polytechnic Institute
| Using CRM Approaches to Gain Competitive Advantage: The Case of Travel Intermediaries | Adina Poenaru, ESCP-EAP European School of Management


Change Capabilities or Cynicism? How Change Experience Influences Employee Reactions | Inger G. Stensaker, Norwegian School of Economics and Business Administration; Christine Benedicte Meyer, Norwegian School of Economics and Business Administration

Giving Multisource Feedback a Facelift | Darren Good, Case Western Reserve U.; Duncan Coombe, Case Western Reserve U.

1424 : (Paper Session) - (ODC) Change Management 2:30pm - 3:50pm Anaheim Marriott: Platinum 2 Chair: Charles McClintock, Fielding Graduate U. Discussant: Mimi Y Lacey, Pepperdine U.

| Processual view of managing change related to offshore IT outsourcing implementation | TR Ramanathan, Northumbria U.
| The Impact of Change Messages on the Commitment to a Change | Humayun Rashid, Case Western Reserve U.
| Times Change: Employee Motivational Shifts across Phases of Organizational Change | Tai Gyu Kim, Korea U.; Denise M. Rousseau, Carnegie Mellon U.

1425 : (Paper Session) - (OM) Modern Perspectives in OM 2:30pm - 3:50pm Anaheim Convention Center: 207C In this session we confront the conference theme of “The Questions We Ask” by reconsidering some of the existing theories and frameworks held traditionally in OM and suggesting that through the inclusion of new insights and ideas from other established disciplines the potential for both the challenging and affirmation of past findings may be conducted. New roads for research will be suggested through the theoretical arguments presented.Coffee is sponsored by the Harvard Business School Chair: Lawrence Corbett, Victoria Management School

| Synergy through Collaboration: A Theory of Culture’s Effects | Alan R. Cannon, U. of Texas at Arlington; Caron H St John, Clemson U.
| OM Division Chan Hahn Best Paper Award Finalist | Mapping the future of supply chain management:A Delphi Study | Steven Alexander Melnyk, Michigan State U.
| Mapping the future of supply chain management:A Delphi Study | Steven Alexander Melnyk, Michigan State U.
| Wearing Multiple Hats - Supply Managers’ Roles and Strategic Supplier Relationships | Zhaohui Wu, Oregon State U.; Michelle D Steward, Wake Forest U.; Janet L. Hartley, Bowling Green State U.
| Sustainable operations management: a typological approach | Lawrence Corbett, Victoria Management School

1426 : (Paper Session) - (OMT) Looking Good: Status of and in Organizations 2:30pm - 3:50pm Anaheim Marriott: Elite 2 Chair: Francois Herve Collet, ESADE

Status Dynamics in Organizational Fields: An Elaboration and Test of Relational Approaches | Craig Rawlings, UCSB/Stanford IREPP

Status Transfer Across Categorical Boundaries in an Online Marketplace for Services | Ming D. Leung, Stanford U.

Perceived Status and Status-Behavior within Organizations | Johannes M Lehner, U. of Linz

1427 (Paper Session) - (OMT) Who’s to Blame? Crediting Organizational Deeds and Misdeeds

2:30pm - 3:50pm Anaheim Marriott: Suite 312
Chair: Barbara Carlin, U. of Houston


Industry Context, Benchmarking and CEO Compensation: Evidence from Security Analyst Forecast Errors | James J Cordeiro, State U. of New York, Brockport; Rong Yang, State U. of New York, Brockport; Yaw Mensah, Rutgers U.

Stigmatization, Pollution, Signaling and Symbolism: Restatements and the Market for Directors | Jo-ellen Pozner, UC Berkeley

What is Corporate Deviance? Exploring Negative and Positive Deviant Firm Behavior | Daina Mazutis, U. of Western Ontario

1428 (Paper Session) - (OMT) Scratch my Back: Collaboration among Competitors

2:30pm - 3:50pm Anaheim Convention Center: 207D
Chair: Diane Dromgold, RNC Global Projects

Towards a Strategic Theory of Industrial Symbiosis: Mechanisms of Success | Judith Louise Walls, U. of Michigan

Niche Overlap, Commensuration and the Propensity of Organizations to Collaborate | Daniele Mascia, Catholic U. Rome; Francesca Pallotti, U. of Lugano; Alessandro Lomi, U. of Lugano

Strategic Alliances and Product Development: The Moderating Effect of Technological Capabilities | Carolin Haessler, U. of Munich; Holger Patzelt, Max Planck Institute of Economics

Motive Communication and Positive Ties between Competitors | Denis Trapido, Stanford U.

1429 (Paper Session) - (OMT) The Institution and I: Micro Institutional Effects

2:30pm - 3:50pm Anaheim Convention Center: 210B
Chair: Jill Purdy, U. of Washington, Tacoma

Institutional Theory: Being Actor or Being Object of Institutional Forces? | Erik P. Lootvoet, HEC Paris

Categorization and Evolvability: Neutral Transformations in Organizations and Societies | Amit Jain, INSEAD; Bruce Kogut, INSEAD

Institutionalization in Efficient Markets: The Case of Price Bubbles | Sheen S. Levine, Singapore Management U.; Edward Zajac, Northwestern U.

An Empirical Analysis of Organizational Learning from Joint and Solo Bidding in Closed-Bid Auctions | Karen L. Page, U. of Wyoming; Bilian Ni Sullivan, Hong Kong U. of Science and Technology

1430 (Paper Session) - (OMT) Close to Me: Geographical Clusters

2:30pm - 3:50pm Anaheim Convention Center: 210C
Chair: Marie Gould, Peirce College

Bank Geographic Diversification and Performance: How does Geography Drive Bank Performance? | Geoffrey G Bell, U. of Minnesota Duluth; Saiying Deng, U. of Minnesota Duluth; Anne Cummings, U. of Minnesota Duluth

The Impact of the Spatial Dimension of Customers | Nikolaus Beck, U. of Lugano

Inter-firm Knowledge Exchanges and the Knowledge Creation Capability of Clusters | Andac Arikan, Florida Atlantic U.

Industrial Cluster Involvement, Organizational Learning and Organizational Adaptation | Kuei-Hsien Niu, California State U. Sacramento; Grant Miles, U. of North Texas

1431 (Paper Session) - (OMT) Trust and Cooperation: Cognitive Approaches

2:30pm - 3:50pm Anaheim Convention Center: 303A
Chair: Joseph Borschak, U. of Arizona

Interorganizational Cooperation and the Role of Trust: Core or Crust? | Dominika Latusek, Kozminski Business School/Stanford U.; Paul W. L. Vlaar, Vrije U. Amsterdam

Network Plasticity and Collaborative Innovation: Processes of Network Reorganization | Jason Davis, Massachusetts Institute of Technology

Winner of OMT Division Best Paper Award

The Joint Venture Trust-Control Relationship Revisited | Peter Ebert, Johannes Kepler U. Linz; Ruediger Kabst, U. of Giessen

Cooperative Dilemma, Management Control Conflict and International Joint Venture Performance | Ming-Chang Huang, Providence U.; Chi-Ya Chang, Chinese Culture U.; Yaping Chiu, Van-Nung U.; Chun-Ching Hung, Ferroxcube Company

1432 (Paper Session) - (OMT) New Directions in Interpersonal Network Analysis

2:30pm - 3:50pm Anaheim Convention Center: 308B
Chair: Carmelo Cennamo, Instituto de Empresa Business School

A Model of Robust Positions in Social Structure | Matthew S. Bothner, U. of Chicago; Edward Bishop Smith, U. of Chicago; Harrison C. White, Columbia U.

To Broker or to Reach Closure? A Longitudinal Investigation of the Dynamics of Social Capital | Fabio Fonti, Boston College; Robert Whitbred, Cleveland State U.; Christian Steglich, U. of Groningen

The Information Side-Effects of Structural Position: Information Burden and Central Actors | James Oldroyd, SKK Graduate School of Business

The Strength of ‘Dispersed’ Ties: Persistence of Social Capital Following Organizational Disbanding | R. Drew Sellers, Case Western Reserve U.; Gokce Sargut, City College, CUNY

1433 (Paper Session) - (OMT) Road to Somewhere? Complexity, Evolution, and Organizational Change
Session Details – Tuesday

2:30pm - 3:50pm Anaheim Convention Center: 303C
Chair: Carmen Estela Carlos Ornelas, Instituto Tecnologico de Aguascalientes


From Dynamic Capabilities to Corporate Intelligence: Lessons from Complexity Theory | Renata Kaminska-Labbe, CERAM

The Bottoms Up Creation of New Order - Complexity Science and Organizational Change | Shalini Lal, UCLA


1434 (Paper Session) - (OMT) Control and Coordination in Organizations
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - OMT 1
Presented on panels 11-17

Acquired Managers’ Integration Experiences: Interpretations, Relationships, Responses and Contexts | Samia Chreim, U. of Ottawa; Marzieh Tafaghod, U. of Ottawa

Organizational Control Research - A Review | Markus Kreutzer, U. of St. Gallen

Integration Modes and Information Processing for Coordination Effectiveness | J Daniel Sherman, U. of Alabama, Huntsville; Robert T Keller, U. of Houston

An Improvisational Model of Strategic Decision Making | Susana Velez-Castrillon, U. of Houston; Dusya M. Vera, U. of Houston; Ariff Kachra, Pepperdine U.

The Illusive Quest for Control Over Time: The Experiences of Converged Mobile Device Users | Sharon F. Matusik, U. of Colorado, Boulder; Amy Mickel, California State U. Sacramento; Amanda B. Harris, U. of Connecticut

The Dark Side of Relationships: A Tensions-based View | Shyh-Rong Fang, National Chung Hsing U.; Yong-Sheng Chang, National Chung Hsing U.; Yan-Chiu Peng, National Chung Hsing U.

Horizontal Combination and Vertical Integration: The Rise of China's Tobacco Giant | Junmin Wang, Indiana U.

Moral Development, Ethical Climate and Agency-Stewardship Theory | Aleksey Martynov, U. of Kansas

1435 (Paper Session) - (OMT, RM, ODC) Is Collaborative Research Useful?
2:30pm - 3:50pm Anaheim Convention Center: 210D
Organizers: Alfred Kieser, Mannheim U.; Jean M. Bartunek, Boston College
Chair: Lars Engwall, Upsala U.
Discussant: John R Kimberly, U. of Pennsylvania
How Much Do Companies Pay for Collaborative Research? | Alfred Kieser, Mannheim U.
The Partial Importance of Academic-Practitioner Collaboration | Jean M. Bartunek, Boston College
And Yes, It Is Possible... | Rita Kowalski, Work Life Consulting LLC
Rigorous Collaborative Research is Possible and Necessary | Susan A. Mohrman, U. of Southern California

Presenter: Susan A. Mohrman, U. of Southern California
Participant: Rita Kowalski, Work Life Consulting LLC

1436 SHCS: (OMT, TIM, RM) A Conference on Conferences
2:30pm - 3:50pm Anaheim Convention Center: 204A
Discussants: Mary Jo Hatch, Copenhagen Business School; Anand Narasimhan, IMD

Convening a Conference to Jumpstart a Field: Alternative Staffing Alliance | Silvia Dorado, U. of Rhode Island; Bogdan Prokopovych, U. of Rhode Island

Constructing Identities for New Fields by Staging Conferences | Kathryn Aten, U. of Oregon; Alan D. Meyer, U. of Oregon
Conferences as Venues for the Configuration of Emerging Organizational Fields | Raghu Garud, Penn State U.
Configuring Institutional Multiplicity: A Tale of Two Hi-Tech Conferences in Israel | Tammar B. Zilber, Hebrew U. of Jerusalem

Presenters: Kathryn Aten, U. of Oregon; Alan D. Meyer, U. of Oregon; Raghu Garud, Penn State U.; Tammar B. Zilber, Hebrew U. of Jerusalem; Silvia Dorado, U. of Rhode Island; Bogdan Prokopovych, U. of Rhode Island

1437 (Paper Session) - (ONE) Sustainability Discourse
2:30pm - 3:50pm Anaheim Marriott: Platinum 4
Chair: Bobby Banerjee, U. of Western Sydney
Discussants: Carolyn E. Egi, Simon Fraser U.; Gregory A Daneker, Arizona State U.


(Re)Presenting 'Sustainable Organisations': A New Discursive Identity | Helen M. Tregidga, AUT U.; Markus J. Milne, U. of Canterbury; Kate Kearins, Auckland U. of Technology

LANDCARE : A narrative construction for ecological sustainability | Robert Perey, School of Management, UTS; Suzanne Benn, U. of Technology, Sydney; Dexter Dunphy, U. of Technology, Sydney; Mel Edwards, School of Management, UTS

Ecological Sensemaking | Gail Whiteman, Erasmus U.; William H Cooper, Queen’s U.

Environmental Reports as Auto-Communication: A Study of Disclosure Practices by Low-Impact Companies | Irene Pollach, Aarhus School of Business, U. of Aarhus; Sandy Chong, Curtin U. of Technology

Organizations: Case Studies of the Public Sector | Pauline Stanton, La Trobe U.; Suzanne Young, Deakin U.; Timothy Bartram, La Trobe U.; Sandra Leggat, La Trobe U.

Perceptions of the Risk Culture in Public and Nonprofit Organizations | Chung-An Chen, U. of Georgia; Barry Bozeman, U. of Georgia

International-oriented |
Theme-oriented | Research-oriented | Visual Presentation | Best Paper Proceedings

Section D

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Governance strategy in local government: A study of municipal corporations in a Swedish municipality | Sven-Olof Collin, Kristianstad U.; Torbjörn Tagesson, Kristianstad U. College

Flexibility at the core: A study of part-time faculty employment in higher education institutions | Xiangmin Liu, Cornell U.; Liang Zhang, Vanderbilt U.

1439 (Paper Session) - (PNP) Valuing the volunteers in PNP: Challenges and strategies
2:30pm - 3:50pm Hilton Anaheim: Manhattan
Chair: Matthew Liao-Troth, Western Washington U.
Discussant: Matthew Liao-Troth, Western Washington U.
Public sector volunteering: Committed staff, multiple logics and contradictory strategies | Graham John Dover, Simon Fraser U.
Volunteering versus Managerialism. Conflict over Organizational Identity in Voluntary Associations | Karin Kreutzer, U. of St.Gallen
All in a Day’s Work: Do Key Job Outcomes Differ Between Paid Workers and Non-Paid Volunteers? | Jaime Henning, Eastern Kentucky U.; Ann Huffman, Northern Arizona U.; Tonya Frevert, Northern Arizona U.

1440 (Paper Session) - (RM) New Perspectives on Reliability and Validity
2:30pm - 3:50pm Hilton Anaheim: Manhattan
Chair: Lucy R. Ford, St. Joseph’s U.
Discussant: Claudia C. Cogiser, Texas Tech U.
A Multi-Sample Re-examination of Goldberg’s IPIP 50-item Big Five Questionnaire’s Factor Structure | Nhun T. Nguyen, Towson U.; Michael Biderman, U. of Tennessee at Chattanooga; Christopher J. L. Cunningham, U. of Tennessee at Chattanooga; Nima Ghorbani, U. of Tehran
Construct Validation of Content Analysis: An Illustration Using Entrepreneurial Orientation | Jeremy Collin Short, Texas Tech U.; Claudia C. Cogiser, Texas Tech U.; Keith H. Brigham, Texas Tech U.
Corrected Indices for Reliability Assessment | Cherng G. Ding, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.

1441 (Paper Session) - (SIM) Fighting Poverty through Building Wealth
2:30pm - 3:50pm Anaheim Marriott: Orange County 1
Facilitator: Kathleen Rebhein, Marquette U.
A Multi-Dimensional Approach to Poverty Alleviation and Growing Inclusive Markets | Kevin McKague, York U.; Toronto; Anael Karnani, U. of Michigan; Ann Arbor; David Wheeler, Dalhouse U.

Impact of the Community Reinvestment Act on Small Business and Community Developments | Nada Koeiessi, Long Island U., C.W. Post

1442 (Paper Session) - (SIM) The Influence of the Market
2:30pm - 3:50pm Anaheim Marriott: Orange County 2
Facilitator: Marguerite Schneider, NJIT
Tension between Economics and Ethics in Corporate Management | Venkataraman Nilakant, U. of Canterbury; Marjolein Lips-Wiersma, U. of Canterbury
Do Markets Love Misery? Stock Prices and Corporate Philanthropic Disaster Response | Alan Muller, U. of Amsterdam; Roman Kraeussl, VU U. Amsterdam

1443 (Paper Session) - (SIM) Doing the Right Thing
2:30pm - 3:50pm Anaheim Marriott: Orange County 3
Facilitator: Jason Stanbury, Vanderbilt U.
The Force of Moral Intuition When We Ask: Is This Right? | George Watson, Southern Illinois U. Edwardsville; Mary Sue Love, Southern Illinois U., Edwardsville; Bruce T. Teague, Eastern Washington U.
Opportunities for personal social action in the for-profit organization | Aimee Dars Ellis, Arizona State U.

1444 (Paper Session) - (TIM) Organizational Relations: International Networks and University & Corporate Exchange
2:30pm - 3:50pm Anaheim Marriott: Suite 315
Chair: Hamid H Kazeroony, William Penn U.
Discussant: Hamid H Kazeroony, William Penn U.
Toward A Unified Perspective on Competition, Collaboration and Innovation | Jie Wu, The U. of Auckland; Nitin Pangarkar, National U. of Singapore
Managing and Developing Absorptive Capacity: A Multilevel Network Approach | Shyh-Rong Fang, National Chung Hsing U.; Shu-Mi Yang, National Chung Hsing U.; Eric M.C. Chuang, NCKU; Hsiao-Ping Chu, Ling Tung U., Taichung, Taiwan
Negotiation at multiple levels in networked innovation | Maura Soekijad, VU U. Amsterdam, FEWEB; Marleen Huysman, Vrije U. Amsterdam
Increasing Market Scope in Technology Transfer Offices: Productive Outputs and Resource Efficiency | Julie Feickert, U. of Utah
Role played by Intermediary Institutions in Academy-Industry Technology Alliancees | Valérie Duplat, IAG, Louvain School of Management
1445 | (Paper Session) - (TIM) Adaptation and Change: Organizational/Technological Evolution and Change
2:30pm - 3:50pm Anaheim Convention Center: 303D
Chair: Richard M. Franz, Kennesaw State U.
Discussants: Ramayah Thuramay, U. Sains Malaysia; Clara Eugenia Garcia, Carlos III U.; Yildiz Y Guzey, Khaas U.; Department of Business Administration; Muhammad A Obeidat, Southern Polytechnic State U.

SHIFTING BOUNDARIES, INVISIBLE GEOGRAPHY:
Information Technology & Firm-level Physical Organization
- Linda M. Cohen, U. of Pennsylvania
The Emergence of Architecture: The Case of ATLAS, CERN
- Philipp Tuertscher, Vienna U. of Economics and Business Administration; Raghurad, Penn State U.; Markus Nordberg, CERN


1446 | (Paper Session) - (TIM) New Product Development and Adoption: Radical Innovations
2:30pm - 3:50pm Anaheim Convention Center: 304B
Chair: Ann McCafden, U. of Texas at Arlington

The Effects of Inter-industry and Country Difference in Supplier Relationship on Radical Innovations | Ying Li, Hasselt U.; Bart Nooteboom, Tilburg U.
In Search of Superior Products—Internal Knowledge Creation & Alliance Diversity | Stefan Wuyts, Tilburg U.; Shantanu Dutta, USC; Seema Pai, USC

The impact of business group membership on innovation: The case of Taiwan | Tsun-Jui Hsiao, Asia U.; Yu-Ju Chen, Asia U.; Ryh-Song Yeh, Asia U.
Radical Innovations and Incumbent-Challenger Dynamics in the Dutch TV Industry | Shahzad Mumtaz Ansari, Erasmus U.; Pieter Krop, LogicaCMG

1447 | (Paper Session) - (TIM) Management of Technology and Innovation
2:30pm - 3:50pm Anaheim Convention Center: 304C
Chair: David Zepeda, U. of Minnesota, Twin Cities Discussants: Markus Perkmann, Loughborough U.; Gianluca Carnabuci, Bocconi U. and SDA Bocconi School of Management; Craig S. Galbraith, U. of North Carolina-Wilmington; Tucker James Marion, Northeastern U.; Frank T. Pillar, RWTH Aachen U.

Norms, Rewards, and Their Effect on the Motivation of Open Source Software Developers | Oliver Thorsten Aley, Technical U. of Munich; Martin Leitner, Technical U. of Munich
Democratized Collaboration in Big Pharma | Benjamin Hughes, ESADE; Jonathan D. Wareham, ESADE

Search Patterns and Absorptive Capacity: A Comparison of European Low- and High-Technology Firms | Christoph Grumpe, Centre for European Economic Research; Wolfgang Soffka, Centre for European Economic Research

1448 | (Paper Session) - (TIM) Strategy, Technology, & Innovations IV
2:30pm - 3:50pm Anaheim Convention Center: 304D
Chair: Debasis Sengupta, Philips Electronics Singapore Pte Ltd Discussants: Yong Kwang Adrian Yeow, U. of Maryland, College Park; Alja Elena Leiponen, Cornell U.; Asli Musaoglu Arikan, Georgia State U.; Helder Sebastiao, U. of San Diego; Peter Jack Gallo, U. of North Carolina

Developing World Market-leading Companies: On Innovative Practices Of German SMEs | Harald Dolles, heilbronn business school; Kristina Ettrich, heilbronn business school
Business Strategies Supporting Effective Implementation of Innovation by Project-Based Firms | Karen Manley, Project Management Academy, Queensland U. of Technology, Australia; Stephen McFallan, Commonwealth Scientific Industrial Research Organisation
Death of Distance?: Biotechnology Agglomeration Patterns, Alliance Proximity, and Firm Performance | Mark J. Ahn, Victoria U. of Wellington; Michael David Meeks, San Francisco State U.; Sally Davenport, Victoria U. of Wellington

does the degree of innovativeness matter in new product performance? | Francois Duhamel, Universidad de Las Americas, Puebla, Mexico; Michel Santé, HEC Paris

The Limits of the "Open Innovation" Paradigm, or: When Does It Pay to Be Open? | Carl J. Kock, Instituto de Empresa; Marko T. Torkkeli, Lappeenranta U. of Technology; Peikka Salmi, Lappeenranta U. of Technology

1449 | (Paper Session) - (TIM) Disciplinary Focused and Human Resource Management Visual Papers
2:30pm - 3:50pm Anaheim Convention Center: Exhibit Hall C - TIM 1 Presented on panels 18-26

Are Patents Discouraging Innovation? | Soma Dey, National U. of Singapore
When Dissatisfaction Leads to Innovativeness? A Triadic Analysis of Contextual Factors Influence | Chiau Tu, Ming-Chuan U.
Managing Innovation in the Origins of Information Technology Industries in China and Taiwan | Cheng-Hua Tzeng, Fudan U., School of Management
Research Collaboration and Research Output: A Longitudinal Study of 65 Industrial Scientists | Zi-Lin Hsieh, National U.; Peter Jack Gallo, U. of North Carolina

Academic institutions and new industries; Berkeley and Stanford after the rise of biotechnology | Simcha Jong, U. of Pennsylvania
Managing Knowledge in Human Resource Practices and Innovation Performance | Jing-Wen Huang, Chia Nan U. of Pharmacy & Science; Yong-Hui Li, Kao Yuan U.
Appropriability Strategies of Multinational Firms - Keep your Hands off my Girl | Pedro Faria, Instituto Superior
Sources of Knowledge Acquisition and Patterns of Knowledge Sharing Behaviors in R&D Context | Min-shi Liu, National Central U.; Nienchi Liu, National Central U.

