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Welcome to the 2009 AOM Annual Meeting in Chicago

Welcome to the 2009 Academy of Management (AOM) Annual Meeting in Chicago

On behalf of the many AOM members and staff who have worked so hard to organize this year’s conference, we welcome you to Chicago for the 69th Annual Meeting of the Academy of Management. With approximately 18,000 members from 106 nations, the Academy of Management is dedicated to creating, applying and disseminating knowledge about managing organizations. Our Annual Meeting provides an opportunity for us to come together and share knowledge, create and renew friendships, and develop our professional careers.

New Program Design
With a new conference design now in place, the Annual Meeting offers many opportunities to participate and learn during FIVE FULL DAYS of activities and events. We especially encourage you to make every effort to attend the following NEW events, all of which are free and open to all registrants:

All-Academy Breakfast Hour.
Sunday, August 9, 8:00 – 9:00 AM. Sheraton Chicago Hotel & Towers, Sheraton Chicago Ballroom.

Academy of Management President’s Welcome Address.
Sunday, August 9, 9:00 – 11:00 AM. Sheraton Chicago Hotel & Towers, Sheraton Chicago Ballroom

All-Academy Theme Program.
Sunday, August 9, 11:30 AM – 5:30 PM. Hyatt Regency Chicago.

All-Academy Closing Reception.
Tuesday, August 11, 5:00 – 7:00 PM. Hyatt Regency Chicago, Grand Ballroom

Program Participants
The Annual Meeting celebrates the work of all who participate in it. The 2009 Call for Submissions elicited 6,402 proposals for Scholarly Papers and Symposia plus 393 proposals for Professional Development Workshops. Evaluating these 6,795 submissions required the effort of 5,456 volunteer reviewers. We thank you all for helping us create the final program, which involves more than 7,000 individual participants.

2009 Theme: Green Management Matters
Our theme this year invites you to consider how and why Green Management Matters to AOM members. For some of us, Green Management Matters because it influences our approach to teaching, and the facilities we use to disseminate knowledge. For some of us, Green Management Matters because it provides an opportunity to actively involve our students in the process of learning about management. For some of us, Green Management Matters because it speaks to our personal values and concerns about the long-term health of society. For some of us, Green Management Matters because it is of increasing concern to the organizations we seek to understand and influence. We invite you to explore these and other ways in which Green Management Matters to you by attending the All-Academy Theme Program on Sunday. With an array of Professional Development Workshops and Scholarly Sessions, the Sunday All-Academy Theme Program addresses Green Management Matters exclusively.

Enjoy Chicago
The 2009 Annual Meeting is hosted by the wonderful city of Chicago, Illinois, USA. Located on the shores of Lake Michigan, the city of Chicago is rich in beauty, culture, history, and commerce. We invite everyone to explore this wonderful city and enjoy everything it has to offer. Welcome!

Susan E. Jackson
2009 Program Chair

Anne S. Tsui
2009 PDW Chair
Academy Program Highlights

All-Academy Session Highlights:

New Member Orientation (two sessions)
Friday, August 7, and Saturday, August 8, 5:30 - 7:00 PM, Sheraton, Sheraton Ballroom 4

President's Reception for New and International Members
Saturday, August 8, 7:00 - 9:00 PM, Sheraton, Chi Bar

Showing of “An Inconvenient Truth”, a documentary by former Vice President, Al Gore
Saturday, August 8, 8:00 - 10:00 PM, Sheraton, Sheraton Ballroom 5

All-Academy Welcome Breakfast
Sunday, August 9, 8:00 - 9:00 AM, Sheraton, Sheraton Chicago Ballroom

AOM Presidential Address & Awards Ceremony
Sunday, August 9, 9:00 - 11:00 AM, Sheraton, Sheraton Chicago Ballroom

Greening through Business, Non-Profit and Government Initiatives: How Chicago Leaders are Doing It
Monday, August 10, 9:45 - 11:15 AM, Sheraton, Chicago Ballroom 6

All-Academy Closing Reception
Tuesday, August 11, 5:00 - 7:00 PM, Hyatt Regency, Grand Ballroom

Service Learning Project with Growing Power
Friday August 7th or Saturday August 8th: Friday 1-4, Saturday 9-noon, or Saturday 1-4 . All participants must register in advance.