Strategic leadership styles and types of innovation | Pol Hermann, Iowa State U.

Towards a Project-based View of Innovation and Strategy: Moving Beyond Project Management | Karlos A. Artto, Oulu; G. d’Annunzio; Frederiksen, Imperial College London

Building Architectural Advantage in the US Motion Picture Industry | Ayman Tarabishy, George Washington U.

Project-Based Learning: Antecedents, Artifacts, and The Relational Antecedents of Project-Entrepreneurship | Karlos A. Artto, Helsinki U. of Technology; Jaakko Kujala, U. of Oulu

The Myth and Reality of Project Management | Aaron J. Shenhar, Stevens Institute of Technology; Dov Dvir, Ben-Gurion U. of the Negev

Framework of project business | Karlos A. Artto, Helsinki U. of Technology; Jaakko Kujala, U. of Oulu

The Relational Antecedents of Project-Entrepreneurship | Simone Ferriani, U. of Bologna; Gino Cattani, New York U.

Project-Based Learning: Antecedents, Artifacts, and Adaptiveness | Eugenia Cacciatori, Bocconi U.; Andrea Prencipe, U. G. d’Annunzio; Gernot Grabher, U. of Bonn

Building Architectural Advantage in the US Motion Picture Industry | Fabrizio Ferraro, IESE Business School; Kerem Gurses, ISEE Business School

Institutional effects of regulation and standardization on the evolution of the U.S. organic food value chain | Brandon H. Lee, London Business School


Strategies For Online Communities | Urs S Daellenbach, Victoria U., Wellington

Recognition, Evaluating and Controlling Strategic Initiatives | Basak Yakis-Douglas, New College, Oxford U.

Attention Allocation as a Determinant of Strategic Issue Management System Performance | Markus Kajanto, Nokia Corporation; Matti Keijola, Helsinki U. of Technology; Peter Kunnas, Nokia Corporation; Tomi M. M. Laamanen, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology

Strategic Initiatives and Control | Markus Kreutzer, U. of St. Gallen; Christoph F. Lechner, U. of St. Gallen; Laura B. Cardinal, Tulane U.


Deliberate Learning in the Frontlines of Service Organizations | Jun Ye, U. of Oregon; Detelina Marinova, U. of Missouri; Jagdip Singh, Case Western Reserve U.

The Adaptive Behaviour of Music Firms - Introducing the Music Industry Feedback Model | Patrik Wikström, Jönköping Infl Business School

Vicarious Learning | Thomas F Hawk, Frostburg State U.

Deliberate, Adaptive and Vicarious Learning | Thomas F Hawk, Frostburg State U.
1457: (Paper Session) - (BPS) Exploring Divestment Strategies
4:10pm - 5:20pm Anaheim Convention Center: 202B
Chair: Zachary Sheaffer, U. of Open Israel & Ariel U. Centre
Discussant: Edward Levitas, U. of Wisconsin, Milwaukee
The Art of Exclusion: Explaining the Approaches in Resource Abandonment | Sali Li, U. of Wisconsin Milwaukee
Divestment and Firm Exit, Survival and Growth Strategies | Heather Berry, U. of Pennsylvania
Divestment As A Real Option: Firm Choices Under Conditions Of Uncertainty | Naga Lakshmi Damara, Ohio State U.
Staged Divestments: Real options or Information Asymmetry? | Naga Lakshmi Damara, Ohio State U.

1456: (BPS) Wiley-Blackwell Dissertation Award Finalists
4:10pm - 5:20pm Anaheim Convention Center: 201C
Session showcasing the research of the Wiley-Blackwell Dissertation Award finalists. Winner to be announced at the BPS Business Meeting immediately following.
Organizer: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Essays on Learning and Innovation | Natarajan Balasubramanian, Florida International U.
Capturing Value from Client Relationships: Theory and Evidence | Olivier Chatain, Wharton School, U. of Pennsylvania
The Origin of the Network Positions of New Organizations: How Entrepreneurs Raise Funds from Venture Capitalists and Corporate Investors. | Benjamin L. Hallen, U. of Maryland, College Park
Organization and Performance: Evidence from Microdata. | Evan Rawley, Wharton, U. of Penn
Dominant CEO, Deviant Strategy, and Economic Performance | Jianyun Tang, Memorial U. of Newfoundland

1459: (Paper Session) - (BPS) Intra-Industry Performance Gaps: Temporary or Persistent?
4:10pm - 5:20pm Anaheim Convention Center: 202A
Chair: Kaouthar Lajili, U. of Ottawa
Discussant: Scott Rockart, Duke U.

Could the Best Offense Be a Good Bankruptcy? A Study of Bankruptcy’s Effect in the Airline Industry | Susana Velez-Castrillon, U. of Houston; William Zahn, U. of Houston
Position and Potential: A Dynamic Approach to Strategic Management | Harry Sminia, U. of Sheffield
TUESDAY

Session Details – Tuesday

\[\text{Teaching-oriented} \quad \text{Practice-oriented} \quad \text{International-oriented} \quad \text{Theme-oriented} \quad \text{Research-oriented} \quad \text{Visual Presentation} \quad \text{Best Paper Proceedings}\]

\begin{itemize}
  \item Narcissism in CEOs: The Psychology of Positive Self-Regard and Implications for Executive Behavior | Arijit Chatterjee, Pennsylvania State U.
  \item 1463 \(\text{CAR}\) Everett Cherrington Hughes Award
    4:10pm - 5:20pm Hilton Anaheim: Capistrano A
    
    \textbf{Introductions: Gary N. Powell, U. of Connecticut, Storrs; Veronica M. Godshalk, U. of South Carolina, Beaufort}
    
    \textbf{Division Chair: Barbara A. Ribbens, Western Illinois U.}
    
    \textbf{Distinguished Speaker: Jeffrey H. Greenhaus, Drexel U.}
  \item 1464 \(\text{(Paper Session)} \quad \text{CAR}\) Perceptions, Impressions, and Ultimate Performance
    4:10pm - 5:20pm Hilton Anaheim: Oceanside
    
    \textbf{Chair: Leisa D. Sargent, U. of Melbourne}
    
    \textbf{Discussants: Daniel Engler, Stern School of Business, New York U.; Christy Harris Weer, Radford U.; Peter A Weil, American College of Healthcare Executives; James E Wilbanks, U. of Missouri}
    
    \textbf{Managerial Perceptions of Employees’ Commitment to the Organization: Predictors and Outcomes | Christy Harris Weer, Radford U.}
    
    \textbf{How Does Status Affect Performance? Evidence from the PGA and NASCAR | Matthew S. Bother, U. of Chicago; Young-Kyu Kim, U. of Chicago; Edward Bishop Smith, U. of Chicago}
  \item 1465 \(\text{CAR, TIM}\) Trends, Transitions, and Technology: Implications of Online Learning on Faculty Careers
    4:10pm - 5:20pm Hilton Anaheim: Mezzanine 13
    
    \textbf{Participants: Ann Herd, U. of Maryland U. College; Julita Haber, Touro U. International; Sally J. Power, U. of St. Thomas; Carol Carnevale, Empire State College, SUNY; Craig A Tunwall, SUNY Empire State College; Madeline M. Crocitto, SUNY College at Old Westbury}
  \item 1466 \(\text{CAU}\) Metaphors and Analysis of Interrelatedness (Method): Setting a New Research Agenda
    4:10pm - 5:20pm Hilton Anaheim: Balboa B
    
    \textbf{Organizer: Kuo Frank Yu, U. of California, Berkeley}
    
    \textbf{Participants: William Torbert, Boston College; Claus Rerup, U. of Western Ontario; Rangaraj Ramanujam, Vanderbilt U.; Sara J. Singer, Harvard School of Public Health; John S. Carroll, Massachusetts Institute of Technology; Ian Mitroff, Alliant International U.J.U. of California, Berkeley; Elena P. Antonacopoulou, U. of Liverpool; Timothy J. Vogus, Vanderbilt U.}
  \item 1467 \(\text{CAU}\) Sport: Research Lens, Teaching Metaphor, and/or Phenomenon Worth of Study In Its Own Right?
    4:10pm - 5:20pm Hilton Anaheim: Balboa C
    
    \textbf{Organizer: Richard A Wolfe, U. of Michigan}
    
    \textbf{Participants: Arran Caza, U. of Illinois at Urbana-Champaign; Deborah Faith Crown Core, Ohio U.; John M Usher, U. of Lethbridge; Marvin Washington, U. Alberta; Patrick Wright, Cornell U.}
  \item 1468 \(\text{CAU}\) Women Directors
    4:10pm - 5:20pm Hilton Anaheim: Santa Barbara
    
    \textbf{Organizer: Rosanne Hawarden, Massey U.}
    
    \textbf{Participants: Susan Mary Vinnicombe, Cranfield U.; Morten Huse, BI Norwegian School of Management; Alix Valenti, U. of Houston;}
    
    \textbf{Clear Lake; Helene Maria Mayerhofer, Vienna U. of Economics and Business Administration; Susan M. Adams, Bentley College; Ralph Stabilein, Massey U.; Yang Yang, U. of Western Ontario}
  \item 1469 \(\text{CAU}\) People and Organizations Research Interest Group
    4:10pm - 5:20pm Hilton Anaheim: Ventura
    
    \textbf{Organizer: Shad S. Morris, Ohio State U.}
    
    \textbf{Participants: Diane Burton, MIT; Thomas A Kochan, Massachusetts Institute of Technology; Benjamin A. Campbell, The Ohio State U.; Timothy M. Gardner, Vanderbilt U.}
    
    \textbf{Owen Graduate School of Management; Russell Coff, Emory U.; Peter Cappelli, U. of Pennsylvania; Scott A. Snell, Cornell U.}
  \item 1470 \(\text{CMS}\) CMS Keynote Speaker
    4:10pm - 5:20pm Hilton Anaheim: Palos Verdes A
    
    \textbf{Distinguished Speaker: Joan Acker, U. of Oregon}
    
    \textbf{Chair: Jean Helms Mills, St. Mary’s U.}
    
    \textbf{How Critical are Critical Organization/Management Studies? | Joan Acker, U. of Oregon}
  \item 1471 \(\text{(Paper Session)} \quad \text{(ENT)}\) Risking Entrepreneurship: Who Tries and Why
    4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon J
    
    \textbf{Chair: Martina Musteen, San Diego State U.}
    
    \textbf{Discussant: Ralph Hanke, Bowling Green State U.}
    
    \textbf{The Question We Ought to Ask: “Who is the Non-Entrepreneur?” | Stratos E Ramoglou, Cambridge U.}
    
    
    \textbf{Positive Entrepreneurial Failure | Nathan Sidney Greidanus, U. of Manitoba}
    
    \textbf{Risk Taking In the Gain Domain: a Predictive Model of New Venture Creation | Yan Li, The Chinese U. of Hong Kong}
  \item 1472 \(\text{(Paper Session)} \quad \text{(ENT)}\) Social Embeddedness at the CEO, Team, and Venture Levels: Implications for Entrepreneurial Firms
    4:10pm - 5:20pm Anaheim Convention Center: 205A
    
    \textbf{Chair: David M. Gomulya, U. of Washington, Seattle}
    
    \textbf{Discussant: Charles H. Matthews, U. of Cincinnati}
    
    \textbf{CEO Embeddedness and Founding Team Experience: Predictors of a successfully launched new venture? | Myleen Leary, Montana State U.; Michael L. DeVaughn, U. of St. Thomas, St. Paul/Mpls, MN}
    
    \textbf{Fools Rush In? Speed of Formation and Quantity of High-Exit-Cost Ties and New Ventures’ Performance | David M. Gomulya, U. of Washington, Seattle}
\end{itemize}
1475 JS: (Paper Session) - (ENT) Venture Capital Syndicates: Formation, Characteristics, and Consequences
4:10pm - 5:20pm Anaheim Convention Center: 206B
Chair: Bret Ryan Fund, Pennsylvania State U.
Discussant: Sheryl Winston Smith, U. of Minnesota
Antecedents and consequences of venture capital syndication
Violetta Gerasymenko, HEC Paris; Oliver Gottschalg, HEC Paris

1476: (Paper Session) - (ENT) Social Entrepreneurship: Patterns and Outcomes
4:10pm - 5:20pm Anaheim Convention Center: 206B
Chair: Diana Hechavarria, U. of Cincinnati
Discussant: Benjamin B. Lichtenstein, U. of Massachusetts, Boston
Addressing Social Needs by Creating Social Markets: A Case Study of Social Entrepreneurship

1477: (Paper Session) - (ENT) Exploring Gendered Perceptions: Reflexivity, Roles and Stereotypes
4:10pm - 5:20pm Anaheim Convention Center: 206B
Chair: Rosanne Hawarden, Massey U.
Discussant: Eileen Kaplan, Montclair State U.
An Empirical Investigation of Sex-Role Stereotypes and Charismatic Leadership
Stephen Vong, San Diego State U.; Andrea Jackson, Qualcomm, Inc.; Mark G. Ehrhart, San Diego State U.
Negotiating Gender Stereotypes: Other-Advocacy Reduces Social Constraints on Women in Negotiations
Emily T. Amanatullah, UT - Austin
Sage Dissertation Award
Identity and Reflexivity in Research on Women Accountants
Claire Dambrin, HEC, Paris; Caroline Lambert, HEC, Paris

1478: (Paper Session) - (GDO) Diversity in Leadership
4:10pm - 5:20pm Anaheim Convention Center: 206B
Chair: Mark D. Agars, California State U. San Bernardino
Female and Male Leadership Around the World: A Three-Level Study on the Importance of Gender Ratio
Hetty Van Emmerik, Utrecht U.; Hein Wendt, Hay Group bv; Martin C. Euwema, Utrecht U.
Missing in Mobility: An Analysis of Leadership Invisibility of Asian Americans in Organizations
Tojo Thatchenkey, George Mason U.; Keimei Sugiyama, George Mason U.
Almost Another Decade of Corporate Women: Finally, Progress in Boardrooms and Executive Suites
Jennifer Knippen, U. of Florida; Wei Shen, U. of Florida
How I Made it to the Top: Reflections of Successful Arab Women Leaders
Ikhlas Ali Abdalla, Arab Open U.; Moudi Abdel Aziz Al-Homoud, Arab Open U.
Session Details – Tuesday

1479 (Paper Session) - (HCM) Organizational Factors Influencing Efficiency and Financial Performance
4:10pm - 5:20pm Hilton Anaheim: Sunset
Chair: J. Andrew Lee, Wharton, U. of Penn
Discussant: Barry Joseph Halm, Minnesota State U.
Predicting Health Plan Insolvency using financial data | Andre L. S. Guimaraes, Lubin School of Business, Pace U. / BNDES (Brazilian Development Bank); Alan B. Eisner, Pace U.
Valuing Volunteers: The Impact of Volunteerism on Hospital Performance | Renee Brent Hotchkiss, Georgia Southern U.; Myron D Fottler, U. of Central Florida; Lynn Unruh, U. of Central Florida
Working Capital Management, Profitability and Solvency in Healthcare | Andre L. S. Guimaraes, Lubin School of Business, Pace U. / BNDES (Brazilian Development Bank); Alan B. Eisner, Pace U.

1480 (Paper Session) - (BPS, OMT) Managing Skilled Professionals: Empirical Studies in Health Care
4:10pm - 5:20pm Hilton Anaheim: Palos Verdes B
Chair: Subramaniam Ramanarayan, UCLA Anderson School of Management
Information and Quality when Motivation is Intrinsic: Evidence from Surgeon “Report Cards” | Jonathan Kolstad, Harvard U.
Does the Market Punish Aggressive Experts: Evidence from Cesarean Sections | Subramaniam Ramanarayan, UCLA Anderson School of Management

1481 (Paper Session) - (HR) Compensation Concerns
4:10pm - 5:20pm Hilton Anaheim: Huntington A
Chair: Ingrid Fulmer, Georgia Institute of Technology
Discussant: Michael Sturman, Cornell U.
Pay Dispersion-Performance Relationship in High-Tech Firms: A Holistic View of Compensation System | Kejia Zhu, U. of British Columbia
TMT Horizontal Pay Disparity as an Indicator of Status and Power Differences | Ji-Young Ahn, U. of Illinois, Urbana-Champaign; Niti Pandey, U. of Illinois, Urbana-Champaign
Just Noticeable Differences in Positive and Negative Pay Changes | Atul Mitra, U. of Northern Iowa; Aino Salimaki, Helsinki U. of Technology; Jason D. Shaw, U. of Minnesota
Pay Dispersion and Organizational Outcomes | Hyuckseung Yang, Yonsei U.; Brian S. Klaas, U. of South Carolina

1482 (Paper Session) - (HR) Strategic Human Resource Management
4:10pm - 5:20pm Hilton Anaheim: Huntington B
Chair: John W Boudreau, Center for Effective Organizations / U. of Southern California
Discussant: Clinton Chadwick, U. of Alabama, Huntsville

A Real Options Theory of Human Resource Management | Lenos Trigeorgis, U. of Cyprus
Human Resource Flexibility and Firm Performance: Analysis of a Multi-Level Causal Model | Sumita Ketkar, Indian Institute of Management Calcutta, India; Prodip Kumar Sett, Indian Institute of Management Calcutta, India
The Strategic Involvement of Human Resource Department and Firm Performance | Hyondong Kim, Dongguk U.; Sung-Choon Kang, Seoul National U.

1483 (JS): (HCM, BPS, OB) A Global Perspective on the Prevalence, Importance, and Influence of Shared Capitalism
4:10pm - 5:20pm Hilton Anaheim: California Pavilion A
Chair: Douglas Kruse, Rutgers U.
Discussant: Stanley M Gully, Rutgers U.
Shared Capitalism in the US: Prevalence, Characteristics, & Employee Views | Douglas Kruse, Rutgers U.; Joseph Blasi, Rutgers U.; Rhoeun Park, Rutgers U.
Employee Ownership In The Global Technology Sector: The Case Of Employee Stock Options In India | Edward Carberry, Cornell U.
Do Employees Benefit From Profit Sharing? A Longitudinal Analysis of Canadian Establishments | Richard J. Long, U. of Saskatchewan; Tony Fang, School of Administrative Studies, York U.
Capital, Labor and Productivity in Labor-Managed and Conventional Firms | Fathi Fakhfakh, U. of Paris II; Virginie Pérotin, Leeds U. Business School

1484 (JS): (HR, GDO) The Generational Divide: The Influence of Intergenerational Differences on Workplace Behaviors
4:10pm - 5:20pm Hilton Anaheim: Coronado
Organizers: Gwendolyn M. Combs, U. of Nebraska, Lincoln; Ronda M. Smith, U. of Nebraska, Lincoln
Lost in Transition: Facilitating Cross-Generational Knowledge Transfer | Gwendolyn M. Combs, U. of Nebraska, Lincoln; Ronda M. Smith, U. of Nebraska, Lincoln
Globalization and Generation X Careers: How is globalization affecting the careers of Gen Xers? | Pamela Lirio, McGill U.
Pushing the Boundaries: Psychological Dynamics of Intergenerational Conflict in Organizations | Leigh Plunkett Tost, Duke U.; Morela Hernandez, U. of Washington; Kimberly A Wade-Benzoni, Duke U.

1485 \( \Rightarrow \) (Paper Session) - (HR, MED, OB) Toward a Comprehensive Understanding of Employee Self-Development: Key Antecedents and Consequences
4:10pm - 5:20pm Hilton Anaheim: Huntington C
Chair: Karin A. Orvis, Old Dominion U.; Krista L. Langkamer, George Mason U.
Discussant: Raymond A. Noe, The Ohio State U.
Utilizing Leader and Organizational Support Mechanisms to Enhance Self-Development Effectiveness | Karin A. Orvis, Old Dominion U.; Gregory P. Leffler, Old Dominion U.
Variety is the Spice of Life: The Importance of Experiential Variety in Leader Self-Development | Krista L. Langkamer, George Mason U.
Leader Self-development: Differentiating Motivation to Develop Leadership from Motivation to Lead | Todd J. Maurer, Georgia State U.; Michael Lippstreu, Georgia Institute of Technology
Role of Individual Differences in Reactions to a Leadership Self Development Tool | Kara Lynn Orvis, Aptima, Inc.; Zachary Horn, Aptima, Inc.; Tyrone Jefferson, Aptima, Inc.

1486 \( \Rightarrow \) (Paper Session) - (IM) Firm Strategy in Emerging Economies
4:10pm - 5:20pm Anaheim Marriott: Suite 304
Chair: Christina L. Ahmadjian, Hitotsubashi U.
Discussant: Liesl Riddle, George Washington U.
STRATEGIC CONFIGURATIONS IN CHINESE SMEs | Zhi Tang, Rochester Institute of Technology; Clyde Hull, Rochester Institute of Technology
Organizational Re-design and Performance: Evidence from India |
Strategic adaptation in the Indian auto components industry subsequent to economic liberalization | Arun Kumaraswamy, Temple U.; Ram Muddambi, Temple U.; Haritha Saranga, Indian Institute of Management Bangalore; Arindam Tripathy, State U. of New York, Albany
Emerging Economy International New Ventures: The Quest for Legitimacy | J Ramachandran, Indian Institute of Management Bangalore; Anirvan Pant, Indian Institute of Management Bangalore

1487 \( \Rightarrow \) (Paper Session) - (IM) Organizing for Cross-Border Knowledge Flow
4:10pm - 5:20pm Anaheim Convention Center: 212A
Chair: Mila B. Lazarova, Simon Fraser U.
Discussant: Rakesh B. Sambharya, Rutgers U. - Camden
The Impact of Subsidiary Autonomy on MNE Knowledge Transfer: Resolving the Debate | Larissa Rabbiosi, Copenhagen Business School
MNE Knowledge Flows, Absorptive Capacity and the Heterogeneity of Local Entrepreneurship | Nachiket Bhave, U. of Minnesota, Twin Cities; Shaker A. Zahra, U. of Minnesota, Twin Cities
The Role of Organizational Politics in Knowledge Processes in an Offshoring Context | Shahzad Mumtaz Ansari, Erasmus U.; Henk W. Volberda, Erasmus U.; Jatinder Singh Sidhu, Erasmus U.; Ilan Oshri, Erasmus U.
TAPPING INTO THE COMPETITIVE ADVANTAGE OF FOREIGN SUBSIDIARIES: Intra-MNC Knowledge Transfer | Andreas P.J. Schotter, U. of Western Ontario

1488 \( \Rightarrow \) (Paper Session) - (IM) International Network I
4:10pm - 5:20pm Anaheim Convention Center: 212B
Chair: Stephanie Hurt, Meredith College
Discussant: Elisabetta Marafiotti, SDA Bocconi U.
Emerging Multinationals: Effects of Business Groups and Internationalization of Resources | Ravenendra Chittoor, Indian Institute of Management Calcutta; Sougata Ray, IIM Calcutta / Infosys Technologies Limited; Preet S Aulakh, York U.
The Coordination of Service Offshoring Subsidiaries in Multinational Corporations | Stefan Schmid, ESCP-EAP European School of Management; Matthias Daub, ESCP-EAP European School of Management
Explaining Subsidiary Power from Three Theoretical Angles | Lisa Katarina Gaerber, Vienna U. of Economics and Business Administration; Björn Ambos, Vienna U. of Economics and Business Administration
The Importance of Hierarchy and a Parent HQ in MNCs | William G Egelhoff, Fordham U.

1489 \( \Rightarrow \) (Paper Session) - (IM) Barry Richman Dissertation Award Finalists Session
4:10pm - 5:20pm Anaheim Convention Center: 213A
Division Chair: Timothy Michael Devinney, AGSM-Australian School of Business
Chair: Charles Dhanaraj, Indiana U., Bloomington
Knowledge Sharing through Inpatrate Assignments in MNCs: A Social Capital Perspective | B. Sebastian Reiche, IESE Business School
Global Strategy and International Diversity: A Double-Edged Sword | Christian Geisler Aasmussen, Copenhagen Business School
Foreign Peer Networks and Subsidiary Performance | Jing’an Tang, Sacred Heart U.

1490 \( \Rightarrow \) (Paper Session) - (IM) The Interplay Between Local and Global
4:10pm - 5:20pm Anaheim Convention Center: 212B
Chair: Lilach Nachum, Baruch College
Discussant: Greg Fisher, RMIT U.
NGOs as Multinationals: The Implications of Diversification | Geoff Kistruck, U. of Western Ontario; Israr Qureshi, U. of Western Ontario; Paul Beamish, U. of Western Ontario
IM Division Samsung Best Paper Award Finalist
International Diversification Strategies and Firm Performance: A Multilevel Analysis | Bo Bernhard Nielsen, Copenhagen Business School; Sabina Nielsen, Copenhagen Business School
1491 | (Paper Session) - (IM) Cultural Intelligence
4:10pm - 5:20pm Anaheim Convention Center: 213C
Chair: Nikos Bozionelos, U. of Durham
Discussant: Kathryn H. King-Metters, Emory U., Gozuleti Bus Sch
• Exploring the Relationship between Dual Cultural Identities and Intercultural Effectiveness | Yih-teen Lee, IESE Business School
• A Negotiated Cultural Identity Approach: Role of National Culture in a Cross-national Work Setting | Noriko Yagi, U. of Kansas; Jill Kleinberg, U. of Kansas; Catherine E Schwoerer, U. of Kansas
• Expatriate leadership, cultural intelligence, and innovation | Detelin S Elenkov, U. of Tennessee, Knoxville; Ivan Manev, U. of Maine
• How Intelligent Do You Appear Through Others’ Eyes - A mediation model of Culture Intelligence | Lu M Shannon, U. College Dublin, Ireland; Thomas M Begley, U. College Dublin

1492 | (Paper Session) - (IP) Team Processes I
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 1
Facilitator: Steffen P. Raub, Ecole Hoteliere de Lausanne
• OB: The Effects of Goal Orientation in Teams: Much More than the Mean | Michael Christian, U. of Southern California; Michael Mohe, U. of Oldenburg
• OB: Interpersonal Coordination in a Multi-Profession Organization | Lucy MacPhail, Harvard U.
• CM: The Effect of Outcome Variance in “Lumpy” Social Dilemmas | Matthew W. McCarter, U. of Illinois; Gregory Northcraft, U. of Illinois, Urbana-Champaign; Kevin W. Rockmann, George Mason U.

1493 | (Paper Session) - (IP) Consulting
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 10
Facilitator: Laurent Cappelletti, ISEOR, U. of Lyon 3
• MC: Voluntaristic vs. systemic perspectives on managing the consultant-client relationship | David Nils Seidi, U. of Munich; Michael Mohr, U. of Oldenburg
• MC: Do Clients Really Become More ‘Professional’? – Analyzing Clients’ New Ways of Managing Consultants | Nicole Reifenscheidt, U. of Mannheim
• MC: Neurotic Styles of Management and Consulting | Kurt Motamed, Pepperdine U.
• MC: Consultant Domain and Clients’ Agenda | Jean E. Neumann, Tavistock Institute

1494 | (Paper Session) - (IP) Environmental Factors:
Stakeholder’s Stories
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 11
Facilitator: William E Martello, St. Edward’s U.
• SIM: Autonomy in Buyer-Supplier Relationships | Julia Roloff, ESC Rennes School of Business; Michael Stefan Afländer, U. Kassel
• SIM: Small, Medium and Family Enterprises: A Peculiar Approach To Corporate Social Responsibility | Dima Jamali, U. of Southampton; Mona Zanhour, American U. of Beirut
• SIM: Corporate social responsibility and discursive control of corporations | Anja Schafer, Open U., United Kingdom; Lutz Preuss, Royal Holloway College, U. of London
• SIM: The Case of CSR in Viet Nam | Antonio Tencati, Bocconi U.; Angelantonio Russo, Bocconi U.; Victoria Quaglia, Bocconi U.
• SIM: Towards a Holistic Theory of Corporate Social Responsibility Excellence | Misato Sakai, U. of Minnesota

1495 | (Paper Session) - (IP) What Capabilities Entrepreneurs?
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 12
Facilitator: Gaylen N. Chandler, Wichita State U.
• ENT: Entrepreneurial self-efficacy: Scale development based on the PSED data | Leon Schjoedt, Illinois State U.
• ENT: Social Competence: Moderating the Relationship of Resources and Women Entrepreneurs’ Success | Crystal Xiangwen Jiang, Bryant U.; Monica Zimmerman Treichel, Temple U.
• ENT: Entrepreneurial Competition for Structural Hole: An Entrepreneurial Use-Compete-Acquire Theory | Xiaoming He, Texas A&M U.; Subrata Chakraborty, Texas A&M U.
• ENT: Entrepreneurship Capacity: The Critical Catalyzing Resource | Erik Monsen, Max Planck Institute of Economics;  Stephanie Heblich, Max Planck Institute of Economics; David Audretsch, Max Planck Institute of Economics
• ENT: Franchising Organizational Forms and Drivers of Competitive Advantage | Vinay K Garg, Missouri State U.; Richard L Priem, U. of Wisconsin, Milwaukee; Abdul Rasheed, U. of Texas, Arlington

1496 | (Paper Session) - (IP) Social (De)Construction Mechanisms
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 2
Facilitator: Gerald Zeitze, Temple U.
• OMT: Rhetoric of Legitimation | Yuan Li, U. of Southern California
• OMT: The Affordance of Practice: The Influence of Structure and Setting on Practice | John Weeks, IMD; Anne-Laure Fayard, Polytechnic U.
OMT: Social Destruction of Technology; Social Movement Framing and Adoption of Nuclear Power | Glen Dowell, Cornell U.


MOC: What's Wrong with Our Concept of Knowledge? A Case of Semantic Pathology | David Hinds, Florida International U.; Ana Pasztor, Florida International U.

1497: (Paper Session) - (IP) Interfirm Relationships
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 3
Facilitator: Maxim Sytch, Northwestern U.

BPS: To Partner or to Acquire? A Longitudinal Study of Alliances in the Shipping Industry | Shobha S Das, Nanyang Technological U.; Pei-Xuan Lim, Singapore Department of Statistics


BPS: How Do Strategic Alliances Affect Suppliers, Customers and Rivals? | Shao-Chi Chang, National Cheng Kung U.; Chih-Hsun Tsai, Department of Business Administration, National Cheng Kung U.

BPS: How Does a Small Supplier Safeguard its Relationship-Specific Investments? An Ex Post Perspective | Min-Ping Kang, Shih Hsin U.

BPS: Pricing Process as an Inter-Organizational Capability: how Buyers and Sellers Fight for Value | Corentin Curchod, Audencia Management School

BPS: Resort to Third Parties for the Governance of Technology Licensing Agreement | Valérie Duplat, IAG, Louvain School of Management

1498: (Paper Session) - (IP) Location Choice and Global Strategy
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 4
Facilitator: Lilach Nachum, Baruch College

IM: The Strategic Roles and Location Choice of a Foreign Subsidiary in an Emerging Market | Xufei Ma, Chinese U. of Hong Kong

IM: Expectation Formation and Market Growth in Mobile Communication Services | Ulas Burkay, BI Norwegian School of Management; Oystein Fjeldstad, Norwegian School of Management; Amir Sasson, U. College Dublin, Ireland

TIM: No Place Like Home? Spin-off's Strategy and Location Choice | Luca Berchicci, Rotterdam School of Management, Erasmus U.; Andrew King, Dartmouth College; Christopher L. Tucci, Ecole Polytechnique Federale de Lausanne

IM: The Role of Institutional Distance in Semi-Globalization of Asian Business Groups | Hsi-Mei Chung, Department of Business Administration, I-Shou U, Taiwan; Garry D Bruton, Texas Christian U.; Kuang-Shih Yeh, National Sun Yat-Sen U.


1499: (Paper Session) - (IP) Research and Development
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 5
Facilitator: Jeffrey Butler, Manchester Business School


TIM: What Firms Make vs. What They Know: How Firm Boundaries Affect Competitive Advantage | Rahul Kapoor, INSEAD; Ron Adner, INSEAD

TIM: The Dynamics of R&D internationalization: An S-Curve Hypothesis | Chung-Jen Chen, National Taiwan U.; Yi-Fen Huang, National Tsing Hua U.

1500: (Paper Session) - (IP) Sustainability and the Resource-Based View
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 6
Facilitator: Paul L. Drnevich, U. of Alabama

BPS: The Impact of Reputational Resources on Event Performance in International Film Festivals | Joseph Lampel, Case Business School; Shivasharan S. Nadavulakere, Case Business School

BPS: Sustainable Competitive Advantage: An Alternative Definition with Contemporary Applications | Brian K. Brown, U. of Kentucky; Margaret V. Hughes, Michigan State U.; Fred W. Morgan, U. of Kentucky

BPS: Strategic Alliances for Climate Change | Haiying Lin, George Mason U.

1501: (Paper Session) - (IP) Operation Management and Healthcare
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 7
Facilitator: Gregory N. Stock, Northern Illinois U.

OM: A Framework for Value Chain Collaboration in Health Care | Kannan Sethuraman, Melbourne Business School, U. of Melbourne; Ramaswami Sridharan, RMIT U.; Devanath Tirupati, Indian Institute of Management, Ahmedabad, India

OM: Utilizing six-sigma and HQIC in reducing unplanned endotracheal extubation events in hospital | Feng Chuan Pan, Tajen U.; Ching Hsuen Chen, Tajen U.; Meng Song Jian, Tajen U.; Lang Jieh Kao, Tajen U.

OM: Toyota Production System (TPS) for Healthcare Organizations: Prospects & Challenges | Kevin F Collins, Healthcare Consultant; Senthil K. Muthusamy, Bowing Green State U.

OM: Examining the nature of the relationship between focus and performance in healthcare | Christopher McDermott,
Rensselaer Polytechnic Institute; Rachna Shah, U. of Minnesota; Gregory N. Stock, Northern Illinois U.

1502: (Paper Session) - (IP) Which Questions? Which Stories? Addressing the Unpredictable in Organizations
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 8
Facilitator: Alice A. Obermiller, U. of Chicago

- ODC: Framing questions and decisions in consultancy to develop moral reflexivity | Christine Ellis Oliver, Queen Mary, U. of London.
- ODC: Understanding the Unpredictable: Beyond Traditional Research on Mergers and Acquisitions | Byron C. Clayton, Case Western Reserve U.
- ODC: Appreciating the unpredictable: A case study of questions | Steve WALLIS, Independent Consultant.
- ODC: Social Interaction and Employee Attitudes in Mergers | Katy Marmenout, McGill U.

1503: (Paper Session) - (IP) Effects and Moderators of Leadership
4:10pm - 5:20pm Hilton Anaheim: Mezzanine 9
Facilitator: Ethlyn Anne Williams, Florida Atlantic U.
OB: Why do some Organizations offer Telecommuting and Others don’t? The Role of Resources and Leadership | Margarita Mayo, Instituto de Empresa, Juan-Carlos Pastor, Instituto de Empresa; Cristina Cruz, Instituto de Empresa.
OB: Leader Empowering Behavior: The Leader’s Perspective | Natalia Hakimi, Rotterdam School of Management - Erasmus U.

1504: (Paper Session) - (MC, ODC) The Questions They Ask, the Answers We Give: Consulting for Organisational Change across the Globe
4:10pm - 5:20pm Anaheim Marriott: Platinum 1
Chair: Jacob Eisenberg, UCD Dublin
Case Study: International-Russian Merger | Yaakov COBET, College of Management, Israel; Samuel Sarfati, Profit Consultants.
Case Study: Austria-Russia: Partnership Problems | Vlad VAIMAN, Reykjavik U.

Measurement of Knowledge Management Application Implementations in Organizations in Asia | Michael Chung, California State U. Long Beach.
Learning to Consult Across Cultures: Trails in Organization Development and Change | Maria CSEH, George Washington U.; Beatriz COMINGHAM, George Washington U.

1505: (Paper Session) - (MC, ODC) Is Executive and Organizational Coaching an Academic Discipline?
4:10pm - 5:20pm Anaheim Marriott: Platinum 3

1506: (Paper Session) - (MED) What is Known about Portfolios, Online Gradebooks and Internships?
4:10pm - 5:20pm Anaheim Convention Center: 204C
Chair: James C Spee, U. of Redlands
Discussant: Marjorie L McNerney, Marshall U.
Teaching Critical Reflection to Students Through a Learning Portfolio Approach: An Empirical Test | Susanne G Scott, U. of Massachusetts, Dartmouth.
Student feedback seeking through online gradebook monitoring in a business law course | Deanna Geddes, Temple U.; Kendall Hartley, U. of Nevada, Las Vegas.
Making the Most of an Internship: An Empirical Study of Internship Satisfaction | Mark YounD, U. of Vermont; Caroline P. D’Abate, Skidmore College; Kathryn Wenzel, Vitale, Caturamo, and Company.

1507: (Paper Session) - (MED) Questions on Learning to Lead
4:10pm - 5:20pm Anaheim Convention Center: 211A
Chair: Alex Polacco, St Cloud State U.
Discussant: Tim O Peterson, North Dakota State U.
Making sense of leadership learning methods | Laura Guillian RAMO, INSEAD.
Exploring a Conceptual Framework for Leader Comprehension of Influence | Scott N. TAYLOR, Boston U.
The Improvisational Leader: A Model for the Ability to Improvise and Lead | Lakshmi BALACHANDRA, Boston College.
Barry Armandi Award for Best Student Paper in Education Research
The Smart Leader: Examining the Relationship between Intelligence and Leader Development Behavior | Carrie BLAIR, College of Charleston; Katherine HEELAND, Fors Marsh Group; Lisa DELISE, U. of Tennessee; C. Allen GORMAN, Angelo State U.

1508 (Paper Session) - (MED) Management Education: What do we Know about International Differences?
4:10pm - 5:20pm Anaheim Convention Center: 21B
Chair: Leonor Fernandes Ferreira, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA
Discussant: Regina Greenwood, Nova Southeastern U.
Internationalization of US Business Schools | Te-Yi Lin, National Chengchi U.; Chun-Chung Chen, National Taiwan U.; Shu-Ling Liao, Yuan Ze U.
The Organizing of Academic Management Knowledge Production and Diffusion | Lars Engwall, Uppsala U.; Matthias Kipping, Schulich School of Business, York U.; Behul Usdiken, Sabanci U.
Promises from Afar: Nature of International Student Psychological Contracts in Management Education | Sarbari Bordia, U. of South Australia; Prashant Bordia, U. of South Australia
Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)
Influences of Cultural Values on Accounting Students' Cognitive Moral Development | Yi-Hui Ho, Chang Jung Christian U.; Chieh-Yu Lin, Chang Jung Christian U.
Paths of Evolution | Juha-Antti Lamberg, Helsinki U. of Technology; Henrikkki Tikkanen, Helsinki School of Economics; Tomi Samuli Nokelainen, Tampere U. of Technology; Henri Suur-Inkeroinen, Tampere U. of Technology
Dubbing for ever? Path Dependency of the German Film Industry through Historical Events | Georg Schreyogg, Freie U. Berlin; Miika D. Blinn, Freie U. Berlin
Winner of John F. Mee Management History Contribution Award
Evolution of the Schumpeterian Thought and the Construction of an Innovation Theory | Samir Adamoglu de Oliveira, CEPPAD/UFPR; Sieglinde Kindl da Cunha, CEPPAD/UFPR e UnicenP

1509 (Paper Session) - (MH) Paths of Evolution
4:10pm - 5:20pm Anaheim Marriott: Elite I
Chair: James Lee Raidon, National American U.
Discussant: Craig S. Galbraith, U. of North Carolina- Wilmington
Competitive Actions and Strategic Consistency in Firm Evolution | Juha-Antti Lamberg, Helsinki U. of Technology; Henrikkki Tikkanen, Helsinki School of Economics; Tomi Samuli Nokelainen, Tampere U. of Technology; Henri Suur-Inkeroinen, Tampere U. of Technology
Does Switching Experience Improve Performance? Evidence from the National Basketball Association | Nathanael Fast, Stanford U.; Chip Heath, Stanford U.; George Wu, U. of Chicago
Paths of Organizational Identification | Sarah I. Hyman, Freie U. Berlin; Sabine H. Hoff, Freie U. Berlin
Winner of John F. Mee Management History Contribution Award
Dr. Robert L. Litchfield, Washington and Jefferson College
Discussant: Michael Andreas Pirson, Harvard U.
Common Ground and Social Prominence | Nathanael Fast, Stanford U.; Chip Heath, Stanford U.; George Wu, U. of Chicago
Money and Fame: Vividness Effects in the National Basketball Association | Long Wang, Northwestern U.
Winner of Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee

1510 (MOC) The Questions We Have Asked, Now Ask, and Should Ask
4:10pm - 5:20pm Anaheim Convention Center: 20A
Facilitator: Mary Ann Glynn, Boston College
Participants: C. Marlena Fiol, U. of Colorado, Denver; Dennis A. Gioia, Pennsylvania State U.; Joseph Porac, New York U.; Michael Pratt, Boston College

1511 (Paper Session) - (MOC) Improving Organizational Innovation and Creativity: Expertise/Naïveté, Fit, Objects and Artifacts
4:10pm - 5:20pm Anaheim Convention Center: 20B
Chair: Michael Riley, U. of Surrey
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
Beginner's Mind: Circumventing the Trade-Off between Expertise and Creativity | Erik Ian Dane, Rice U.
How a Person's Different Motives Relate to Creativity: The Moderating Role of Organizational Culture | Alice H. Y. Hon, Hong Kong Baptist U.; Alicia M. K. Leung, Hong Kong Baptist U.
The Role of Objects in Cross-boundary Collaboration. A Case from the Field of Biotechnology | Davide Nicolini, U. of Warwick; Jeanne Mengis, Boston U.; Jacky Swan, U. of Warwick
Artifacts and Creativity: The Role of Artifacts in the Creative Process in a Product Design Firm | Ileana Stigliani, Bocconi U.

1512 (Paper Session) - (MOC) Organizational Identification and Identity
4:10pm - 5:20pm Anaheim Convention Center: 210A
Chair: Kent D. Fairfield, Fairleigh Dickinson U.
Discussant: Amy C. Lewis, Druy U.
Explaining Variation in Organizational Identity | Guy B. E. Smith, U. of California, Davis; Kimberly D. Elsbach, U. of California, Davis
Athletes, Best Friends, And Social Activists: Multiple Paths to Organizational Identification | Shelley Bickson, U. of Illinois, Chicago
Applying Optimal Distinctiveness Theory to the Evolution of Organizational Identity Claims | J. Valdés, Florida International U.; Andrea Casey, George Washington U.; David A. Whetten, Brigham Young U.
Multiple Professional Identities: One Big Happy Family? | Damiano Russo, U. of Bologna; Elisia Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, U. of Bologna

1513 (MSR, ODC) Declutter Your Leadership: Clearing the Body, Mind, and Soul for Positive Energy
4:10pm - 5:20pm Anaheim Marriott: Platinum 10
Physical Clutter | Karen Norum, Gonzaga U.
Mental and Emotional Clutter | Mai Moua, Leadership Paradigms, Inc.
Implications for Leadership | Karen Norum, Gonzaga U.; Mai Moua, Leadership Paradigms, Inc.
Presenters: Karen Norum, Gonzaga U.; Mai Moua, Leadership Paradigms, Inc.