All-Academy Theme Session Highlights:

Green Management Matters as the All Academy theme for the 2009 Academy of Management Conference! How far this research domain has come! And the diversity of offerings reflect that growth and development. This year we were able to accommodate 34 out of 53 submissions, with an even distribution of PDWs (10), Panel Symposia (13) and Paper Symposia (11). We will approach a wide variety of topics from a variety of the perspectives and levels of analysis and engage practitioners and academics alike. We encourage you to review the program and check out all 34 sessions; and to make it easy, all (except one) are scheduled on the same day and at the same hotel – Sunday August 9 at the Hyatt Regency Chicago. As best as possible, we tried to cluster commonly themed sessions into tracks. And, to give you a flavor of what is in store, here is a taste.

Specific topics being covered span the spectrum. We have sessions on climate change, renewable energy, industrial ecology, systems analysis, research, rigor & relevance and even some sessions on the financial crisis. Those of you interested in discussing the challenges and opportunities of integrating environmental issues into curriculum or research, I hope you’ll consider attending Greening Management Education (11:30-2:00pm, Hyatt Regency Grand B), Doing Research on Business and the Environment (2:30-4:00pm, Hyatt Regency Grand B), Multidisciplinary Teaching Perspectives (4:00-6:00pm, Hyatt Regency Grand B), Building Sustainable Business Programs (11:30-2:30pm, Hyatt Regency Grand A) and even Greening the Academy (4:00-6:00pm, Hyatt Regency Toronto). Some more topical and dynamic topics include Modern Agricultural Processes (2:30-4:00pm, Hyatt Regency Columbus U) and Greening the Built Environment (2:30-4:00pm, Hyatt Regency Toronto). And I hope that the irony won’t be lost that sessions related to climate change will be held in the Acapulco room!

Sessions will cover these topics from a range of disciplines. Those of you interested in a psychological perspective may choose to attend Creating Sustainable Work (11:30-1:00pm, Hyatt Regency Columbus H) or Individuals and the Natural Environment (11:30-1:00pm, Hyatt Regency Columbus G), while those of you interested in a more sociological angle may like to check out Classical Sociologists Confront our Environmental Crisis (4:00-6:00pm, Hyatt Regency Columbus IJ).

And then there are sessions for those who want to hear from practitioners. Some include Overcoming Obstacles to the Green Transformation (1:00-2:30pm, Hyatt Regency Toronto), The Environment in Troubling Times (4:00-6:00pm, Hyatt Regency Columbus U) and the one session that will take on Monday August 10: Panel Symposium with the Chicago Commissioner of Environmental Affairs and the CEO of Growing Power (9:45-11:15am, Sheraton Chicago 6).
Academy Program Highlights

Division Program Highlights:

Business Policy and Strategy (BPS)

Irwin Outstanding Educator Award in Honor of Will Mitchell
Sunday, August 9, 2009 6:00PM - 8:00PM at Hyatt Regency: Truffles

Distinguished Speaker: Will Mitchell, the J. Rex Fuqua Professor of International Management, Duke U.

The BPS Division’s 2009 Irwin Outstanding Educator Award honors a person who has demonstrated long-term dedication and commitment to the mentorship of PhD students and junior faculty. We hope you will join us for this session as we honor the myriad contributions and achievements of Will Mitchell. While service on dissertation committees is only one aspect of Will’s contributions, it is notable that he has served as Chairperson on 29 dissertations and as a member of 28 more dissertation committees. The list of students represented by these 57 dissertation committees reads like a “United Nations of Ph.D. candidates.” Over the years Will has influenced several generations of scholars and transmitted through them his values and skills. This is particularly impressive given that Will himself graduated only two decades ago and that during this period he managed to produce outstanding work and emerge as a highly productive intellectual leader on his own. The session will feature presentations by colleagues and former students of our honoree and will conclude with comments from Will. A wine and cheese reception will culminate the event.

Wiley-Blackwell Outstanding Dissertation Award Finalists
Monday, Aug 10 2009 4:45PM - 6:15PM at Hyatt Regency: Grand C North
Organizer: Joanne Oxley, U. of Toronto


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

BPS Program Tracks: Monday, August 10, and Tuesday, August 11

The 2009 BPS Program includes seven mini “conference tracks” organized around specific domains of expertise. Sessions for a given track are scheduled in the same room during the main BPS program. We hope that this approach facilitates discourse within tracks and contributes to building communities of scholars within the broad AOM program. The Tracks and Track Chairs are listed below. The number of sessions per track varies; please check the program for session & schedule details.