1514 (Paper Session) - (OB) Organizational Behavior in Professional Sports
4:10pm - 5:20pm Anaheim Marriott: Grand Ballroom - Salon A
Chair: Robert Litchfield, Washington and Jefferson College
Discussant: Michael Andreas Pirson, Harvard U.
Common Ground and Social Prominence | Nathanael Fast, Stanford U.; Chip Heath, Stanford U.; George Wu, U. of Chicago
Money and Fame: Vividness Effects in the National Basketball Association | Long Wang, Northwestern U.
Winner of Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee
1515  (Paper Session) - (OB) Organizational Citizenship Behavior: New Developments
4:10pm - 5:20pm Hilton Anaheim: El Capitan B
Chair: Amy B. Henley, Kennesaw State U.
Discussant: Elizabeth Wolfe Morrison, New York U.
Is the Good Actor as Valuable as the Good Soldier?
- Theorizing the Role of Motives on OCBs | Magda Donia, Concordia U.
- A Prison of One’s Own Making?: The Dynamic Interaction of Accountability and OCB | Laura Williams, U. of Mississippi
How Does Doing Good Matter? | Ante Glavas, Case Western Reserve U.; Sandy Kristin Piderit, Case Western Reserve U.
The Ethical Nature Of Organizational Citizenship Behavior: Implications For Theory And Research | Jason R. Pierce, Indiana U., Bloomington

1516  (Paper Session) - (OB) Organizational Identification
4:10pm - 5:20pm Hilton Anaheim: Capistrano B
Chair: Long Wai Lam, U. of Macau
Discussant: David M. Sluss, U. of South Carolina
A Broader View on Organizational Identification: An Empirical Study in China | Sek-kwong Tso, Chinese U. of Hong Kong; Chun Hui, Chinese U. of Hong Kong
Extending the Expanded Model of Organizational Identification to Occupations | Blake E. Ashforth, Arizona State U.; Mahendra Joshi, Grand Valley State U.; Vikas Anand, U. of Arkansas

1517  (Paper Session) - (OB) New Constructs in Organizational Behavior
4:10pm - 5:20pm Hilton Anaheim: El Capitan A
Chair: Robin Church, Ryerson U.
Discussant: William N. Ruud, Shippensburg U.
A Multidimensional View of Personal Perceptions | Jennifer Dunn, Michigan State U.
Commitment to an Ideology: Construct Definition and Extension | John B. Bingham, Brigham Young U.; Natalie Allen, U. of Western Ontario; Tyler Burch, Brigham Young U.

1518  (Paper Session) - (OB) Political Skill
4:10pm - 5:20pm Hilton Anaheim: El Capitan B
Chair: Corinne Bendersky, U. of California, Los Angeles
Discussant: Cesaras Douglas, Florida State U.
The Interaction of Political Skill and Growth-Need: Boundaries of the Utility of Political Behavior | Grace Lemmon, U. of Illinois, Chicago
The Role of Leader Political Skill in the Leadership Process-Work Outcomes Relationships | Robyn L. Broer, Hofstra U.
Situational and Dispositional Antecedents and Consequences of Impression Management Tactics | Vickie Coleman Gallagher, Northern Kentucky U.; Pamela Perrewe, Florida State U.

1519  (Paper Session) - (OB) Passion and Thriving in Organizations
4:10pm - 5:20pm Hilton Anaheim: Laguna B
Chair: Chak Fu Lam, U. of Michigan, Ann Arbor
Discussant: Manjari Singh, Indian Institute of Management Ahmedabad
Work Is My Passion: Towards a Conceptualization of Passion for One’s Work | Chak Fu Lam, U. of Michigan, Ann Arbor; Kimberly H. Perttula, California State U. Dominguez Hills
Antecedents and Consequences of Thriving at Work: A Study of Six Organizations | Christine L. Porath, U. of Southern California; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Cristina Gibson, U. of California, Irvine
Authentic Functioning: Being True to the Self in the Organization | Hannes Leroy, Catholic U. Leuven; Luc Sels, Katholieke U. Leuven
The Impact of Positive Psychological States on Managers’ Work Engagement and Psychological Health | John Cordery, U. of Western Australia; Jade Winterton, U. of Western Australia

1520  (Paper Session) - (OB) Methodological Issues in Organizational Behavior
4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion B
Chair: Thomas Rockstuhl, Nanyang Technological U.
Discussant: Jeffrey R. Edwards, U. of North Carolina
Understanding Organizational Behavior with Wearable Sensing Technology | Benjamin Nathan Waber, MIT Media Laboratory; Daniel Olguin Olguin, MIT Media Laboratory; Taemie Kim, MIT Media Laboratory; Alex Pentland, MIT Media Laboratory
Honor Thy Difference Score | Yongheng Angus Yao, Concordia U.
Are Implicit Measures Useful for Organizational Research? Some Answers and an Empirical Example | Lilunia Steinman, Marywood U.; Russell E. Johnson, U. of South Florida
Temporal Terms in Organization Research: Clarification, Categorization, and New Frontier Exploration | Jia Li, U. of Maastricht

1521  JS: (OB, CM, MOC) Affect in Negotiation: Its Antecedents and Consequences
4:10pm - 5:20pm Hilton Anaheim: Pacific Pavilion A
Organizer: Ece Tuncel, Washington U. in St. Louis
Chair: Ece Tuncel, Washington U. in St. Louis
Discussant: Bruce Barry, Vanderbilt U.
Elements of a Behavioral Theory of Negotiation | William P. Bottom, Washington U. in St. Louis

The Criticality of Change: A Theoretical Model of Affective Transitions in Negotiations | Allan Filipowicz, INSEAD; Sigal Barsade, U. of Pennsylvania; Shimul Melwani, U. of Pennsylvania

Emotional Styles in Negotiation: Consistency and its Consequences | Hillary Anger Elfenbein, U. of California, Berkeley; Aiwa Shirako, U. of California, Berkeley; Noah Eisenkraft, U. of Pennsylvania; Ashley Brown, Massachusetts Institute of Technology; Jared R. Curhan, Massachusetts Institute of Technology


Discussant: Joyce Bono, U. of Minnesota

Nice, But Do You Mean It? Customer Reactions to Employee Affective Display During Service Encounters | David T. Wagner, Michigan State U.; Remus Ilies, Michigan State U.

Chair: David T. Wagner, Michigan State U.; Remus Ilies, Michigan State U.

Discussant: Joyce Bono, U. of Minnesota


Chair: David T. Wagner, Michigan State U.; Remus Ilies, Michigan State U.

Discussion: Joyce Bono, U. of Minnesota

Learning from Rejections in Academia: Exploring the Role of Emotions in the Process of Resilience | Lu Wang, U. of Illinois, Urbana-Champaign; Brianna Barker Caza, UIUC

1524 JS: (OB, OMT, MOC) Governing Knowledge Production – The Motivational Underpinnings of Knowledge Work

Chair: Antoinette Weibel, U. of Zurich; Katja Rost, U. of Zurich; Jean-Paul Lambermont-Ford, Royal Holloway, U. of London

Facilitator: Bruno S. Frey, U. of Zurich

Discussant: Aneil K. Mishra, Wake Forest U.

The Governance of Explorative Knowledge Production | Margit Osterloh, U. of Zurich; Antoinette Weibel, U. of Zurich

Social and Economic Exchange Perceptions and Intrinsic Motivation Among Knowledge Workers | Bard Kuvaas, Norwegian School of Management; Jan Arnulf, BI Norwegian School of Management; Anders Dysvik, Norwegian School of Management

Trust as a Booster of Knowledge Sharing | Katinka Monica Bijlsma-Frankema, VU U. Amsterdam

CEO Appointment and the Loss of Firm-Specific Knowledge | Katja Rost, U. of Zurich; Soeren Salomo, Karl-Franzens U., Austria

A Model of Knowledge-Sharing Motivation | Marylene Gagne, Concordia U.

Chair: Francesca Gino, Carnegie Mellon U.

Discussant: Max H. Bazerman, Harvard U.

Outcome Bias in Judging Others’ Unethical Behavior | Francesca Gino, Carnegie Mellon U.; Don Moore, Carnegie Mellon U.

How to Turn Pro-Social Behavior On/Off: Paying People to Look at the Outcomes of their Actions | Daylilan Cain, Carnegie Mellon U.; Jason Dana, Carnegie Mellon U.

Environmental Cleanliness and the Regulation of Ethical Behavior | Katie Liljenquist, Brigham Young U.; Chen-Bo Zhong, U. of Toronto; Adam D. Galinsky, Northwestern U.


1525 JS: (OB, OMT, SIM) Environmental and Outcome-Based Influences on Unethical Behavior

Chair: Francesca Gino, Carnegie Mellon U.; Don Moore, Carnegie Mellon U.

Discussant: Max H. Bazerman, Harvard U.

How to Turn Pro-Social Behavior On/Off: Paying People to Look at the Outcomes of their Actions | Daylilan Cain, Carnegie Mellon U.; Jason Dana, Carnegie Mellon U.

Environmental Cleanliness and the Regulation of Ethical Behavior | Katie Liljenquist, Brigham Young U.; Chen-Bo Zhong, U. of Toronto; Adam D. Galinsky, Northwestern U.


1526 SHCS: (OB, MOC, CAR) The Quest to Resilience: Examining the Role of Emotions and Relationships

Chair: Lu Wang, U. of Illinois, Urbana-Champaign

Discussant: Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

Relationships and Resilience: Care Provider Responses to Pressures from Managed Care | Jody Hoffer Gittell, Brandeis U.

The Emotional Underpinnings of High Reliability Organizing | Timothy J. Vogus, Vanderbilt U.; Sally Maitlis, U. of British Columbia; Thomas B Lawrence, Simon Fraser U.

Does Compassion Organizing Cultivate Resilience? | Monica C. Worline, Emory U.

Bouncing Back: A case study of tennis player James Blake’s resilience | Daniel A. Gruber, U. of Michigan

Learning from Rejections in Academia: Exploring the Role of Emotions in the Process of Resilience | Lu Wang, U. of Illinois, Urbana-Champaign; Brianna Barker Caza, UIUC
Session Details – Tuesday

**1527**: (Paper Session) - (OCIS) Strategic Implications of IT
4:10pm - 5:20pm Anaheim Convention Center: 207C
Chair: Cynthia M. Beath, U. of Texas, Austin
Discussant: George Kuk, U. of Nottingham

- The strategic use of email in strategic decision making processes | Jeroen de Jong, Tilburg U.; Bart Cambra, Catholic U. Leuven; John Goedee, Tilburg U.; Rob Jansen, Organisation Studies/ Tilburg U.
- Sources of Strategic Alignment Between IT and Business Functions | Mikko Valiointa, Helsinki U. of Technology
- Paradoxical Effects of Intranet Institutionalization and its Strategic Awareness in Organizations | Joao Baptista, Warwick Business School; Sue Newell, Bentley College, USA and Warwick U., UK; Wendy L Currie, U. of Warwick

**1528**: (Paper Session) - (ODC) Employee Perceptions of Organization Communication, Job Design and Change
4:10pm - 5:20pm Anaheim Marriott: Elite 3
Chair: Rick Dool, Seton Hall U.
Discussant: Danielle Zande, Nyenrode Business Universiteit

- Reconstructing Resistance to Change: From Individual to Relationship | Jeffrey D Ford, Ohio State U.
- Development of an audit tool for communication in product development | Anja M Maier, Engineering Department, U. of Cambridge; Claudia M Eckert, Engineering Department, U. of Cambridge; P John Clarkson, Department of Engineering, U. of Cambridge
- Mixed Methods in Evidence Based Organizational Diagnosis and Development | Steven C. Brown, Auburn U.; Eric B. Gresh, Auburn U.

**1529**: (ODC) Distinguished Speaker, Dr. Warren Bennis
4:10pm - 5:20pm Anaheim Marriott: Platinum 2
**Program Chair**: Ann E. Feyerherm, Pepperdine U.
**Distinguished Speaker**: Warren Bennis, U. of Southern California
The Questions We Don’t Ask |

**1530**: (Paper Session) - (OM) Operations Strategy
4:10pm - 5:20pm Anaheim Convention Center: 207C
Chair: Bart van Hezewijk, RSM Erasmus U.

- The evolution of operations strategy: an overview of empirical research on competitive priorities | Bart van Hezewijk, RSM Erasmus U.
- Winner of OM Division Best Student Paper Award

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**1532**: (Paper Session) - (OMT) Getting Better: Reputation Emergence and Consequence
4:10pm - 5:20pm Anaheim Marriott: Elite 2
Chair: Scott D. Graffin, U. of Georgia

- The Relationship between Performance Changes, Earnings Expectations, and Corporate Reputation | E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Matthew Kraatz, U. of Illinois
- Asset or Liability?The Effects of Firms’ Scientific and Regulatory Reputation on Exploration | Francisco Poldoro, U. of Texas at Austin

**1533**: (Paper Session) - (OMT) Do Good? Social Issues and Firm Responses
4:10pm - 5:20pm Anaheim Marriott: Suite 312
Chair: Michael L. Barnett, U. of South Florida

- From Pilot Projects to Global Institution: The Common Code for the Coffee Community | Stephen Manning, Duke U.; Oliver von Hagen, UNDP
- Would You Like Fries With That? Producing and Consuming Social Measures of Firm Value | David Chandler, U. of Texas at Austin
Stakeholder Salience and the Mindsets of Middle Managers: “Who or What Really Counts?” | Donal Crilly, INSEAD; Pamela Sloan, HEC Montreal

1534 (Paper Session) - (OMT) Missionary Man: Culture with Consequences
4:10pm - 5:20pm Anaheim Convention Center: 207D
Chair: Judith Gebhardt, U. of Southern California
The Entrepreneurial Organization as a Greenhouse of Organizational Culture | Eyyal Yaniv, Bar Ilan U.
How Project Failure can Remove Cultural Barriers to Future Project Success | David Partington, Cranfield U.; Elmar Kutsch, lecturer
Values in Organizations | Humphrey Bourne, U. of Bristol; Mark Jenkins, Cranfield School of Management
Organizational Culture and Performance: Reviewing the Evidence and Proposing an Integrated Model | Adina Poenaru, ESCP-EAP European School of Management; Davide Sola, ESCP-EAP European School of Management; Jerome G. Couturier, ESCP-EAP

1535 (Paper Session) - (OMT) Breaking Free: Institutions and Entrepreneurship
4:10pm - 5:20pm Anaheim Convention Center: 208B
Chair: Kimberly A. Bates, Trent U.
Conflict between Science and Market in the Creation of Chinese Academic Entrepreneurship | Dali Ma, Drexel U.
Reflections on the Societal Conditions for the Pervasiveness of Entrepreneurial Behavior | Bernadette Bullinger, U. of Mannheim; Julia Brandl, Vienna U. of Economics and Business Administration
Legitimacy and Private Entrepreneurship in China’s Transitional Economy, 1978-1996 | Hongwei Xu, INSEAD; Litao Zhao, National U. of Singapore
The Deinstitutionalization of Social Practices and the Creation of Entrepreneurial Opportunities | Shon R Hiatt, Cornell U.; Wesley Sine, Cornell U.; Pamela S. Tolbert, Cornell U.

1536 (Paper Session) - (OMT) All of Me: Multibusiness Strategy and Organization
4:10pm - 5:20pm Anaheim Convention Center: 210C
Chair: Yves Damoiseau, Louisiana State U.
Competition across Businesses: The Impact on Organizational Structure and Resource Allocation | Metin Sengul, Boston College
The Configuration of a Multibusiness Firm’s Portfolio | Alexander Alscher, U. of St. Gallen/U. of California, Los Angeles
An Attention-Based Theory of Organizational Learning across Multiple Domains | Hakun Ener, INSEAD
Managing Multi-business Firms: Are Chaebols Any Different from Large U.S. Firms? | Ji-Hwan Lee, KAIST Business School

1537 (Paper Session) - (OMT) Trust and Cooperation: Control Approaches
4:10pm - 5:20pm Anaheim Convention Center: 303A
Chair: Deborah Kilgore Ford, Roosevelt U.
The Dynamic Tension in Trust Creation: The Case of eBay and Online Auctions | Suresh B Kotha, U. of Washington, Seattle; Andrew C Wicks, U. of Virginia; Shaw Berman, U. of New Mexico
Get a Reputation or Use Someone Else’s – How to Build Trust to Drive Purchase Intentions | Gunnar Wiedenfels, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Michael Bastian, RWTH Aachen U.; Dominik Steinkuehler, RWTH Aachen U.
The Emergence of Generalized Reciprocity | Sheen S. Levine, Singapore Management U.; Wayne E Baker, U. of Michigan
Revisiting the Debate: Trust, Control and Understanding | Paul W. L. Vlaar, Vrije U. Amsterdam; Andreas Moosdorff, Leeds U.

1538 (Paper Session) - (OMT) Insider or Outsider? Identity and Integration
4:10pm - 5:20pm Anaheim Convention Center: 303B
Chair: Federico Aime, Oklahoma State U.
National Culture, Networks and the Formation and Management of SMES | Masud Chand, Simon Fraser U.; Majid Ghorbani, Simon Fraser U.
The Effect of Civic Organizations on Economic Activity and Crime Rates in U.S. Communities | Atul Teckchandani, UC Berkeley; Pino G. Audia, Dartmouth College
Women’s Professional Identity Formation in the Free/Open Source Software Community | Anca Metiu, ESSEC, France; Otilia Obodaru, INSEAD

1539 (Paper Session) - (OMT) Having What it Takes: Resources and Performance
4:10pm - 5:20pm Anaheim Convention Center: 303C
Chair: Peter Bryant, Macquarie U., Sydney
A Duality Perspective on the Ontology of Resources: Resources and their Services | Jing Fang, Arizona State U.
What are the Right Resources to Win? Temporal Performance: Human Capital, Management and Tactics | Peter McNamara, UCD Dublin; Simon Peck, Case Western Reserve U.
The Effects of Resources and Competitive Intensity on Firm Performance: A study of BPO Providers | Somnath Lahiri, Illinois State U.
Is Organizational Culture Priced in the Stock Market? | Brosh M. Teucher, INCAE Business School

1540 (OM, OB, CM) Knowledge Creation Across Boundaries: A Multilevel Examination of Social and Structural Barriers
4:10pm - 5:20pm Anaheim Convention Center: 210D
Participants: Deborah J Dougherty, Rutgers U.; Danielle D Dunne, Binghamton U.; Matthew A. Cronin, George Mason U.
1541 : (Paper Session) - (ONE) Tackling Climate Change
4:10pm - 5:20pm Anaheim Marriott: Platinum 4
Chair: Perry Sadowsky, York U.
Discussants: Peter Jack Gallo, U. of North Carolina; Catherine Anne Ramus, U. of California, Santa Barbara
Organizational Responses to Decreasing Resource Munificence in the Context of Climate Change | David Christopher Sprengel, ETH Zurich; Volker H. Hoffmann, ETH Zurich
Organizational Adaptation and Resilience To Extreme Weather Events | Martina K. Linnenluecke, U. of Queensland; Andrew Griffiths, U. of Queensland; Monika Winn, U. of Victoria
A Small Wins Approach to Investigating and Addressing Climate Change | Nardia Haigh, U. of Queensland / U. of Michigan; Andrew Griffiths, U. of Queensland

1542 : (Paper Session) - (PNP) Lessons learned on transitions
4:10pm - 5:20pm Anaheim Marriott: Orange County 4
Chair: Judy Matthews, Queensland U. of Technology
New Recruit Adjustment to Military Life in the Chinese Army: a Longitudinal Study | Jing Han, Peking U.; Li jun Xiao, Fourth Military Medical U.; Xiao Chen, Peking U.
Going to War to Keep Up With the Joneses: Questions about Earnings and U.S. Military Pilot Service | Brian Maue, United States Air Force Academy; Charles Murnieks, United States Air Force Academy; Claudia J. Ferrante, U.S. Air Force Academy
A Framework for Citizen’s Trust in E-government: Lessons from Singapore | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore

1543 : JS: (RM, OB) Using Physiological Measures to Explore the Questions We Ask
4:10pm - 5:20pm Hilton Anaheim: Manhattan
Organizers: Modupe Akinola, Harvard U.; Michael J. Zyphur, U. of Washington Bothell
Discussant: Joel Brockner, Columbia U.
Using Cortisol to Address Questions about Work Stress, Recovery, and Well Being | Daniel C Ganster, U. of Arkansas
Biological and Psychological Factors Linked to Creativity | Modupe Akinola, Harvard U.; Wendy Mendes, Harvard U.
Testosterone, Status, and Collective Efficacy in Groups | Michael J. Zyphur, U. of Washington Bothell; Jayanth Narayanan, National U. of Singapore
Organizational Questions We Can Ask Using fMRI and Brain-Based Techniques | Anita Williams Woolley, Harvard U.

1544 : (Paper Session) - (SIM) Stakeholder Management
4:10pm - 5:20pm Anaheim Marriott: Orange County 1
Facilitator: Bradley R. Aglie, U. of Pittsburgh
Cooperate, Compete, or Ignore? An Interdependence Theory Perspective on Stakeholder Engagement | Amy Klemm Verbos, U. of Wisconsin, Milwaukee; Janice S. Miller, U. of Wisconsin, Milwaukee
Do Stakeholders Detect Corporate Social Performance Signals? | Naomi A Gardberg, Baruch College; Donald H Schepers, Baruch College
Are corporate stakeholder salience patterns institutionally embedded? Evidence from UK and Germany | Kenneth Amaeshi, Cranfield School of Management
Stakeholder Management, Institutional Forces, and Performance: An Examination of Strategy Content | Michael Banks, U. of Houston; Dusya M. Vera, U. of Houston

1545 : (Paper Session) - (SIM) Boards and CEOs
4:10pm - 5:20pm Anaheim Marriott: Orange County 2
Facilitator: Heather Elms, American U.
Backdated stock options and compensation committees: An examination of structure and process | Steven A Frankforter, Winthrop U.
Women on Corporate Boards: A Comparative Analysis of 50 Countries | Johanne Grosvoold, U. of Bath; Stephen Brammer, U. of Bath
A Comparative Analysis of Sensemaking of Social Issues in Management by SME leaders, Experts & CEOs | Yves Charles Fassin, Ghent U.; Annick Hortense, Domique Van Rossem, Vlerick Leuven Gent Management School

1546 : (Paper Session) - (SIM) Enhancing Corporate Social Responsibility
4:10pm - 5:20pm Anaheim Marriott: Orange County 3
Facilitator: Daniel Greene, U. of Missouri, Columbia
Does Stakeholder Pressure Matter in Enhancing Corporate Social Responsibility Strategy and Outcome? | Diana Ingenhoff, U. of Fribourg, Switzerland; Bernd Helmig, U. of Mannheim

1547 : (Paper Session) - (TIM) Management of Technology & Innovation IV
4:10pm - 5:20pm Anaheim Marriott: Suite 315
Chair: Grid Thoma, CESPRI - Bocconi U.
Discussants: Sanghamitra Goswami, Kellogg School of Management; Federica Ceci, U. G. d’Annunzio; Allard C. R. Van Riel, U. of Liège; Charlotte R. Ren, Purdue U., West Lafayette; Gina Dokko, New York U.