Alliances & Networks
Anne Parmigiani (Chair), U. of Oregon
Hyatt Regency: Columbus G

Corporate Heterogeneity
Tammy L. Madsen (Chair), Santa Clara U.
Hyatt Regency: Acapulco

Corporate Effects
Nicholas Argyres (Chair), Washington U., St. Louis
Hyatt Regency: Grand C North

Corporate Governance
Jeff Reuer (Chair), Purdue U.
Hyatt Regency: Comiskey

Industry Dynamics
Wilbur Chung (Chair), U. of Maryland
Hyatt Regency: Burnham

Innovation & Strategic Renewal
Rajshree Agarwal (Chair), U. of Illinois at Urbana-Champaign
Hyatt Regency: Atlanta

Strategy Process & Change
Dara Szyliowiz (Chair), U. of Pacific
Hyatt Regency: Addams
Conflict Management Division (CM)

This year Conflict Management Division provides a wide and intriguing group of workshops, symposia, and paper panels...valuable for both division members and the Academy at large. We’ve highlighted three of our outstanding offerings below:

How to Negotiate Your (First) Job Offer Negotiate Job
Program Session #: 275 | Scheduled: Saturday, Aug 8 2009 1:20PM - 4:20PM at Sheraton Chicago in Chicago

This Professional Development Workshop consists of three parts beginning with a presentation by Professor Max Bazerman of Harvard Business School. Participants then will be paired and conduct a mock job negotiation followed by debriefing. Finally, an outstanding panel of senior faculty from multiple divisions (who are on the "other side" of the hiring decision) will discuss factors job candidates should consider when negotiating job offers, including what to ask for (the dimensions of the offer), how to negotiate for more time (handling exploding offers), solving the joint-location problem (spousal hires), etc. The session will conclude with question-and-answers for the panelists.

Dealing with Common Pitfalls and Misconceptions in Team Research: How to Do Good Team Research
Program Session #: 1210 | Scheduled: Tuesday, Aug 11 2009 8:00AM - 9:30AM at Sheraton Chicago in Chicago

This CM Showcase Symposia is co-sponsored by Research Methods and Organizational Behavior. As teams have become basic building blocks for many organizations, team research has taken an important place in the management literature. This panel symposium brings together the world’s leading experts in the field to discuss widespread misconceptions and provide solutions to common problems associated with team research. The panel consists of John Hollenbeck, Katherine Klein, Steve Kozlowski, John Mathieu, Bernard Nijstad, Randall Peterson, and Laurie Weingart. The symposium will consist of three parts, dealing respectively with the conceptual, methodological, and statistical consequences of the complexities associated with team research. The specific topics that will be discussed are multi-level research in general, differences between team processes and emergent states, temporal issues, the pros and cons of different methods of team research (e.g., lab or field), the measurement of team processes, the role and aggregation of personality in teams, how to operationalize team diversity, and issues associated with (lack of) agreement and data aggregation.

Accounts, Apologies, and Other Facets of Uncertainty Management Accounts and Apologies
Program Session #: 659 | Scheduled: Monday, Aug 10 2009 9:45AM - 11:15AM at Sheraton Chicago in Chicago

Tyler G. Okimoto of Yale University chairs this outstanding panel of papers, three of which are included in the proceedings.

Relational Accounts: An Answer for Women to the Compensation Negotiation Dilemma (Hannah Riley Bowles; Harvard U. and Linda Babcock; Carnegie Mellon U.)

Abstract: Women face a compensation negotiation dilemma in which they have to weigh the economic benefits of asking for higher pay with the social risks of defying prescriptive sex stereotypes (Bowles, Babcock, & Lai, 2007). In four experiments, we show that enhancing the legitimacy of women’s compensation requests does not eliminate the social risk of asking, and that eliminating the social risk of asking is not sufficient to legitimize their requests. We identify strategies for overcoming the compensation negotiation dilemma using “relational accounts” that simultaneously explain why the negotiating behavior is appropriate under the circumstances and affirm concern for organizational relationships.

The Unintended Consequences of Social Accounts: When Excuses Come at the Expense of the Team (Anthony Cobb; Virginia Tech and Rebecca S Lau; City U. of Hong Kong)

Abstract: Although plenty of evidence demonstrates social accounts can mitigate negative reactions to account givers, little work explores what other unintended and often negative effects they can produce. These effects were examined in an experiment comparing two common excuses for a performance failure: one attributing failure to two other members of a project team and the other to a non-team related event.
Both excuses achieved the traditional aims of an account: they mitigated blame and enhanced a range of performance and fairness perceptions of the poor performer. Team-level outcomes, however, differed sharply between the accounts. When failure was attributed to two team members, substantial drops occurred in expectations of team performance efforts, team citizenship behavior, project problems and success, and how fairly the team would handle distributive, procedural, and interactional issues. Attitude and fairness theories guide this study. Implications for future research and managerial uses of social accounts are discussed.