Performance Implications of Knowledge Brokering in Open Source Communities of Practice | Juan Andrei Villarroel, Ecole Polytechnique Fédérale de Lausanne; John E. Taylor, Columbia U.

Path-creating search: The role of intellectual human capital and alliance portfolio | Annapoornima M Subramanian, National U. of Singapore; Pek-Hooi Soh, Simon Fraser U.

Technology Sourcing, Protection Mechanism and Innovation | Kai Xu, Xi’an Jiaotong U.; Kuo-Feng Huang, National Chengchi U., Taiwan; Shanzing Gao, Xi’an Jiaotong U.

Search and technological diversification through in-licensing | Maria Isabella Leone, Luis Guido Carli U.; Keld Laursen, Copenhagen Business School; Salvatore Torrisi, U. of Bologna

Open innovation: Antecedents and consequences of open technology exploitation strategies | Ulrich Lichtenthaler, WHU - Otto Beisheim School of Management

Co-selection in project portfolio evolution: an intra-firm ecological analysis | Perti Aaltosen, Helsinki U. of Technology

Legitimacy and Social Networks in Technology Transfer | Young-Choon Kim, National U. of Singapore

Comparison of Knowledge’s Assimilation and Exploitation with Different Ownership Identity | Erming Xu, Renmin U. of China; Han Zhang, Capital U. of Economics and Business

An academic investigation and extension of the incumbent’s curse | Jason Myrowitz, Arizona State U.

Existing Knowledge as a Source of Variation: Can Old Dogs Learn New Tricks? | Emily Cox, Stanford U.; Riitta Katila, Stanford U.

Process Improvement and Organizational Innovativeness | Nicholas Berente, Case Western Reserve U.; Jaegul Lee, Wayne State U.

Beyond Strategic Alliances: The Impact of Individual Collaborations on Firm Innovative Performance | Paul Almeida, Georgetown U.; Jan Hohberger, ESADE - Ramon Llull U.; Pedro Parada, ESADE - Ramon Llull U.

Management of Technology and Innovations II
4:10pm - 5:20pm Anaheim Convention Center: 304B
Chair: Wei Yao, Zhejiang U.
Discussants: Frank T. Pillar, RWTH Aachen U.; Linus Dahlander, Imperial College London; Nassim Aissa Belbaly, GSCM, Montpellier Business School; Sung Joo Bae, MIT Sloan School of Management

Community Cohesion and the Locus of Innovation - Quantitative insight into Open Source Software | Markus Michael Geipel, ETH Zurich; Kerstin Press, U. of Zurich; Frank Schweitzer, ETH Zurich

A Study of the Relationship between IT Capability and Export Performance | Shuk Wong, TUI U.; Yufeng Tu, U. of Maryland, College Park

Managing Employee "Leisure Time" Invention | Lee N. Davis, Copenhagen Business School; Jerome D. Davis, Dalhousie U.


Process Improvement and Organizational Innovativeness | Nicholas Berente, Case Western Reserve U.; Jaegul Lee, Wayne State U.

Beyond Strategic Alliances: The Impact of Individual Collaborations on Firm Innovative Performance | Paul Almeida, Georgetown U.; Jan Hohberger, ESADE - Ramon Llull U.; Pedro Parada, ESADE - Ramon Llull U.

Management of Technology and Innovations II
4:10pm - 5:20pm Anaheim Convention Center: 304C
Chair: Wei Yao, Zhejiang U.
Discussants: Frank T. Pillar, RWTH Aachen U.; Linus Dahlander, Imperial College London; Nassim Aissa Belbaly, GSCM, Montpellier Business School; Sung Joo Bae, MIT Sloan School of Management

Community Cohesion and the Locus of Innovation - Quantitative insight into Open Source Software | Markus Michael Geipel, ETH Zurich; Kerstin Press, U. of Zurich; Frank Schweitzer, ETH Zurich

A Study of the Relationship between IT Capability and Export Performance | Shuk Wong, TUI U.; Yufeng Tu, U. of Maryland, College Park

Managing Employee "Leisure Time" Invention | Lee N. Davis, Copenhagen Business School; Jerome D. Davis, Dalhousie U.


Session Details – Tuesday
Tuesday 5:30PM
5:30pm - 6:30pm Anaheim Marriott: Marquis Northeast
Division Chair: Russell Cofy, Emory U.
Division Chair-Elect: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Program Chair: Joanne Oxley, U. of Toronto
Professional Development Workshop Chair: Tammy L. Madsen, Santa Clara U.
Past Chair: Anita McGahan, U. of Toronto

5:30pm - 6:30pm Hilton Anaheim: Oceanside
Division Chair-Elect: Jon P. Briscoe, Northern Illinois U.
Program Chair: Hetty Van Emmerik, Utrecht U.
Professional Development Workshop Chair: Wolfgang Mayrhofer, WirtschaftsU. Wien
Presenter: Barbara A. Ribbens, Western Illinois U.
Past Chair: Cherlyn Skromme Granrose, Berry College
Treasurers: Laurel Newman, U. of Illinois, Springfield; Schalon Harrison Newton, Santen Incorporated

5:30pm - 6:00pm Anaheim Marriott: Platinum 10
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS

5:30pm - 7:00pm Anaheim Convention Center: 213A
Business update and award presentations
Division Chair: Timothy Michael Devinney, AGSM-Australian School of Business
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS

5:30pm - 7:00pm Anaheim Convention Center: 211B
Division Chair: Laurie Milton, U. of Calgary/U. of Western Ontario
Division Chair-Elect: Alvin Hwang, Pace U.
Program Chair: Katherine A. Kari, Marshall U.
Professional Development Workshop Chair: Kenneth R Thompson, DePaul U.

5:30pm - 6:30pm Anaheim Convention Center: 204A
Division Chair: Mary Ann Glynn, Boston College
Division Chair-Elect: Luis Martins, Georgia Institute of Technology
Program Chair: Richard Blackburn, U. of North Carolina, Chapel Hill
Professional Development Workshop Chair: Gerard P. Hodgkinson, U. of Leeds

5:30pm - 6:30pm Anaheim Marriott: Platinum 10
Division Chair: Margaret Benefiel, Andover Newton Theological School
Division Chair-Elect: Kathy Lund Dean, Idaho State U.

Program Chair: Keiko Krahne, U. of Northern Colorado
Professional Development Workshop Chair: Debu Mukerji, Macquarie U.

5:30pm - 10:30pm Anaheim Convention Center: 207B

5:30pm - 6:30pm Anaheim Marriott: Elite 3
Division Chair: Michael R Manning, New Mexico State U.
Division Chair-Elect: Frank J. Barrett, Naval Postgraduate School
Program Chair: Ann E. Feyerherm, Pepperdine U.
Professional Development Workshop Chair: Ronald Fry, Case Western Reserve U.

5:40pm - 6:30pm Hilton Anaheim: Huntington C
Come and be heard. Share your thoughts, ask your questions, hear about the HR Division’s accomplishments and provide input on its plans for the future
Division Chair: John Hollenbeck, Michigan State U.
Division Chair-Elect: Sandy J. Wayne, U. of Illinois, Chicago
Program Chair: Howard J. Klein, The Ohio State U.
Professional Development Workshop Chair: John E. Delery, U. of Arkansas

6:00pm - 8:00pm Anaheim Marriott: Platinum 7
Organizer: Albert J. Mills, St. Mary’s U.

6:00pm - 8:00pm Anaheim Marriott: Marquis Northeast
Organizer: Christie Cochrell, Stanford U. Press

6:00pm - 8:00pm Anaheim Marriott: Platinum 9
Explorations in Organizations presents readers with contemporary issues in the study of organizations, and introduces paths down which tomorrow’s organizational scholarship might travel. The book is a collection of recent papers by, or co-authored by, the eminent James March. It consists of five sections which focus on theories of organizational action, theories of novelty in organizational development, institutions and the logic of appropriateness; the history of organizational studies, and uses of literature in the study of organizations. Each section begins with a new essay by a scholar whose work has focused on the theme explored in that part of the book. These introductory essays not only introduce and tie together the papers that follow, but also serve to add additional voices to the volume in order to deepen the discussion within it.
Organizer: Christie Cochrell, Stanford U. Press

6:00pm - 8:00pm Hilton Anaheim: Huntington B
Organizer: Jane Whitney Gibson, Nova Southeastern U.
Tuesday 6:30PM

1566: (BPS) Business Policy and Strategy Division Social Hour
6:30pm - 8:00pm Anaheim Marriott: Marquis South
Hosts: Anita McGahan, U. of Toronto; Russell Coff, Emory U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Tammy L. Madsen, Santa Clara U.; Joanne Oxley, U. of Toronto

1567: (CAR) Careers Division Social Hour
6:30pm - 8:30pm Hilton Anaheim: Capistrano A

1568: (CM) Conflict Management Division Social Hour
6:30pm - 7:30pm Hilton Anaheim: California Pavilion B

1569: (MOC) MOC Social Hour
6:30pm - 8:00pm Anaheim Convention Center: 201D
Division Chair: Mary Ann Glynn, Boston College
Division Chair-Elect: Luis Martins, Georgia Institute of Technology
Program Chair: Richard Blackburn, U. of North Carolina, Chapel Hill
Professional Development Workshop Chair: Gerard P. Hodgkinson, U. of Leeds

1570: (MSR) MSR Social Hour
6:30pm - 8:00pm Anaheim Marriott: Platinum 10
Welcomes: Margaret Benefiel, Andover Newton Theological School; Kathy Lund Dean, Idaho State U.

1571: (ODC) ODC Social Hour
6:30pm - 8:00pm Anaheim Marriott: Platinum 2

Tuesday 6:45PM

1572: (HR) HR Division Reception
6:45pm - 7:45pm Hilton Anaheim: California Pavilion A
Division Chair: John Hollenbeck, Michigan State U.
Division Chair-Elect: Sandy J. Wayne, U. of Illinois, Chicago
Program Chair: Howard J. Klein, The Ohio State U.
Professional Development Workshop Chair: John E. Delery, U. of Arkansas

Tuesday 7:00PM

1573: (IM) International Management Division Social Hour
7:00pm - 10:30pm Anaheim Convention Center: 213B
Come and hobnob with the good and the great of the International Management Division
Division Chair: Timothy Michael Devinney, AGSM-Australian School of Business
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS

1574: (MED) MED Social Hour
7:00pm - 10:00pm Anaheim Convention Center: 204C

Tuesday 8:00PM

1575: (ICW) Copenhagen Business School Reception
8:00pm - 10:00pm Anaheim Marriott: Platinum 8
Copenhagen Business School Reception
Organizer: Flemming Poulsen, Copenhagen Business School
Wednesday 7:00AM

**1576** (MED) MED Executive Committee Meeting
7:00am - 8:30am Anaheim Marriott: Platinum 1

**1577** (MSR) Meditation session led by Jerry Biberman
7:00am - 8:00am Anaheim Marriott: Desert Springs
Meditation to improve self-control
Organizer: Gerald Biberman, U. of Scranton

Wednesday 7:30AM

**1578** (IM) International Management Division Membership Program Feedback Meeting
7:30am - 8:30am Anaheim Marriott: Suite 304
Come and give feedback on the program to IMD Executive Committee members.
Division Chair: Timothy Michael Devinney, AGSM-Australian School of Business
Division Chair-Elect: Tatiana Kostova, U. of South Carolina
Program Chair: Anil K Gupta, U. of Maryland, College Park
Professional Development Workshop Chair: Seung Ho Park, Samsung Economic Research Institute & CEIBS

Wednesday 8:00AM

**1579** (AAA) Conference Registration
8:00am - 12:00pm Anaheim Convention Center: Exhibit Hall C - Reg.
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

Wednesday 8:30AM

**1580** (CAR, OB, HR) Multi-level and Stakeholder Perspectives on Work-life Well-being
8:30am - 10:20am Hilton Anaheim: Capistrano A
Chairs: Alma M. McCarthy, NUI Galway; Jeanette N. Cleveland, Pennsylvania State U.
Discussant: Georgia T. Chao, Michigan State U.

Wednesday 8:00AM

Implications for the U-Index for Satisfaction, Helping Behavior, and Stress | Lauren Simon, U. of Florida; Timothy A. Judge, U. of Florida; Remus Ilies, Michigan State U.

**1581** (Paper Session) - (CM) (Mis)Handling Conflict: Aggression and Avoidance
8:30am - 10:20am Hilton Anaheim: Santa Monica
Chair: Charlotte Rayner, U. of Portsmouth
The Potential Dark Side of Leadership: Leaders as a Cause of Intra-Group Relationship Conflict | Rebecca S. Lau, Virginia Tech; Anthony Cobb, Virginia Tech
Avoidance as a Manager’s Default Conflict Handling Style: | Inju Yang, U. College Dublin; Aidan Kelly, U. College Dublin
Social Face and Avoiding Conflict by Chinese Employees with Western and Chinese Managers | Chunyan Peng, Drexel U.; Dean Tjosvold, Lingnan U.
Employees’ reactions to supervisor aggression: An examination of situational and individual factors | Marie S. Mitchell, U. of Nebraska

**1582** (Paper Session) - (CMS) Critical Perspectives on Learning and Competence
8:30am - 10:20am Hilton Anaheim: Palos Verdes A
Chair: Patrick Charles Reedy, U. of Nottingham
Barriers to Process Learning in Clusters: Concentration and Confusion | Paul Hibbert, Strathclyde U.; Chris Huxham, Strathclyde U.; Joerg Sydow, Freie U. Berlin; Frank Lerch, Freie U. Berlin
Competence Constructed as a Lack: Lacanian Take on Being Professional | Katarzyna Kosmala, U. of the West of Scotland
A Tale of a Town: Artists Crafting “The Creative Class” | Arturo E Osorio, U. of Massachusetts, Amherst
How come the Critters came to be teaching in Business Schools? | Michael Rowlinson, Queen Mary U. of London; John S Hassard, U. of Manchester

**1583** (Paper Session) - (ENT) Migration’s Relationships to Entrepreneurial Venturing
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon J
Chair: Marilyn A. Uy, U. of Colorado, Boulder
Facilitator: Vinay K Garg, Missouri State U.
Circular Migration, Social Embeddedness, and Entrepreneurship | Fei Qin, London School of Economics and Political Science
Returnee Entrepreneurs, Knowledge Spillovers and Innovation in High-tech Firms in Emerging Markets | Igor Filatotchev, City U. London; Xiaohui Liu, Loughborough U.; Mike Wright, Nottingham U.; Jiangyong Lu, Tsinghua U.
Immigrant Song Redux: Disadvantage, Cross-vergence, and Impacts on Immigrant Entrepreneurship | Gregory Allen Laurence, Syracuse U.
Mexican Immigrant and Mexican-American Owned Businesses: Motivations, Management, and Succession | Rachel Shell Shinnar, Appalachian State U.; Melissa S. Cardon, Pace U.; Micki Eisenman, Baruch College; Virginia Solis Zuiker, U. of Minnesota; Myung-Soo Lee, Baruch College
1584  
(Paper Session) - (ENT) Influences on Economic Development and Job Creation  
8:30am - 10:20am Hilton Anaheim: Grand Ballroom - Salon K  
Chair: Kunal Banerji, Eastern Michigan U.  
Discussant: Norris F. Krueger, Entrepreneurship Northwest  
Assessing the Impact of Venture Capital on Entrepreneurship and Regional Economies | Sampsa Samila, Brock U.; Olav Sorenson, U. of Toronto  
Individual, Organizational & Environmental Drivers of Job Creation in New Firms | Sonali K. Shah, U. of Washington; Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; John C Dencker, U. of Illinois, Urbana-Champaign  
Are there a Labor Market Penalty to Entrepreneurship? | Miguel Torres Preto, Instituto Superior Técnico; Rui Baptista, Instituto Superior Técnico; Antônio Miguel Amaral, Instituto Superior Técnico  
A Theory of Destructive Entrepreneurship | Sameeksha Desai, Max Planck Institute of Economics; Zoltan J. Acs, George Mason U.  

1585  
(Paper Session) - (GDO) Gender Perspectives on Emotion and Expression in Organizations  
8:30am - 10:20am Hilton Anaheim: Malibu  
Chair: Danielle M. Clay, Virginia College  
Discussant: Elizabeth A. Cooper, U. of Rhode Island  
Testing a Role Congruence Model of Emotional Display: The Importance of Distinctiveness Information | Ping Tyra Shao, Drexel U.; John Schaubroeck, Drexel U.  
Navigating the Emotional Battlefield: Gender, Power, and Emotion in Entrepreneurial Relationships | Doan E. Winkel, U. of Wisconsin, Milwaukee; Belle Rose Ragins, U. of Wisconsin, Milwaukee  
Take the Good with the Bad: Women’s Expressions of Sexuality as a Double-Edged Sword | Maria Baskerville Watkins, Northeastern U.  

1586  
(Paper Session) - (GDO) Perceiving Diversity in Organizations: The Effects of Perceived Discrimination, Inclusiveness and Psychological Contract Violation  
8:30am - 10:20am Hilton Anaheim: San Clemente  
Chair: Beverly J. DeMarr, Ferns State U.  
Discussant: Marcy Crary, Bentley College  
Attenuating the Effect of Seniority on Intent to Remain: The Role of Perceived Inclusiveness | Derek R. Avery, U. of Houston; Patrick F. McKay, Rutgers U.; David C. Wilson, U. of Delaware; Sabrina DeeAnn Volpone, U. of Houston  
An Assessment of the Effect of Diversity Promise Fulfillment on Minority Professionals’ Outcomes | E. Holly Buttn er, U. of North Carolina, Greensboro; Kevin B. Lowe, U. of North Carolina, Greensboro; Lenora Billings-Harris, U. of North Carolina, Greensboro  

1587  
(Paper Session) - (HCM) Improving Workforce Retention  
8:30am - 10:20am Hilton Anaheim: Palos Verdes B  
Chair: Daniel R Kowalski, Kowalski Consulting and Management LLC  
Discussant: Peter A Weil, American College of Healthcare Executives  
Improving Worker retention in the health industry – Lessons for management in retaining nurses | Yvonne O Brunetto, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast; Kate Shacklock, Griffith U.; Silvia Azevedo Nelson, Griffith U.  
Work-Family Conflict and Attitudes of Nursing Assistants: Mediating and Moderating Effects | Jose Proença, Widener U.  

1588  
(Paper Session) - (HCM) Stakeholder Perspectives and Patient Satisfaction  
8:30am - 10:20am Hilton Anaheim: Sunset  
Chair: Judith W Alexander, U. of South Carolina  
Discussant: Grant T. Savage, U. of Missouri  
Enhancing Organizational Resources and Managers’ Engagement for Patient Safety: A Longitudinal Study | Sara J. Singer, Harvard School of Public Health; Anita L. Tucker, Harvard U.; Alyson Falwell, Stanford U.; Jennifer Hayes, Stanford U.  
HCM Best Paper Award Nominee  
Toward a Patient-Centered Understanding of Patient Safety: An Interpretive Exploration | Cheryl Rathert, U. of Missouri, Columbia; Julie Brandt, U. of Missouri, Columbia  
Front-line Staff Perspectives on Improving the Safety and Efficiency of Hospital Work Systems | Anita L. Tucker, Harvard U.; Sara J. Singer, Harvard School of Public Health; Alyson Falwell, Stanford U.; Jennifer Hayes, Stanford U.  
Resident Physicians’ Level of Fatigue and Medical Errors: The Role of Standardization | Tal Katz-Navon, Interdisciplinary Center; Eitan Naveh, Technion-Israel Institute of Technology; Zvi Stern, Hadassah Hebrew U. Medical Center  

1589  
(Paper Session) - (HR) Undercurrents in the Values-Driven Organization Paradigm: Facades, Illusions, and Pitfalls  
8:30am - 10:20am Hilton Anaheim: Coronado  
Rethinking the Values-Driven Organization Process | Steven L McShane, U. of Western Australia  
Perceived Value Breaches of Charismatic Leaders and Follower Outcomes in the Megachurch | Patricia Faison Hewlin, Georgetown U.; Jay A. Hewlin, Life Management Institute  
Sustaining the Flame: Ideological Motivation and the Threat of Perceived Leader Hypocrisy | Sandra Cha, McGill U.; Amy C. Edmondson, Harvard U.  
Participants: Joanne Leck, U. of Ottawa; Steven L. McShane, U. of Western Australia; Sandra Cha, McGill U.; Patricia Faison Hewlin, Georgetown U.; Winston C. Shariff, U. of Ottawa; Amy C.
Edmondson, Harvard U.; Andrew Kendrick, BMT Fleet Technology

1590 ☰: (Paper Session) - (HR) Human Resource Practices and Perceived Organizational Support
8:30am - 10:20am Hilton Anaheim: Huntington B
Chair: Judith W. Tansky, The Ohio State U.
Discussant: Karin A. Orvis, Old Dominion U.
A Dual Mechanism Model for Linking the Feedback Environment and Feedback Seeking | Brian Whitaker, Morehead State U.
Does Organizational Support Promote Citizenship? The Moderating Role of Market-focused HRM | Mei-Ling Wang, Aletheia U.
R Good Employee, Bad Business: An Interactionist Approach to Workplace Deviance | Kayo Sady, U. of Houston; Christiane Spitzmueller, U. of Houston; L A Witt, U. of Houston

1591 ☰: ↑ JS: (HR, IM) Assessment in a Multicultural Context: Multiple Languages, Multiple Decisions
8:30am - 10:20am Hilton Anaheim: Huntington C
Chair: Scott Bedwell, IPAT
Participants: Rob Bailey, OPP; Michael Bashshur, U. Pompeu Fabra; Richard Thompson, CPP, Inc.; Diane Reinhold, Center for Creative Leadership; Gary Schmidt, Saville Consulting North America

1592 ☰: ↑ JS: (HR, OMT, OB) Trust and Human Resource Cycle
8:30am - 10:20am Hilton Anaheim: Huntington A
Chairs: R H. Searle, The Open U.; Denise Skinner, Oxford Brookes U.
Discussant: Audrey Korsgaard, U. of South Carolina
The Role of Trust in Performance Appraisal | Denise Skinner, Oxford Brookes U.; R H. Searle, The Open U.
Formal Control and Trust – A Match Made in Heaven after all? | Antoinette Weibel, U. of Zunch; Katinka Monica Bijlsma-Frankema, VU U. Amsterdam
Trust and Transitions: When Peers Become Group Leaders | Susan E. Brodt, Queen’s U.; Angela M Dionisi, Queen’s U.
Examining Model of Turnover – A Prospective Comparison of Stay and Leave | Shay Tzafir, U. of Haifa; Guy Enosh, U. of Haifa
Presenters: Susan E. Brodt, Queen’s U.; Jon Billsberry, The Open U.; Katinka Monica Bijlsma-Frankema, VU U. Amsterdam; Antoinette Weibel, U. of Zunch; Angela M Dionisi, Queen’s U.; Guy Enosh, U. of Haifa; Shay Tzafir, U. of Haifa; Denise Skinner, Oxford Brookes U.
Participant: R H. Searle, The Open U.