**But I Said I Was Sorry! On the Importance of Matching Apologies to Victim Self-construals** (Ryan Fehr; U. of Maryland, College Park and Michele J. Gelfand; U. of Maryland; Winner of CM Division Best Paper Award - New Directions)

Abstract: Apologies are useful social tools that can act as catalysts in the resolution of conflict and inspire forgiveness. Yet as numerous real-world blunders attest, apologies are not always effective. Whereas many apologies lead to forgiveness and reconciliation, others simply fall on deaf ears. Despite the fact that apologies differ in their effectiveness, most research has focused on apologies as dichotomous phenomena wherein a victim either a) receives an apology or b) doesn’t. Psychological research has yet to elucidate which components of apologies are most effective, and for whom. The present research begins to address this gap by testing the theory that perpetrators’ apologies are most likely to inspire victim forgiveness when their components align with victims’ self-construals. Regression and hierarchical linear modeling analyses from two studies support the primary hypotheses. As predicted, victims who emphasize the independent, relational, and collective selves reacted most positively to apologies that contained offers of compensation, expressions of empathy, and acknowledgements of violated rules/norms, respectively. These effects were robust across three levels of harm severity.

**Critical Management Studies Division (CMS)**

The highlighted sessions for this year’s CMS programme deal directly with the challenges we face in the current global recession. As managers around the globe struggle to adapt to the changing times, management academics are being asked how they are responding through their research and teaching activities. These sessions embrace this challenge.

Session #66: ‘From the Ashes: What Should We Teach and Research in the Economic Crisis?’ Scheduled: Friday, August 7, 12.10-2.10pm Swissôtel Chicago in Montreux Salon 2

The current economic crisis provides demonstrable, overwhelming and publicly accepted evidence of the failures and underlying contradictions of the current business system. This situation creates challenges and opportunities for teaching. As our students experience the crisis (directly and in the media), the political economy of management has an unprecedented immediate interest. This opens debate about the nature of management, consumption, finance, markets and the state. The PDW session will provide an opportunity to share and develop approaches to teaching and researching the political economy of management and organization in the current capitalist crisis.

Session # 1075 ‘After the Fall: Saving Management Knowledge from Itself’ Scheduled Monday, Aug 10 2009 4:45PM - 6:15PM at Hyatt Regency Chicago in Toronto

The environmental consequences of long-term oil...
dependence together with the social consequences of
the recession and the credit crisis are but two sides of a
broader emergency that is provoking widespread pain,
anguish and violence worldwide. These conditions have
prompted a number of management scholars to ask if
the knowledge and practice they develop and reproduce
is part of the problem, or part of the solution. This
symposium sketches new forms of management knowl-
edge production – new theoretical and research
agendas, new curricula and new ways of publishing.

Session #: 1309 ‘The Employee Free Choice Act and
the Prospects for a New Green Social Contract’.
Scheduled: Tuesday, Aug 11 2009 9:45AM - 11:15AM at
Hyatt Regency Chicago in Toronto
The New Deal delivered what economist Joseph
Schumpeter called "laborist capitalism," a transformed
capitalism affording workers rising wages and benefits
as well as power in the enterprise. The current condi-
tions appear to demand equally bold and direct action.
Action that not only responds to the challenge of intensi-
fied international competition, aggressive anti-union
strategies by employers, and often hostile government,
but also to the global challenge of creating environmen-
tally sustainable economic relations. Labor activists
believe that they have a new opportunity to restore
balance in the American economy, to boost labor organ-
izing and response to global challenges. The primary
vehicle is the proposed Employee Free Choice Act
(EIFCA), which would require employers to recognize
unions once a majority of workers sign authorization
cards. This contemporary form of laborist capitalism
might combine a vibrant green high-wage sector, a
renewal of unionism, new patterns of equity and inclu-
sion, and flexible technologies that enhance quality and
sustain employment. This session will introduce the key
features of the EFCA and explore its prospects for
contributing to a new form of Green social contract
between labour and capital.

Entrepreneurship Division (ENT)

This year represents and extremely rich selection of
thematic PDWs, Paper Sessions and Symposia
(including not just one but two Showcase symposia on
Business Models) on Theory, Method, and a range of
topical areas of interest for those in the
Entrepreneurship Division, of those just interested in
entrepreneurship. To emphasize the increasingly interna-
tional character of our division let us highlight from the
PDW program the following entry by a very strong team:

*Entrepreneurship and Innovation in the Indian Context:
Building a Research Agenda and its Challenges*
(Session #106)
Friday, Aug 7 2009 4:30PM - 6:30PM
Hyatt Regency Chicago, room ‘New Orleans’

A session relevant to all those who teach entrepreneur-
ship has been organized in cooperation with U.S.
Association for Small Business (USASBE). It will focus
on innovative approaches to curriculum development
and classroom instruction.

*Learning from USASBE Best Practices in
Entrepreneurship Pedagogy* (Session #1312)
Tuesday, Aug 11 2009 9:45AM - 11:15AM
Hyatt Regency Chicago in Grand D North

A third session that every division member is strongly
ecouraged to attend (and chances are this year we will
have seats for all!) is the Business Meeting, where key
developments in the division will be discussed, and divi-
sional awards will be presented:

*ENT Business Meeting* (Program Session #1156)
Monday, Aug 10 2009 6:30PM - 7:30PM
Hyatt Regency Chicago, in Grand B

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!

Health Care Management Division (HCM)

Our PDW program includes a number of interesting and
innovative sessions designed for participants at all
stages of their careers. In particular, we highlight here a
session geared toward those who are now contempl-
ating future retirement. The purpose of this PDW work-
shop is to examine the nature and options associated
with late career transitions including retirement itself.
Panelists will address a series of issues related to pre-
and post-retirement career strategies and interactive
conversations among all those in attendance will be
encouraged.

*Transitioning Toward Retirement and Beyond*
Saturday, August 8, 2009 10:40AM to 12:40PM
Swissôtel Chicago, Vevey Salon 3
We also have an exciting scholarly program this year which includes five symposia (two including showcase symposia), nine paper sessions, two visual paper sessions, and ten interactive paper sessions. In addition to the scholarly program are four sessions of special note. The first is our HCM distinguished speaker session which features Marlena Fiol and Edward O’Connor of the University of Colorado at Denver who will speak on the topic “Managing Intractable Conflicts: The Case of Hospital-Physician Relations.” The second is our business meeting where we will recognize the winners of our best papers and review awards. The third session is our divisional reception which will provide an opportunity to have great food, in addition to the great camaraderie among old and new friends. The fourth session is our first divisional networking breakfast. Bring your research ideas and business cards and prepare to network, network, network! We are looking forward to seeing all of your there!

HCM Distinguished Speaker  
Monday, August 10, 4:45PM - 6:15PM  
Swissôtel Chicago, Vevey Salon 4

HCM Business Meeting  
Monday, August 10, 6:30PM - 7:30PM  
Swissôtel Chicago, Vevey Salon 4

HCM Division Reception  
Monday, August 10, 7:30PM - 9:30PM  
Swissôtel Chicago, Vevey Salon 1

HCM Networking Breakfast  
Tuesday, August 11, 7:00AM - 8:00AM  
Swissôtel Chicago, Vevey Salon 1

Management History (MH)  
Considered by many as the cradle of industrial psychology, Western Electric’s Hawthorne works facility, west of Chicago, is the Management History Division’s hallmark site visit this year, providing a lens through which to view the rich industrial history of 20th Century America (Friday afternoon, August 7; meet at the Swissôtel at 1:00pm).

A series of excellent symposia, including a tribute to well-known Hawthorne researcher, Al Bolton, and the showcase examination of the links between cultural mythologies and leadership styles, is capped off by a conversation with corporate culture guru, Ed Schein (Sunday afternoon, August 9 at 4.45pm in the Swissôtel, St. Gallen Salon 1).

Managerial and Organizational Cognition (MOC)  
We hope you will join us for what promises to be an exciting and action-packed series of sessions on a range of topics from ‘Information Processing and Sensemaking in Crises and Uncertainty’ to ‘Team Learning’ to ‘Cognitive, Affective and Behavioral Processes in Leadership’ to ‘Knowledge, Expertise, Creativity and Innovation’. Our sessions span the individual, team, organizational and inter-organizational levels of analysis with applications across a truly fascinating range of contexts.