1593: (Paper Session) - (IP) New Approaches to Leadership
8:30am - 10:20am Hilton Anaheim: Mezzanine 1
Facilitator: Stephen J. Zaccaro, George Mason U.
OB; Measurement Equivalence/Invariance of the Abusive Supervision Measure across Two Countries | Changya Hu, National Taiwan U. of Science and Technology; Tsung-yu Wu, Soochow U.
OB: Top Management Team Strategic Decision Consensus: The Effects of Diversity in Risk Propensity | Yuntao Bai, Xi’an Jiaotong U.; Xiao-Ping Chen, U. of Washington; Ju-e Guo, Xi’an Jiaotong U.; Youmin Xi, Xi’an Jiaotong U.
OB: Leadership Research: The Questions We Have Not Asked | William D. Spangler, State U. of New York, Binghamton; Rita Paleche, State U. of New York, Binghamton; Aleksey A. Tikhomirov, State U. of New York, Binghamton
OB: Illusion of Control: Theoretical Perspective on Power-Dependence Relationships | Cody Logan Challen, Purdue U., West Lafayette
OB: Fiedler’s Contingency Theory of Leadership Effectiveness Revisited (A young phoenix arises) | Enrique M. Perez, Florida Atlantic U.
HCM: The Relationship between Leadership and Team Processes in Multi-Disciplinary Health Care Teams | Leanne Linda Habeek, Monash U.; Elisabeth Wilson-Evered, Monash U.

1594: (Paper Session) - (IP) Cross-Cultural Management: Individual Level Issues
8:30am - 10:20am Hilton Anaheim: Mezzanine 10
Facilitator: Maya Kroumova, New York Institute of Technology
OB: Attributional Style as Predictor of Work Outcomes among Chinese: Composite vs. Dimensional Scoring | An An Chao, U. of Hong Kong; S. Tess Pak, U. of Hong Kong; Siu-On Kwan, City U. of Hong Kong; C. Harry Hui, U. of Hong Kong
OB: Impact of Emotional Appeals in Recruiting Advertisement: A Cross-Culture Study | Jing Han, Peking U.
IM: The Proactive Soughier: Proactive Personality, Adjustment, and the Role of Cultural Intelligence | Ryan Fehr, U. of Maryland, College Park; Juliet Aiken, U. of Maryland, College Park; Xiafeng Chen, U. of Maryland, College Park

1595: (Paper Session) - (IP) Organizational Routines
8:30am - 10:20am Hilton Anaheim: Mezzanine 11
Facilitator: Ofer Mellich, California State U. San Marcos
OMT: Routine Change as Framing and Politics | Amit Nigam, U. Toronto; Brian R. Golden, U. of Toronto
OMT: The Origins of Organizational Routines | Peter Bryant, Macquarie U., Sydney
Session Details – Wednesday

1596: (Paper Session) - (IP) Corporate Governance Across Cultures
8:30am - 10:20am Hilton Anaheim: Mezzanine 12
Facilitator: James H. Biteman, Tulane U.
OMT: Board Reform in Korea: An Institutional Perspective | Jootae Kim, Dankook U.; Amon Chizema, Loughborough U.
OMT: China & Estonia in Flux: is this a valid basis for comparision...? | Ruth Alas, Estonian Business School; Wei Sun, Estonian Business School; Sudi Sharifi, Salford Business School
OMT: Exploration and Exploitation Alliances and Performance in Telecommunications Industry | Jsung Kim, Fordham U.
GDO: Comparing Relational Models Across Cultures: Mexican Maquiladora and US/CAN Parent Company Managers | Mark D. Woodhull, Schreiner U.; Debra J. Louis, TUI U.; Alan P. Fiske, UCLA

1597: (Paper Session) - (IP) Understanding the Construction of Organization Fields and Markets
8:30am - 10:20am Hilton Anaheim: Mezzanine 2
Facilitator: Rodney Lacey, U. of California, Davis
OMT: The Growth of an OSS Community: An Organizational Life Cycle Perspective | Sladjana Vujovic, Aarhus School of Business, U. of Aarhus
OMT: Bounded by Legacy: Prior Experience and the Emergence of Market Logics | June-Young Kim, Marquette U.; Phillip H. Kim, U. of Wisconsin-Madison; Jay O'Toole, U. of Wisconsin, Madison
OMT: The Scottish Book Publishing Industry: Understanding an Institutional Field | Elizabeth Gulledge, U. of St Andrews; Barbara Townley, U. of St Andrews

1598: (Paper Session) - (IP) Knowledge and Practice
8:30am - 10:20am Hilton Anaheim: Mezzanine 3
Facilitator: Sotirios Paroutis, Warwick Business School
BPS: Towards a New Conceptualization of Value in Business Markets | Andreas Hinterhuber, U. Commerciale L. Bocconi; Hans H Hinterhuber, U. of Innsbruck, Department for Strategic Management
BPS: Are We Asking the Right Questions?: Closing the Academic/Practitioner Gap in Strategic Management | Nicholas O'Regan, Bristol Business School; Tim Hughes, Bristol Business School; David Wornham, Bristol Business School

BPS: Phronetic Strategy Research | Chengwei Liu, U. of Cambridge
BPS: Strategic Practices | Janis Hilacius, Conservatoire National des Arts et Métiers

1599: (Paper Session) - (IP) Management Challenges of Emerging Countries
8:30am - 10:20am Hilton Anaheim: Mezzanine 4
Facilitator: Sankaran Manikutty, Indian Institute of Management, Ahmedabad
IM: The Gathering Storm: Chinese Standards Wars and MNC Battle Strategies | Patrick J. Murphy, DePaul U.; Bin Jiang, DePaul U.
OMT: Understanding the Enigma of Clique Formation in Chinese Business Organizations | Kuan-Cheng Chen, Department of Business Administration, Shih Hsin U.
BPS: Varying Significance of Guanxi in Doing Business in China | Jianjun Zhang, Peking U.
IM: Culture, Institutions and Economic Outcomes: An Explorative Study | Veneta Andonova, U. de los Andes, Colombia; Hernando Zuleta, U. del Rosario, Colombia; Marly Castillo, U. de los Andes, Colombia
OMT: An Investigation of Shanghai Banking Industry from 1823 to 1940 and the Demise of Piao-hao Firms | Zhen Yang, Department of Management of Organizations, HKUST

1600: (Paper Session) - (IP) Strategy, Technology, and Innovation in Firms
8:30am - 10:20am Hilton Anaheim: Mezzanine 5
Facilitator: Mark J. Ahn, Victoria U. of Wellington
TIM: Technological change and the negative effects of embeddedness | Rosa Grimaldi, U. of Bologna; Allan N Afuah, U. of Michigan
TIM: When does community participation enhance the performance of open source software companies? | Wouter Stam, VU U. Amsterdam
TIM: Exploring Differences among Start-ups and Established Firms in Innovation Behaviour in the UK | Paola Criscuolo, Imperial College London; Amnon Salter, Imperial College London; Nicos Nicolau, Imperial College London
TIM: Putting a Value on Openness: The Effect of Product Source Code Releases on the Market Value of Firms | Oliver Thorsten Alexy, Technical U. of Munich
OMT: Nascent Entrepreneurs, Entry Mode, Uncertainty and Real Options | Tandy M. Dilworth, U. of Colorado, Boulder
TIM: Exploring the Solution/D The Contextual Effect on Innovativeness in Financial Service Companies | Suechin Yang, National Cheng Kung U.

1601: (Paper Session) - (IP) Network Structure
8:30am - 10:20am Hilton Anaheim: Mezzanine 6
Facilitator: Polly S. Rizova, Willamette U.
Session Details – Wednesday

**Teaching-oriented**

1602: (Paper Session) - (IP) Organizational Structures and Form
8:30am - 10:20am Hilton Anaheim: Mezzanine 7
Facilitator: Linda M. Cohen, U. of Pennsylvania
BPS: The Application of Organizational Theories to Crisis Preparedness | Jeffrey Joseph Haynie, Auburn U.
OMT: Exploratory Search in Mature Firms: Selecting Appropriate Structural Contexts | Sebastian Raisch, U. of St. Gallen; Alexander Zimmermann, U. of St. Gallen
BPS: Achieving High Growth and High Performance Simultaneously | Hock-Tee Koh, U. of Adelaide; Graham Hubbard, U. of Adelaide; Pi-Shen Seet, U. of Adelaide; Joo-Seng Tan, Nanyang Technological U.
BPS: Strategic and Environmental Complexity and the Decision to Divest | Joseph B. Beck, U. of California, Irvine

1603: (MC) Management consultant, competencies and power
8:30am - 10:20am Anaheim Marriott: Platinum 3
Moderator: Leon De Caluwe, Vrije Universiteit/Twynstra
Management consultants and competencies: what do they need in their assignments? | Elisabeth Reitsma, Free U.; Leon De Caluwe, Vrije Universiteit/Twynstra; Ben Emans, Groningen U.
Presenters: Elisabeth Reitsma, Free U.; Ben Emans, Groningen U.

1604: (Paper Session) - (MC) Cross-Cultural Cognitive Research
8:30am - 10:20am Anaheim Marriott: Elite 2
Chair: Konstantinos Kostopoulos, Athens U. of Economics and Business
Discussant: Markus Vodosek, U. of Utah
Distinguishing Roles of Culture and Language in Patterns of Social Inference | Aurelia Mok, Columbia U.; Michael Morris, Columbia U.
Entrepreneurial Behavior Culturally Bound? A Comparative Study of Turkey and the United States | Banu Ayse Goktan, U. of North Texas; Ekin Alakent, Chapman U.
If Maturana, Varela, and Deleuze Visited Japanese IT Workplaces | Nobuyuki Chikudate, Hiroshima U.

1605: (Paper Session) - (OB) Commitment in Organizations: New Developments
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon A
Chair: Jose Lejarraga, Universidad Carlos III de Madrid
Discussant: Jian Min Sun, Renmin U. of China
Tapping and Mapping Financial Consultants’ High Commitment Behavior | Elfettinger, U. of Twente; Rolf Van Dick, U. of Frankfurt; Celeste P. M. Wilderom, U. of Twente
Valued Career Development Practices: Their Influence on Organizational Commitment | Mary Bambacas, U. of South Australia
Multiple Commitments in the Turkish Context: Compatibility or Cultural Hypothesis? | Zahide Karakapılıoglu Aygun, Bilkent U.; Celile Ilir Gogus, Bilkent U.
The Effect of Organizational Commitment on Unit Level Performance and Absence | Neil Conway, London U.; Birkebeck; Rob B. Briner, U. of London

**Practice-oriented**

1606: (Paper Session) - (OB) Equity Revisited
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon B
Chair: Marie Gould, Peirce College
Discussant: Stephen M Garcia, U. of Michigan
Gender Differences in Perceived Equity: Females are More Other-regarding than Males | Michael Edmond Price, Brunel U.
Harnessing Social Comparisons in the Workplace: When and How Upward Comparisons Affect Performance | Camille Johnson, San Jose State U.; Diederik A Stapel, Tilburg U.
Reward Evaluative State: The Trigger to Equity Theory Principles | Kimberly K. Merriman, Penn State Great Valley U.

1607: (OB) Professional Image Construction and Culturally-influenced Grooming Choices
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon C
Organizer: Olenda E Johnson, U. Air Force Academy
Discussant: dt ogilvie, Rutgers U.
Participants: Tracy L. Dumas, Emory U.; Claudia J. Ferrante, U.S. Air Force Academy; Ashleigh Shelby Rosette, Duke U.

1608: (Paper Session) - (OB) Socialization: New Perspectives
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon D
Chair: Vickie Coleman Gallagher, Northern Kentucky U.
Discussant: Sungwon Choi, Louisiana State U.
Conflict, Ambiguity, and Change: Bringing in the Cultural Context in Socialization | Jina Mao, Boston U.
The Influence of Realistic Job Previews on Employee Performance Goals | Stephanie Pane, Texas A&M U.
Exploring the Relationship Between Employee Socialization and Role-Based Performance | Delmonize Antonio Smith, Rochester Institute of Technology; Diane E. Johnson, U. of Alabama, Tuscaloosa
A Goal Orientation Framework for Proactive Learning and Socialization | Gerard Beenen, Carnegie Mellon U.

1609: (Paper Session) - (OB) Research on CEOs
8:30am - 10:20am Hilton Anaheim: Capistrano E
Chair: Daria Golembiewska-Tatal, Warsaw U. of Technology
Discussant: Christian J. Resick, Drexel U.
CEO Values, Leadership, and Middle Level Manager Behaviors: A Longitudinal Multilevel Test | Robert C Liden, U. of Illinois, Chicago; Ping Ping Fu, Chinese U. of Hong Kong; Jun Liu, Renmin U.; Jiwen Song, Renmin U. of China; Lan Li, Chinese Entrepreneur Survey System

CEO Close and Distant Transactional and Transformational Leadership at the Post Merger Integration | Aleksey A. Tikhomirov, State U. of New York, Binghamton; William D. Spangler, State U. of New York, Binghamton

Emergence and Performance of CEO Visionary Charismatic and Transformational Leadership in Mergers | Aleksey A. Tikhomirov, State U. of New York, Binghamton; William D. Spangler, State U. of New York, Binghamton

CEO Leadership Behaviors and Top-level Manager Support | Jiwen Song, Renmin U. of China; Joshua B. Wu, U. of Miami

1610 : (Paper Session) - (OB) Cross-Cultural Research
8:30am - 10:20am Hilton Anaheim: El Capitan A
Chair: Stacey R. Fitzsimmons, Simon Fraser U.
Discussant: Kathryn H. King-Metters, Emory U., Gozzieta Bus Sch
→ Do Cultural Characteristics Affect the Relationship between Self and Others’ Ratings of Leadership? | Leanne Atwater, Arizona State U.; Mo Wang, Portland State U.; James W Smither, La Salle U.; John W. Fleenor, Center for Creative Leadership
→ Thinking Globally, Leading Locally: A Comparison of Chinese, Indian, and Western Leadership | Betzaluz Gutierrez, Hay Group; Signe Spencer, Hay Group; Guorong Zhu, Hay Group
→ The Moderating Role of Cultural Intelligence on the Fit of Asian Americans in the Workplace | Mui Dora Luk, City U. of Hong Kong; Gloria J. Miller, U. of Wisconsin Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee
→ Where Do They Get It From? - Exploring Construct and Correlates of Cultural Intelligence | Lu M Shannon, U. College Dublin, Ireland; Thomas M Begley, U. College Dublin

1611 : (Paper Session) - (OB) Compensation and Rewards
8:30am - 10:20am Hilton Anaheim: El Capitan B
Chair: David Douglas Walker, U. of British Columbia
Discussant: Katherine A DeCelles, U. of Michigan
→ On the Folly of Rewarding A+, While Only Needing A+ | Long Wang, Northwestern U.
→ Compensation Systems through the Lens of Self-Determination Theory: Reconciling 35 Years of Debate | Marylene Gagne, Concordia U.; Jacques Forest, ESG-UQAM
Even Though We Ain’t Got Money: Financial Security at Work and Home | Timothy P. Munyon, Florida State U.
→ Effect of explanation on informational justice perceptions and learning in compensation change | James Hamilton Dulebohn, Michigan State U.; Brian Murray, U. of Dallas; Mark V Roehling, Michigan State U.; Steve Werling, U. of Texas; San Antonio

1612 : (Paper Session) - (OB) Generational Differences and Older Workers
8:30am - 10:20am Hilton Anaheim: Laguna A
Chair: Chetan Joshi, U. of Western Ontario
Discussant: Zoe Barsness, U. of Washington, Tacoma

→ Fit to be Motivated? Developmental Regulation of Person-Environment Fit in Older Workers’ Motivation | Christian Stavrom Roussin, Jacobs U. of Bremen; Guido Hertel, U. of Wuerzburg
→ Work And Family Experiences Over Time: Why Key Life Stages Influence Work-Family Conflict | Ann Huffman, Northern Arizona U.; Satoris S. Youngcourt, Kansas State U.; Carl M. Moncher, Northern Arizona U.; Jaime Henning, Eastern Kentucky U.; Adrian Goh, U. of North Carolina at Charlotte

Leaders’ Perspectives on Intergenerational Teams: A Case Study in the Energy Industry | Eden Tekie, Jacobs U. of Bremen; Christian Stavrom Roussin, Jacobs U. of Bremen

1613 : (Paper Session) - (OB) Attracting, Selecting, and Joining Up
8:30am - 10:20am Hilton Anaheim: Laguna B
Chair: Aarti Ramaswami, Indiana U. Bloomington
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
→ Correspondence Bias in Selection Decisions | Zachariah Steven Sharek, Carnegie Mellon U.; Sam Swift, Carnegie Mellon U.
→ Network Contingencies in the Hiring Process – Trust, Control, and Obligations | Zun Tang, Cornell U.
Interpersonal Sensitivity and Information Sharing During Layoffs: Effects on Job Seekers | Rainer Seitz, Self-employed; Donald M Truxillo, Portland State U.; Talya N. Bauer, Portland State U.; Robert R Sinclair, Portland State U.

1614 : JS: (OB, OCIS) Leading-Up: Exploration and Development of a New Construct
8:30am - 10:20am Hilton Anaheim: Pacific Pavilion A
Chair: Mary Uhli-Bien, U. of Nebraska
Discussant: Boas Shamir, Hebrew U. of Jerusalem
The Role of Implicit Leadership Theories in Enhancing Leadership Participation | David V. Day, U. of Western Australia
Political Skill and Leading-Up | Darren C. Treadway, State U. of New York, Buffalo; Jacob W. Breland, U. of Idaho
Toward Developing a Profile of Upward Leadership | Melissa K. Carsten, U. of Nebraska; Mary Uhli-Bien, U. of Nebraska
Presenters: David V. Day, U. of Western Australia; Darren C. Treadway, State U. of New York, Buffalo; Elizabeth Wolfe Morrison, New York U.; Melissa K. Carsten, U. of Nebraska

1615 : (Paper Session) - (OCIS) The Role of Theory and Theory Development in OCIS Research
8:30am - 10:20am Anaheim Marriott: Elite 1
Chair: Bijan Azad, American U. of Beirut
Discussant: Susan Winter, Portland State U.
Session Details – Wednesday

Copenhagen Business School; Annemette Kjaergaard, Copenhagen Business School

Process Virtualization: A Theme and Theory for the Information Systems Discipline | Eric Overby, Georgia Institute of Technology; Benn Konsynski, Emory U.

Typifying the Setting in IS Intensive Research: A Structurational Framework | Juan Rodon, ESADE; Ramon Llull U.; Feliciano Sese, ESADE; Ramon Llull U.


1616 ☐: (Paper Session) - (OCIS) Information and Knowledge Sharing
8:30am - 10:20am Anaheim Marriott: Elite 3
Chair: Jeffrey Moretz, U. of Texas at Austin
Discussant: Brad Crisp, Abilene Christian U.
Knowledge sharing in a virtual work environment | Timothy Golden, Rensselaer Polytechnic Institute; Sumita Raghuram, Pennsylvania State U.
A typology of knowledge sharing networks in practice | Robert M. Verburg, Delft U. of Technology
Motivations for Information Sharing through Digital Repositories in Small Project Groups | Meikuan Huang, Cali State U., Stanislaus

1617 ☐: (Paper Session) - (ODC) Culture, Climate and Values
8:30am - 10:20am Anaheim Marriott: Platinum 2
Chair: Jean SK Lee, CEIBS
Discussant: Frances A Viggiani, Alfred U.
Psychological change climate as a crucial catalyst of readiness for change | Dave Bouckenooghe, Vlerick Leuven Gent Management School; Geert Devos, Ghent U.
The change climate questionnaire: scale development | Dave Bouckenooghe, Vlerick Leuven Gent Management School; Geert Devos, Ghent U.
Civility, Respect, Engagement in the Workforce (CREW): OD Intervention at 28 VA Facilities | Katerine Osatuke, U.S. Department of Veterans Affairs; Christopher Ward, U.S. Department of Veterans Affairs; Sue Dynenfort, U.S. Department of Veterans Affairs; Linda Betton, U.S. Department of Veterans Affairs
Perceived Values Congruence and Employee Support for Organizational Change | Eric Lamm, San Francisco State U.; Judith R Gordon, Boston College

1618 ☐: (Paper Session) - (OM) Outsourcing & Offshoring
8:30am - 10:20am Anaheim Marriott: Newport & Rancho Las Palmas
Coffee provided by Sam and Irene Black School of Business, Penn State U.
Chair: Wendy van der Valk, Eindhoven U. of Technology
Supply Chain Governance in a Creative Industry: Offshore Sourcing of Special and Visual Effects | Paul Skilton, Arizona State U. Polytechnic
How to NOT manage outsourced business services: Developing sufficient condition hypotheses | Wendy van der Valk, Eindhoven U. of Technology; Mirjam I. Kibbeling, Eindhoven U. of Technology; Arjan J. van Weele, Eindhoven U. of Technology
An Empirical Study on Sourcing in Emerging Countries from the Resource-based View | Evi Hartmann, European Business School; Lydia Bals, European Business School; Gernot Kaiser, European Business School
Do Managers Look Beyond Cost? The Use of Best-Worst Scaling to Examine Outsourcing Decision-Making | Nidthida Perm-Ajchariyawong, AGSM-Australian School of Business; Timothy Michael Devinney, AGSM-Australian School of Business

1619 ☐: (Paper Session) - (OMT) Pay for Performance?
Compensation across Nations
8:30am - 10:20am Anaheim Marriott: Suite 312
Chair: Steven Boivie, U. of Arizona
Discussant: Eiston Lo, U. of British Columbia
The Institutional Logic Behind Executive Compensation in China | Li Sun, U. of Texas at Dallas; Mike Peng, U. of Texas at Dallas
Do Europeans Shy Away from Competition? Types of Contestants and the Structure of Tournaments | Steffen H. Brenner, Humboldt-U. Berlin
Managerial Incentives and Union Presence | Konstantinos Ztiounis, London School of Economics and Political Science
Profits and Pay at Large U.S. Corporations | Taekjin Shin, U. of California, Berkeley

1620 ☐: (Paper Session) - (OMT, BPS) Why should Organization Scientists care about the Philosophy of Science?
8:30am - 10:20am Anaheim Marriott: Platinum 10
Organizers: Teppo Fein, Brigham Young U.; Mikko Ketokivi, Helsinki U. of Technology; Saku Mantere, Swedish School of Economics and Business Administration
Discussant: Thomas C. Powell, Oxford U.
Reasoning as Rhetoric in Organization Science | Mikko Ketokivi, Helsinki U. of Technology; Saku Mantere, Swedish School of Economics and Business Administration
Brokerage in Closed versus Open Knowledge Production Systems | Mary Dunn, U. of Texas at Austin; Martin J. Kilduff, U. of Cambridge
Managerial Rationality between Clouds and Clocks: Implications for the Organizational Sciences | Teppo Fein, Brigham Young U.; Nicolas Foss, Copenhagen Business School
Participants: Mary Dunn, U. of Texas at Austin; Nicolas Foss, Copenhagen Business School; Martin J. Kilduff, U. of Cambridge; Miheea Calin Moldoveanu, U. of Toronto

1621 ☐: (Paper Session) - (PNP) The challenges of the “ask” in giving campaigns
8:30am - 10:20am Anaheim Marriott: Orange County 4
Chair: Dean F. Eitel, DePaul U.
Giving and Getting: Charitable Activity and Public Assistance | Chao Guo, U. of Georgia; Laura Peck, Arizona State U.
Fashion with a fight: Poverty management, competition and innovation in the development industry | Niiima Gulrajani, London School of Economics


Section D

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**Public Service Motivation in Giving and Volunteering**


**1622**: (Paper Session) - (SIM) Transparency
8:30am - 10:20am Anaheim Marriott: Orange County 2
Facilitator: Chi Anynski-Archibong, North Carolina A&T State U.


Social auditing as appropriation of stakeholder knowledge | Michelle Greenwood, Monash U.; Ken N. Kamoche, Nottingham Business School/Nottingham Trent U.

Toward a Model to Compare and Evaluate Accountability Standards - The Case of the UN Global Compact | Andreas Rasche, Helmut Schmidt U.; Michael Behnam, Suffolk U.

Do you see what I see? Stakeholder understandings of Corporate Social Responsibility | Colin Patrick Higgins, Victoria U.

**1623**: (Paper Session) - (SIM) Education and Social Issues
8:30am - 10:20am Anaheim Marriott: Orange County 3
Facilitator: Robert Krug, St. Joseph's College, NY

Understanding Divergence in Corporations’ and Business Schools’ Expressions about Social Issues | Lori Kyriatsin, U. of Maryland; Rhonda K. Reger, U. of Maryland; Robert Baum, U. of Maryland

A Survey of CSR Education: Trends, Comparisons, Processes | Marc Olaf Orlitzky, Nottingham U. Business School; Jeremy Moon, Nottingham U. Business School

Back to Basics: The Importance of Meta-ethics in Teaching Business Ethics | Soren Henrik Wenstrop, Norwegian School of Econ. and Bus. Admin.; Yujie Qi, Shijiazhuang Railway Institute

Developing Responsible Leaders as Agents of World Benefit: Learnings from Project Ulysses | Thomas Maak, INSEAD / U. of St. Gallen; Nicola M. Pless, INSEAD / U. of St. Gallen

**1624**: (Paper Session) - (SIM, IM, BPS) Asking the Right Questions: Moving Base of the Pyramid Research and Practice Forward
8:30am - 10:20am Anaheim Marriott: Orange County 1
Organizer: Madhubalan Viswanathan, U. of Illinois

From Subsistence Marketplaces to Sustainable Marketplaces | Madhubalan Viswanathan, U. of Illinois

A Survey of "BOP as Producer" Ventures | Ted London, U. of Michigan

Private Enterprise Solutions to Poverty Alleviation | Mark B. Milstein, Cornell U.

**1625**: (Paper Session) - (TIM) Technological Strategy
8:30am - 10:20am Anaheim Marriott: Grand Ballroom - Salon G
Chair: Francois Therin, Euromed Marseille-School of Management
Discussants: Terri Griffith, Santa Clara U.; Michael J. Mannor, U. of Notre Dame; Luca Berchici, Rotterdam School of Management, Erasmus U.; Chieh-Yu Lin, Chang Jung Christian U.; Jennifer Woolley, Santa Clara U.

←Google.cn and China: What we can learn about innovation and society | Kirsten Edrie Martin, Catholic U. of America

Outside Directors and R&D investment: An Experience after the Corporate Governance Reform in Korea | Ji-Hwan Lee, KAIST Business School; Yoo Chang Shin, Korea Advanced Institute of Science & Technology

Does Perceived Mattering Matter in Technology Use at Individual and Communities of Practice levels? | Sheng-Tsung Hou, Feng Chia U.; Hsueh-Liang Fan, National Chengchi U., Taiwan.

User Involvement and Information Systems Success: A Review of the Construct and Meta-Analysis | Shaji Khan, U. of Missouri at Saint Louis; Jintong Tang, Saint Louis U.

Balancing specialized and generic capabilities in the provision of integrated solutions | Federica Ceci, U. G. d’Annuzio; Andrea Masini, London Business School

**1626**: (Paper Session) - (TIM) Human Resource Leadership Issues
8:30am - 10:20am Anaheim Marriott: Platinum 7
Chair: Aija Elina Leiponen, Cornell U.

Discussants: Debasis Sengupta, Philips Electronics Singapore Pte Ltd; Etienne Musonera, Eastern New Mexico U.; Peter Jack Gallo, U. of North Carolina; Silvia Dorado, U. of Rhode Island

Leadership in Electronic Networks: Toward an Integration of Behavior and Structural Approaches | Sri Kudaravalli, U. of Maryland; Samer Faraj, McGill U.; Molly Wasko, Florida State U.

Top Management & Information Systems: A Grounded Theory Study of the Irish Health Services | John Anthony Looman, Dublin City U.; Joe McDonagh, Irish Management Institute / Trinity College Dublin

Uncovering SME Innovation Logics and Practices | Patricia Wolf, ETH Zurich and Lucerne School of Business; Jens O. Meissner, Lucerne School of Business

Innovation: Leadership, Capabilities and Outcomes | Mary M Crossan, U. of Western Ontario; Marina Apaydin, Richard Ivey School of Business, U. of Western Ontario

**1627**: (Paper Session) - (TIM) High Technology and Software industry studies
8:30am - 10:20am Anaheim Marriott: Platinum 8
Chair: Xueyuan Adrian Liu; Wuhan U.

Discussants: Alla L Wilson, East Stroudsburg U.; Arijit Sikdar, U. of Wollongong in Dubai; Denise Eggersman, Capella U.; Dali Ma, Drexel U.

Performance determinants of biotechnology firms: Evidence from the Finnish biotechnology industry | Joonas M.J. Järvinen, Helsinki U. of Technology

A Microstructural Perspective of Knowledge Sourcing in Open Source Software Development | George Kuk, U. of Nottingham; Aminul Ali, U. of Nottingham

Contingency Effects of Strategy on Software Product Development Capabilities | Mikko Rönkkö, Turku Centre for Computer Science; Markus Mikael Mäkelä, Helsinki U. of Technology

Effect of Business Group Affiliation and Exporting on the Technology Capabilities of Software Firms | Anna Lamin, Northeastern U.

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Section D

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Wednesday 9:00AM

1628: (Paper Session) - (TIM) New Product Development and Adoption: Research and Development
8:30am - 10:20am Anaheim Marriott: Platinum 9
Chair: Rajiv Sharad Narvekar, Infosys Technologies
Discussants: Kazuhiro Asakawa, Keio U.; Hiroshi Nakamura, Keio U.; Naohiro Sawada, Yokohama City U.
Discussants: Robert Sroufe, Duquesne U.
Discussants: Joseph Sarkis, Clark U.; Jeroen Dijkshoorn, BRASS Institute, Cardiff U.; James J Cordeiro, State U. of New York, Brockport

1629: (Paper Session) - (TIM) Strategy and Technology
8:30am - 10:20am Anaheim Marriott: Suite 315
Chair: Mary C. Lang, COMADRONA Communications, Inc.
Discussants: Luis Diestre, U. of Southern California; Charles K. Waterston, U. of Nebraska, Lincoln
Discussants: Viviane Annette Winkler, U. of Greifswald
Discussants:Looking at Environmental Management Strategies and Performance from a Different Perspective | Gregory Lorton, Navy BRAC Office/Alliant Int'l U.
Economic and Environmental Efficiency of Solid Waste Management in Welsh SMEs | Joseph Sarkis, Clark U.; Jeroen Dijkshoorn, BRASS Institute, Cardiff U.; James J Cordeiro, State U. of New York, Brockport

Wednesday 10:40AM

1630: (Paper Session) - (BPS) Role of Power and Dominance in Governance
9:00am - 10:40am Anaheim Marriott: Grand Ballroom - Salon H
Chair: Irina Naoumova, U. of Tennessee
Discussant: Xavier Castaíner, HEC Paris
Discussant: Competitive Readiness: Top Management Team Determinants and Performance Consequences | Hao-Chieh Lin, National Chung Cheng U.; Ming-Jer Chen, U. of Virginia
Discussant: An Illustration of Inductive Set-Theoretic Research in the Context of Corporate Governance | John Stanley Marsh, Rensselaer Polytechnic Institute; Jarrett Emory Kotrozo, Rensselaer Polytechnic Institute; Judith Louise Walls, U. of Michigan
Discussant: The Contribution of Legal Theory to Management Research in Corporate Governance | Luh Luh Lan, National U. of Singapore; Loizos Th. Hercules, U. of Warwick
Discussant: Dual Mechanisms of Business Sustainability: Unique Effects and Simultaneous Effects | Jijun Gao, U. of Western Ontario

1634 10:40am - 12:00pm Hilton Anaheim: Palos Verdes A
Chair: Jon P. Briscoe, Northern Illinois U.
Career Transitions and HRM - Consequences from a Global Study on Careers | Wolfgang Mayrhofer, WirtschaftsU. Wien
1635 10:40am - 12:00pm Hilton Anaheim: Mezzanine 13
Chair: Martin P Brigham, Lancaster U.
Varieties of Capitalism: Varieties of Inequality? The Social Consequences of CEO Power and Reward | Thomas Clarke, U. of Technology, Sydney
Narrative and Ethics in Organizational Downsizing | Carl Rhodes, U. of Technology, Sydney; Alison Pullen, U. of Technology, Sydney; Stewart Clegg, U. of Technology, Sydney
Beyond Analytical Categories of Difference: Or, the Case for ‘Strategic Essentialism’ | Ajinesh Prasad, York U.
Best Student Paper
1636 10:40am - 12:00pm Hilton Anaheim: Palos Verdes A
Chair: Clive Smallman, Lincoln U.
How do we read annual reports? A critical visual analysis | Michelle Greenwood, Monash U.; Brad Haylock, Monash U.; Peter Uhlenbruch, Monash U.
Hitting the Jackpot (or Not): A Critical Analysis of Philadelphia’s Casino Controversy | Lisa Calvano, Temple U.
Session Details – Wednesday

1641 (HR) Comparative Perspectives on HR and Line Manager Relationships and Their Effects on Employees
10:40am - 12:00pm Hilton Anaheim: Huntington C
Chairs: Karin Sanders, U. Twente, The Netherlands; Steve Frenkel, Australian Graduate School of Management
Discussant: David Finegold, Rutgers U.
The Impact of a “Strong HR System” on Employee and Organizational Outcomes | David E Guest, King’s College, U. of London
How Managers Shape HR Practice Patterns and Outcomes | Steve Frenkel, Australian Graduate School of Management;
Paul James Gollan, Maquarie U. and London School of Economics
The impact of consensus between Line and HR managers on the satisfaction of employees | Karin Sanders, U. Twente, The Netherlands
Presenters: David Meyer, U. of Akron; William Cooke, Michigan State U.; Paul James Gollan, Maquarie U. and London School of Economics; David E Guest, King’s College, U. of London

1642 (Paper Session) - (HR) Team Based Human Resource Management
10:40am - 12:00pm Hilton Anaheim: Huntington A
Chair: Michelle K. Duffy, U. of Minnesota
Discussant: Amy E. Colbert, U. of Iowa
Antecedents of Cooperative Performance of Team Members: A Relationship Learning Perspective | Yi-Ping Lin, National Kaohsiung Marine U.; Yu-Chuan Tung, National Kaohsiung U. of Applied Sciences
Person-Team Fit and Team Performance as Moderators of the Relationship between LMX and Work Outcomes | Jia Hu, U. of Illinois at Chicago; Grace Lemmon, U. of Illinois, Chicago; Goran Kujanin, Michigan State U.
An Empirical Investigation of Human Capital and Performance: NCAA Men’s Basketball Teams | Christopher Harris, U. of Texas at Arlington; Gary C. McMahan, U. of Texas, Arlington

1643 (HR) Employee Voice and Performance: Which Voice Mechanisms Are Effective, and For What Outcomes?
10:40am - 12:00pm Hilton Anaheim: Huntington C
Organizers: Jaewon Kim, Wharton School, U. of Pennsylvania; Frits Pil, U. of Pittsburgh
Chair: John Paul MacDuffie, Wharton School, U. of Pennsylvania
Informal Employee Voice: Filling the Gaps or Reinforcing the Status Quo? | Mick Marchington, U. of Manchester; Jane Suter, U. of Manchester
Varieties of Voice and Workplace Outcomes: An Empirical Analysis Using British Workplace Data | Alex Bryson, Policy Studies Institute; Rafael Gomez, London School of Economics; Tobias Kretschmer, U. of Munich; Paul Willman, London School of Economics
Employee Voice and Performance in Nonunion Enterprises | David Lewin, U. of California, Los Angeles
How Allowing Employees Decision Making Influence Affects Resident Wellbeing in Nursing Homes | Darla Flint Paulson, U. of Minnesota, Twin Cities

1644 (JS) (HR, ENT) Human Resource Management in Entrepreneurial and Small Business Contexts
10:40am - 12:00pm Anaheim Marriott: Suite 304
Chair: Janice Molloy, The Ohio State U.
Discussant: Theresa Welbourne, U. of Michigan
HR Services and Performance: The Moderating Impact of the Leader and Firm Attributes | Brian S. Klaas, U. of South Carolina; Matthew Semadeni, Kelley School of Business, Indiana U.; Malaya Klimchak, Winthrop U.; Jeanne Johnson Holmes, U. of South Carolina
HR Systems, Employee Outcomes and Firm Performance in Software Companies | Christopher Collins, Cornell U.; Rebecca R. Kehoe, Cornell U.

1645 (Paper Session) - (IM) Intra-Organizational Relationships in Emerging Economies
10:40am - 12:00pm Anaheim Marriott: Suite 304
Chair: Jennifer Oetzel, American U.
Discussant: Lucio Bacchero, MIT
Prototypical Interactions Between Leaders and Followers: An Exploratory Study of Latin America | Thomas Medof, York U.; Ingo Holzinger, York U.; Randall B. Dunham, U. of Wisconsin, Madison
Business Group Affiliation and Internationalization of Emerging Market Firms | Vikas Kumar, Bocconi U.; Torben Pederson, Copenhagen Business School; Sumit Kumar Kundu, Florida International U.; Naveen Kumar Jain, Florida International U.
Entrenchment or evolution? The development of emerging market business groups | Michael Carney, Concordia U.; Natalya Totskaya, Concordia U.
1646: (Paper Session) - (IP) Transformational Leadership in Organizations
10:40am - 12:00pm Hilton Anaheim: Mezzanine 1
Facilitator: Claudia Verena Peus, Massachusetts Institute of Technology
OB: Transformational Leadership and Performance in Brazil: a Replication and Test of Mediating Processes | Flavia Cavazotte, IBMEC, Rio de Janeiro; Jane Bernardo, IBMEC, Rio de Janeiro
BPS: Filmed Behavioral Intelligence of Leaders | Celeste P. M. Wilderom, U. of Twente; Esther Klaster, U. of Twente; Joost van der Weide, CPS Onderwijsontwikkeling en Advies; Michel Ehrenhard, U. of Twente; Jeffrey N. Hicks, U. of Twente
BPS: Transformational Leadership and Knowledge Workers’ Multiple Commitment: Mediation-Moderation Effects | Lale Gümüşluoğlu, Bilkent U.; Zahide Karakitapoglu Aygum, Bilkent U.

1647: (Paper Session) - (IP) The Impact of Culture
10:40am - 12:00pm Hilton Anaheim: Mezzanine 10
Facilitator: Kevin B. Lowe, U. of North Carolina, Greensboro
OCIS: The Social Organization of Intercultural Communication: Asking Ethnographic Questions | Jakob Lauring, Aarhus School of Business, U. of Aarhus; Torke Bjerregaard, Aarhus School of Business, U. of Aarhus
GDO: What impedes knowledge sharing in culturally diverse organizations? Asking ethnographic questions | Jakob Lauring, Aarhus School of Business, U. of Aarhus; Mona Toft Madsen, U. of Aarhus
IM: Exploring the Influence of National Culture on Workplace Aggression | Feruzan Syrus Irani, Auburn U.
GDO: “When in Rome”: Development of Cultural Intelligence and Cross-Cultural Competence | Sheetal Singh, U. of Maryland, College Park

1648: (Paper Session) - (IP) Individual and Strategic Eco-Response
10:40am - 12:00pm Hilton Anaheim: Mezzanine 11
Facilitator: Gordon P. Rands, Western Illinois U.
ONE: Explaining workplace proenvironmental behaviors: The role of emotions, values and issue ownership | Sally V. Russell, U. of Queensland
ONE: Corporate environmental strategy: A complex adaptive systems perspective | Frederik Dahlmann, U. of Bath; Stephen Brammer, U. of Bath

1649: (Paper Session) - (IP) Cross Culture Management
10:40am - 12:00pm Hilton Anaheim: Mezzanine 12
Facilitator: Tejinder K Billing, Virginia State U.
IM: Organizational Commitment among Expatriates: Revisiting the Influence of Organizational Support | Yuwen Liu, Chung-Hsing U.; Minu Ipe, Arizona State U.
IM: Organizational Identity, Capabilities and Evolution: JTech’s Transmission Systems Business in the US | Christopher John Voisey, MIT Sloan School of Management

1650: (Paper Session) - (IP) Compensation in Corporate Governance
10:40am - 12:00pm Hilton Anaheim: Mezzanine 2
Facilitator: Ingrid Fulmer, Georgia Institute of Technology
OMT: Executive Compensation and Board Composition: Employment-based Differences Among Directors | Amanda J Sharkey, Stanford U.
BPS: The Impact of Executive Wealth and Compensation on Risk Propensity and Decision-making | Joanna Tochman Campbell, Texas A&M U.
BPS: The Effects of Motivational Orientations on CEO Selection of Compensation Arrangements | Donald Joseph Schepker, U. of Kansas

1651: (Paper Session) - (IP) Knowledge, Exploitation & Exploration
10:40am - 12:00pm Hilton Anaheim: Mezzanine 3
Facilitator: Debbie Elizabeth de Lange, U. of Toronto
MOC: Entrepreneurial, Managerial, and Academic Perspectives on Management Knowledge | Richard J. Gentry, West Virginia U.
TIM: Balancing Exploitation and Exploration | Patrick Schulze, RWTH Aachen U.; Florian Heinemann, RWTH Aachen U.; Annas Abedin, RWTH Aachen U.
MOC: Does Exploration Enhance Creativity? The Role of Explorers & Explorers in Organizational Creativity | Poornima Krishnan, U. of Illinois, Chicago; Siddhartha Bhattacharyya, U. of Illinois, Chicago; Stellan Ohlsson, U. of Illinois, Chicago
BPS: Becoming the Best: By Beating the Best? | Michele Simoni, Parthenope U. of Naples; Gianluca Vagnani, U. of Rome; Peter Moran, AGSM-Australian School of Business

1652: (Paper Session) - (IP) MNC Management & Governance
10:40am - 12:00pm Hilton Anaheim: Mezzanine 4

Institutional Changes and Agribusiness Responses

TIM: Inventing in the Value-Chain for Aquaculture | Jay Sankaran, U. of Auckland; Suchi Moul, U. of Auckland
TIM: Inventive Process as a Recombinant Search over NK Landscape: Evidence from the Disk Drive Industry | Martin Ganico, U. of Illinois, Urbana-Champaign
TIM: The Push Model of Open Innovation | Sebastian Spaeth, ETH Zurich; Matthias Emmanuel Stürmer, ETH Zurich
TIM: The Dynamic Interplay between Autonomy and Relatedness: Implications for NBD-Project Performance | Henri Burgers, Queensland U. of Technology/ RSM Erasmus U.
TIM: Measuring Distributed Innovation | Nicholas Berente, Case Western Reserve U.; Youngjin Yoo, Temple U.; Kalle Lyytinen, Case Western Reserve U.
TIM: Relative size, entry and exit of firms and search behavior | Srikanth Paruchuri, U. of Florida; Gwendolyn Kuo-fang Lee, U. of Florida

Organizational Change and Transformation

TIM: Alternative Approaches to Organizational Transformation | Robert Chapman Wood, San Jose State U.; Oslofd M. Bjelland, Xynteo and Leeds U. Business School
TIM: Social Theorizing | Latha Poonamaltee, Michigan Technological U.
TIM: Knowing and Saving: Organizational Identification and Postcolonial Theory | Kate M. Kenny, U. of Cambridge
TIM: How to escape modernity?: An actor-network theory take on organizational forming | Paul Donnelly, Dublin Institute of Technology
TIM: The Role of Philosophy in Organization Studies | Bent Meier Soerensen, Copenhagen Business School; Sverre Spoelstra, Lund U.

Organizational Change and Technology, and Innovation

TIM: Innovating in the Value-Chain for Aquaculture | Jay Sankaran, U. of Auckland; Suchi Moul, U. of Auckland
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Management Consulting Research: State of the Art and New Frontiers

TIM: Alternative Approaches to Organizational Transformation | Robert Chapman Wood, San Jose State U.; Oslofd M. Bjelland, Xynteo and Leeds U. Business School
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How do Individuals Learn?: A Focus on Individual Differences, Self-evaluation, and Engagement

TIM: Alternative Approaches to Organizational Transformation | Robert Chapman Wood, San Jose State U.; Oslofd M. Bjelland, Xynteo and Leeds U. Business School
TIM: Social Theorizing | Latha PoonamalTEE, Michigan Technological U.
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TIM: How to escape modernity?: An actor-network theory take on organizational forming | Paul Donnelly, Dublin Institute of Technology
TIM: The Role of Philosophy in Organization Studies | Bent Meier Soerensen, Copenhagen Business School; Sverre Spoelstra, Lund U.
1658 (Paper Session) - (MED) What do we Know about the Nature and Processes of Learning in Organizations?
10:40am - 12:00pm Anaheim Marriott: Platinum 1
Chair: Erich W. Barthel, Frankfurt School of Finance and Management
Discussant: Thomas P. Bradley, Tarleton State U.
- How Project Management Office Leaders Facilitate Cross-Project Learning | Jerry Julian, Teachers College, Columbia U.
- Organizing Project-Based Learning in Work Contexts: A Cross-Cultural Cross Analysis of Data | Rob Poell, Tilburg U.; Lyle Yorks, Columbia U.; Victoria Marsick, Columbia U.
- Organizational learning:Toward a model of knowledge creation through teams | Velma Lee, LeMoyne College

1659 (Paper Session) - (OB) Turnover: New Developments
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon A
Chair: Scott Seilbert, U. of Melbourne
Discussant: Louise Tourigny, U. of Wisconsin, Whitewater
- Voluntary Turnover and Organizational Performance: A Temporally-Based Framework | Eugene Kim, U. of Minnesota, Twin Cities
- Predicting Turnover through Leader-member Exchange, Self-efficacy, and Job Satisfaction | Amy DuVernet, North Carolina State U.; Clara Hess, North Carolina State U.
- Level and Time Effects of Job Search Sources on Voluntary Turnover | Ingo Weller, Free U., Berlin; Wenzel Matiaske, U. of Flensburg; Thomas Mellewigt, Free U., Berlin
- Enhancing Precision in the Study of Voluntary Turnover in the Military | Daryl R. Smith, College of Mount Saint Joseph; Brooks C. Holtom, Georgetown U.; Terence R. Mitchell, U. of Washington

1660 (OB) The Collective Capability to Change: Similarities and Distinctions among Existing Constructs
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon B
Organizers: Rebekah Dibble, U. of California, Irvine; Cristina Gibson, U. of California, Irvine
Discussant: Martha L Maznevski, IMD
Participants: Andreas Voigt, U. of California, Irvine; Miriam Erez, Technion-Israel Institute of Technology; Iris Arbel, Technion-Israel Institute of Technology; Bart Dietz, RSM Erasmus U.; Michéaël C. Schippers, RSM Erasmus U.

1661 (Paper Session) - (OB) Issues in Person-Environment Fit
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon C
Chair: Carolyn Wiley, Roosevelt U.
Discussant: Anthony R. Wheeler, U. of Rhode Island
- Balanced Fit: The Paradox of Conflicting Values in Dual-nature Organizations | Katherine A DeCelles, U. of Michigan
- On The Three Dimensions of Fit in Organizational Stress | Yongheng Angus Yao, Concordia U.; Mohammed Jamal, Concordia U.; Steven Appelbaum, Concordia U.
- Money, Friends or Fit: Factors Influencing Career Selection Decisions in Medicine | Pri Pradhan Shah, U. of Minnesota; John P. Bechara, U. of Minnesota, Twin Cities; Monica Drefahl, Mayo Clinic; Joseph Kolara, Mayo Clinic; Barbara Spurrer, Mayo Clinic; Douglas Wood, Mayo Clinic; Nicholas LaRusso, Mayo Clinic
- Differential Impacts of Person-Environment Fit on New Ventures: A Life-Cycle Fit Model | Steven A. Edelson, Temple U.

1662 (OB) Asking New Questions: Leadership in the Age of Configural Organizing
10:40am - 12:00pm Anaheim Marriott: Grand Ballroom - Salon D
Organizer: Anson Seers, Virginia Commonwealth U.
Participants: Peer C. Fiss, U. of Southern California; James R Barker, U. of Waikato; Robert J. Vandenberg, U. of Georgia; Lucy R. Ford, St. Joseph's U.

1663 (OB) Leadership and Individual Differences
10:40am - 12:00pm Hilton Anaheim: Capistrano B
Chair: Nicole Cundiff, Southern Illinois U., Carbondale
Discussant: James B. Avey, Central Washington U.
- Does CEO Personality Matter? Implications for Corporate Financial Performance. | Philippe Jacquet, Faculty of Business and Economics, U. of Lausanne; John Antonakis, Faculty of Business and Economics, U. of Lausanne; Catherine Anne Ramus, U. of California, Santa Barbara
- The Influence of Individual Differences on the Growth of Leadership Efficacy over Time | Narda Quigley, Villanova U.
- Leadership Emergence as a Function of Parental Influence, Rule Breaking Behavior, and Personality | P. D. Harms, U. of Nebraska-Lincoln
- Individual Differences and Motivation to Lead (MTL): Leadership Emergence in Autonomous Work Teams | Se Hyung Oh, Vanderbilt U.

1664 (OB) Guanxi and Chinese Management
10:40am - 12:00pm Hilton Anaheim: El Capitan A
Chair: Sandy Lim, Singapore Management U.
Discussant: Feirong Yuan, U. of Kansas
- Leader-Member Relationship: The Mediation and Moderation Effects of P-E Fit in Chinese Culture | Aichia Chuang, National Taiwan U.; Chi Tai Shen, National Taiwan U.
A Study of Renzhi Management and Employees Reactions in China: Justice and OB | Sally Suy Lin Chung, Hong Kong U. of Science and Technology
1665: (Paper Session) - (OB) New Perspectives on Performance Appraisals
10:40am - 12:00pm Hilton Anaheim: Laguna B
Chair: Heather Anne MacDonald, U. of Waterloo
Discussant: Mo Wang, Portland State U.
- Using the Theory of Planned Behavior to Predict Performance Appraisal Behavior | Jeffrey R. Spence, U. of Waterloo; Lisa M. Keeping, Wilfrid Laurier U.
- Self-Monitoring, Task Autonomy, and Contextual Performance Appraisal | Lorenzo Bizzzi, HEC Montreal; Giuseppe Soda, SDA Bocconi U.
- Prediction-other agreement as a Predictor of Manager Effectiveness: Adding to 360-degree Assessment | Scott N. Taylor, Boston U.
- What You Say and How You Say It: The Impact of Feedback Valence, Content, and Delivery | Emily Bianchi, Columbia U.; Daniel Ames, Columbia U.

1666: (Paper Session) - (OB) Individual Differences in Organizations
10:40am - 12:00pm Hilton Anaheim: Laguna A
Chair: Andrew T. Hinrichs, Texas A&M U.
Discussant: Ryan D. Zimmerman, Texas A&M U.
- A Field Experiment Test of a Trait Combination Approach | Pauline Schilpzand, U. of Florida; Amir Erez, U. of Florida; Amy Brownlee, U. of Florida
- The Relationship between Personality and Self-other Rating Agreement | John W. Fleenor, Center for Creative Leadership; Phillip W. Braddy, Center for Creative Leadership
- Individual Differences in Beliefs About Groups | Steven J. Karau, Southern Illinois U., Carbondale; Abdel Moneim M. K. Elsaid, Ain Shams U.
- Individual Difference, Affect and Decision Making | Chien Sheng Richard Chan, U. of Washington

1667: (Paper Session) - (OB) New Issues in Motivation
10:40am - 12:00pm Hilton Anaheim: Laguna B
Chair: Marylene Gagne, Concordia U.
Discussant: Kathryn M. Bartol, U. of Maryland, College Park
- The Adversity of Success: Explaining Why and When High Performance Leads to Failure | Adam M. Grant, U. of North Carolina, Chapel Hill; Benson Rosen, U. of North Carolina; Iryna Onypchuk, U. of North Carolina, Chapel Hill
- The N-Effect: More Competitors, Less Competition | Stephen M Garcia, U. of Michigan; Avishalom Tor, Haifa U.
- Multiple Goal Management: A Dynamic Within-person Approach to Work Motivation | Daniela M. Kirchberg, U. of Maastricht; Robert A. Roe, U. of Maastricht; Wendelien Van Eerde, U. of Amsterdam Business School
- Task Significance as a Motivational Mechanism in the Ethical Leadership Process | Rebecca L. Greenbaum, U. of Central Florida; Ronald F. Piccolo, U. of Central Florida; Deanne N. DenHartog, U. of Amsterdam

1668: (Paper Session) - (OB, MOC) Beyond Idea Generation: How do Individuals and Teams Select Their Most Creative Ideas?
10:40am - 12:00pm Hilton- Anaheim: Pacific Pavilion A
Chair: Jack Anthony Goncalo, Cornell U.
Participants: Evan Polman, Cornell U.; Jill Perry-Smith, Emory U.; Russell Coff, Emory U.; Barry M Staw, U. of California, Berkeley; Carmit T. Tadmor, U. of California, Berkeley; Jennifer Mueller, U. of Pennsylvania; Shimul Melwani, U. of Pennsylvania

1669: (Paper Session) - (OCIS) Knowledge Contribution, Use, and Transfer
10:40am - 12:00pm Anaheim Marriott: Elite 3
Chair: Yong-Mi Kim, U. of Oklahoma at Tulsa
Discussant: Maria Christina Binz-Scharf, City College, CUNY
- Personalization or Codification? A Marketing Perspective to Optimize Knowledge Reuse Efficiency | Kah-Hin Chai, National U. of Singapore; James F. Nebus, U. of North Carolina, Charlotte
- Why Do People Contribute Meta-Knowledge? A Social Capital Perspective | Oded Nov, Polytechnic U.; Chen Ye, U. of Illinois at Chicago; Nanda Kumar, Banach College
Knowledge flows in taxation: An empirical study | Pernill Gerdin Antoinette van der Rijt, Radboud U. Nijmegen; John Hasseldine, U. of Nottingham; Kevin Holland, U. of Southampton

1670: (Paper Session) - (OD) Natives Questioning Western Narrative Ways
10:40am - 12:00pm Anaheim Marriott: Platinum 2
Chair: David M Boje, New Mexico State U.
Participants: Grace Ann Rosile, New Mexico State U.; Joseph Scott Gladstone, New Mexico State U.

1671: (Paper Session) - (OM) Disruption and Resilience
10:40am - 12:00pm Anaheim Marriott: Newport & Rancho Las Palmas
Chair: Andrea M. Prud’homme, Ohio State U.
- A Multi-Theoretical Model of Supply Disruption Risk and an Empirical Analysis | Scott C. Ellis, Clemson U.; Jeff Shockley, Clemson U.; Raymond M. Henry, Clemson U.
- An agent based model to study the effectiveness of resilience enablers in a supply chain | Partha Priya Datta, Cranfield School of Management; Mark Strathern, Cranfield School of Management; Peter Allen, Cranfield U.
- The Flexibility – Disruption – Valuation Dilemma | Jane Davies, Boston U.; Nitin Joglekar, Boston U.

1672: (Paper Session) - (OMT) State and Organization: Institutions and Politics in China
10:40am - 12:00pm Anaheim Marriott: Suite 312
Chair: Sanghamitra Goswami, Kellogg School of Management
- The State as Institutional Entrepreneur: The Rhetorical Construction of China’s Stock Market | Yuan Li, U. of Southern California; Sandy E. Green, U. of Southern California
- The Value of Political Ties in Evolving Environments: Exit of Domestic Firms Following Foreign Entry | Weiting Zheng, Hong Kong Polytechnic U.
- Corporate Political Activity: A Model of Antecedents and an Application in China | Qian Li, Peking U.
1673  ➔ (Paper Session) - (ONE) China: The Sustainability Frontier
10:40am - 12:00pm Anaheim Marriott: Platinum 4
Chair: Glen Stirling Taylor, Cal State U. East Bay
Discussants: Jo Crotty, Aston U.; Thomas J Douglas, Southern Illinois U., Edwardsville
   Environmental Strategies of the Firms: Qualitative Research of the Manufacturing Firms in China | Jennifer W.M. Lai, The Hong Kong Polytechnic U.; Carlos Wing-Hung Lo, The Hong Kong Polytechnic U.; Ricky Y.K. Chan, Hong Kong Polytechnic University
   Governance, Technoscience and Sub-politics: An Exploratory Study of Ecological Modernization in China | Suzanne Benn, U. of Technology, Sydney; Andrew Martin, U. of Sydney; Bin Dong, Wuhan U.
   Environmental Impact, Stakeholder Pressures, and Corporate Environmental Management in China | Carlos Wing-Hung Lo, The Hong Kong Polytechnic U.; Gerald Fryxell, CEIBS; Shui-Yan Tang, U. of Southern California

1674 ➔ (PNP) Community Action and Research: Bringing a New Perspective to the Academy of Management
10:40am - 12:00pm Anaheim Marriott: Orange County 4

1675 : (Paper Session) - (SIM) The Environment as Stakeholder
10:40am - 12:00pm Anaheim Marriott: Orange County 1
Facilitator: Virginia Gerde, Duquesne U.
   Corporate Social Responsibility and climate change | Diana Mangalagiu, REIMS Management School; Steen Rasmussen, Los Alamos National Laboratory; Hans Ziock, Los Alamos National Laboratory
   Learning-by-translating: Danish wind turbine technology and its opposition | Toyoko Sato, Copenhagen Business School
   The social construction of corporate responsibility in the Australian Energy Industry | Stepane A. Tynoniak, Queensland U. of Technology; Jennifer Bartlett, Queensland U. of Technology
   Bein’ Green: The Emergence of a Corporate Environmentalism Macroculture | Erica Steckler, Boston College

1676 : (Paper Session) - (SIM) Managing Specific Stakeholders
10:40am - 12:00pm Anaheim Marriott: Orange County 2
Facilitator: David M. Wasielieski, Duquesne U.
   Global Strategies for CSR: Finding the Socially-Conscious Consumer across Countries | Pat Auger, Melbourne Business School; Timothy Michael Devinney, AGSM-Australian School of Business; Jordan J. Louviere, U. of Technology, Sydney
   Do Consumers Value Honesty? Impact of CSR Communication on Brand Attitude Change after a Crisis | Virginie Soleilhac, Universitat Pompeu Fabra
   Spiritual Leadership as a Paradigm for Transformation and Recovery from Extended Work Hours Cultures | Louis W. (Jody) Fry, Tarleton State U. Central Texas; Melanie P. Cohen, U. of Maryland U. College
   Organizational Barriers in the Implementation of Entrepreneurial Sustainability Practices | Mette Olsen, Copenhagen Business School; Eva Boxenbaum, Copenhagen Business School

1677 : (Paper Session) - (SIM) Corruption and Crime
10:40am - 12:00pm Anaheim Marriott: Orange County 3
Facilitator: Josetta McLaughlin, Roosevelt U.
   The Cost of Corporate Criminal Convictions: An Event Study | Jason R Pierce, Indiana U., Bloomington
   Corruption In and Between Companies - An Empirically Validated Action Model | Tanja Rabi, U. of Bayreuth; Torsten M. Kuehlmann, U. of Bayreuth
   Ethical Climates in Sub-Saharan Africa: Tribalism and Corruption | K. Praveen Parboteah, U. of Wisconsin, Whitewater; Titilayo Seriki, CIELARKO - International Management Consultants

1678 : (Paper Session) - (TIM) Human Resources: Teams and Groups
10:40am - 12:00pm Anaheim Marriott: Platinum 7
Chair: Tugrul Daim, Portland State U.
Discussants: Helder Sebastiano, U. of San Diego; Rosanna Tarsier, Gionnethics; Tugrul Daim, Portland State U.
   Product Life Cycle Effects on Team dynamics | Niall Connolly, U. of College Dublin; Eleanor O’Higgins, U. College Dublin
   Research Team Design and Management in a Post “Golden Era” World | Terri Griffith, Santa Clara U.; John E. Sawyer, U. of Delaware
   Fostering New Product Development (NPD) Teams in Meta-national and Networked Innovation | Dimitris George Assimakopoulos, Grenoble Ecole de Management

1679 : (Paper Session) - (TIM) Technological Human Resource and Behavioral Issues
10:40am - 12:00pm Anaheim Marriott: Platinum 8
Chair: Kimberly Aynna Lathan, U. of Alabama at Birmingham
Discussants: Johanne Brunet, HEC Montreal; Paulo Gomes, U. Nova de Lisboa; Kimberly Aynna Lathan, U. of Alabama at Birmingham
   Investigating the impact of knowledge management factors on new product development performance | Nassim Aissa Belbaly, GSCM, Montpellier Business School
   The Effects of Knowledge Management on Innovative Success – An empirical analysis of German firms | Tobias
Schmidt, Deutsche Bundesbank; Kristin Joel, Friedrich-Schiller-Universität Jena

Questions We Ask about Software Practitioners’ Adaptation of Agile Software Development | Tali Seger, U. of Haifa; Orit Hazzan, Technion-Israel Institute of Technology

Time Is Money? Commodification, Control and Colonization of Time in Biomedical Innovation | Maxine Robertson, Queen Mary College, U. of London; Peter Clark, Queen Mary College, U. of London

1680: (Paper Session) - (TIM) New Product Development and Adoption: R & D and Service, Technology & Innovation
10:40am - 12:00pm Anaheim Marriott: Platinum 9
Chair: Sangmoon Park, Kangwon National U.
Discussants: Polly S. Rizova, Willamette U.; Lynda Aiman-Smith, NCSU; Lynda Aiman-Smith, NCSU; Sanjay Mehta, CGI Inc.

- R&D and Initial Public Offerings: Theory and Evidence | Shihmin Jimmy Lo, National Taiwan U.
- When to commit more to a prior technological entry? Evidence of global top ten bearing companies | Huei-Wen Pao, Diwan College of Management; Hsueh Liang Wu, National Taiwan U.; Ming Chao Huang, National Cheng Kung U.
- Key Decision Nodes in the New Service Development: A Set Theoretic Approach | Andrea Ordanini, Bocconi U.

1681: (Paper Session) - (TIM) Strategic High Technology
10:40am - 12:00pm Anaheim Marriott: Suite 315
Chair: Judy Lee, Golden Gate U.
Discussants: Miguel Angel Campo-Rembado, Dartmouth College; Vivekanand P. Kochikar, Infosys Technologies; Irene Martin-Rubio, U. Politécnica de Madrid

- In a Network Industry, Does Quality Matter? | David McIntyre, U. of Alabama
- Review Panel Consensus and Post-decision Technology Performance: A Study of Prediction Accuracy | Craig S. Galbraith, U. of North Carolina-Wilmington; Alex Frank DeNoble, San Diego State U.; Sanford B Ehrlich, SDSU
- Cross-Pollination in Science and Technology: Concept Mobility in the Nanobiotechnology Field | Stine Grodal, Boston U.

Managing the Innovation and Improvement Dilemma - Evidence from Multiple Case Studies | Aravind Chandrasekaran, U. of Minnesota; Kevin Linderman, Carlson School of Management; Roger Schroeder, U. of Minnesota

- Capability Dynamization for Radical Innovation Adoption - The Case of Biopolymer Technology | Avrath Chadha, ETH Zurich; Volker H. Hoffmann, ETH Zurich; Serge Poisson De Haro, IESE Business School
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Kim Cameron

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Leadership should be about much more than hitting targets and avoiding mistakes. Positive Leadership shows how to reach beyond ordinary success to achieve extraordinary effectiveness, spectacular results, and what Kim Cameron calls “positively deviant” performance”—performance far above the norm. Positive leadership enables thriving and flourishing rather than simply addressing obstacles and impediments. It does not ignore negative events but builds on them to develop positive outcomes. It helps bring out the best in human nature.

Cameron is one of the founders of the new field of Positive Organizational Scholarship, which studies unusually high-performing organizations. In Positive Leadership he draws on discoveries in this field and in the allied field of positive psychology—which focuses on high-functioning individuals—as well as positive organizational change methodologies.

Cameron uses examples of positively deviant organizational performance to identify four interrelated leadership strategies: Positive Climate: fostering emotions like optimism, compassion, and gratitude • Positive Relationships: building positive energy networks and developing strength-based activities • Positive Communications: fostering best-self feedback and supportive communication patterns • Positive Meaning: helping people find profound purpose and a sense of calling.

Throughout the book, Cameron cites the empirical research that these strategies are rooted in and that supports their bottom-line effectiveness, lays out a proven process for implementing them, and includes a self-assessment instrument and a guide to assist leaders in the implementation process. Positive Leadership is a concise, thoroughly researched, and practical guide that any leader can use to generate truly amazing results.

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Forewords by John Elkington & Herman B. “Dutch” Leonard

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The best practices in corporate social responsibility (CSR) are no longer the exclusive domain of companies like Ben & Jerry’s or the Body Shop; now even companies like GE and Wal-Mart are making significant financial and organizational commitments to social and environmental issues. But senior executives are realizing that implementing sustainability is particularly challenging. While a lot has been written on ethical and strategic factors, there is a dearth of information on the nuts and bolts of implementation and virtually nothing on how to measure the results.

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Kevin Cashman

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Cashman goes deeper and broader in this new edition, providing equal emphasis on building awareness, building commitment, and building practice. While he still goes to the heart of personal leadership, he also makes crucial connections to team and organizational leadership excellence. The second edition of Leadership from the Inside Out is, at its core, a virtual version of the coaching experience Cashman has provided his clients around the world.

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- **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
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- **PNP** Public & Nonprofit
- **RM** Research Methods
- **SIM** Social Issues in Management
- **TIM** Technology & Innovation Management

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- **AAC** Affiliate Activities & Committees
- **AAM** Asia Academy of Management
- **AAS** All Academy Symposia
- **AAW** All Academy Workshops
- **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

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- **ACC** Anaheim Convention Center
- **HIL** Hilton Anaheim
- **MAR** Anaheim Marriott
- **OS** Off Site

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- 👤 Theme-oriented paper or session
- ✎ Visual Presentation
- 📚 Teaching-oriented session
- 🏢 Management Practice-oriented session
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