Why not start your conference activities by attending one of our many informative and engaging PDW sessions, such as Cognition in the Rough? This event is so successful that we are running it for the 12th successive year. Taking place on Saturday morning, this is a truly developmental experience in which renowned scholars offer one-on-one help to authors seeking formative feedback on their ‘rough’ ideas in the making. This year’s expert scholars include Fran Ackermann, Neal M. Ashkanasy, Andrea Casey, Janet M. Dukerich, C. Marlena Fiol, Raghu Garud, Elizabeth George, Gerard P. Hodgkinson, Susan Houghton, George P. Huber, Lynn A. Isabella, Gerry Johnson, Chet Miller, Frances J. Milliken, Rhonda K. Reger, and Susan C. Schneider. Participants must pre-register for this session. Please contact the organizers at cirpdw@gmail.com for guidelines.

The MOC scholarly program opens with our Welcome Session, in which our Division’s latest recipient of the MOC Distinguished Scholar Award, C. Marlena Fiol, will deliver an opening address offering her insights into the current state of the field and its future development. Following this session, why not continue with the MOC program by attending some of our many fine paper, interactive and visual sessions, and symposia? Among the many highlights within the latter stream of activity, immediately following our Welcome Session we have a symposium reflecting the theme of the conference, Green Management Matters entitled The Mundane Roots of Dramatic Change: Linking Everyday Practices and Routines to Sustainability. This symposium promises to offer an extremely engaging and informative set
of interchanges with audience participation on the core theme of this year’s program.

With a total of 20 sponsored symposia and 112 paper presentations, there is much food for thought, so follow the advice of our divisional motto and think it about!

Cognition in the Rough
Saturday, Aug 8, 8:00AM - 11:30AM
Hyatt Regency Chicago in Toronto

MOC Welcome Session: Featuring Prof C. Marlena Fiol, 2009 MOC Distinguished Scholar
Monday, Aug 10, 9:45AM - 11:15AM
Hyatt Regency Chicago in Truffles

The Mundane Roots of Dramatic Change: Linking Everyday Practices and Routines to Sustainability
Monday, Aug 10, 11:30AM - 1:00PM
Hyatt Regency Chicago in Truffles

Management Spirituality and Religion (MSR)

The MSR domain focuses on theoretical and applied research related to the relevance and relationship of spirituality and religion in management and organizational life. Daily meditation sessions continue to reflect a unique experiential feature of our annual conference program. In addition, we have an exciting array of scholarly paper sessions, featuring the latest empirical advances in MSR. We encourage all to attend.

This year, our PDWs feature a diversity of interactive and thought-provoking topics from the role of spirituality in leadership and creativity to implications of somatic awareness, and from work-life transitions to publishing in MSR. A conference favorite is our Doctoral Student and New Faculty Consortium, which drew over 100 attendees in 2008. This year’s Consortium begins on Friday August 7th, from 5-7pm with Rev. John Huntington of Georgetown speaking on “Green Matters and the Global Stewardship of Faith Traditions.” The program continues on Saturday, August 8th, at 2pm with several provocative panels and Dr. Andre Delbecq discussing “Where We Are and What’s on the Horizon for MSR.” Pre-registration is encouraged by visiting: http://secure.aomonline.org/pdwreg/logon.asp.

We are also pleased to co-sponsor several interdisciplinary sessions, including Complexity and Social Networking, which highlights emerging technology as an enabler of spirit-centered leadership and organizational performance. Join us on Saturday, August 8th, from 10:10-11:40am in the Hyatt Regency, Skyway 261 as we explore how social media leveraged in teaching, scholarship, and leadership can foster more compassionate organizations. Another session you won’t want to miss is our Symposium on The Crash of 2008-09: Causes and Cures from a Management and Spirituality Perspective, held on Tuesday, August 11th in the Hyatt Regency Haymarket room. Participants will become better prepared to deal with the spiritual and values-oriented roots of our current economic and financial recession. We have plenty of other exciting and stimulating sessions this year, so attend as many as you can!

Finally, be sure to come and network with us during our MSR social on Sunday, August 9th in Hyatt Regency, Grand D North, and attend our business meeting afterwards to provide input into MSR’s ongoing research agenda, programming, and governance. We hope you can join us for our 7th Annual Post-Conference Reflective Retreat as well, August 11th–14th at Chicago’s Cenacle Retreat Center. Register by contacting Richard Peregoy, peregoy@gsm.udallas.edu.

Organizational Development and Change (ODC)

Welcome to the 2009 ODC Division Program!

Our 2009 program begins with over 38 PDW sessions including traditional favorites and innovative newcomers. One emerging theme this year is learning from many who have shaped the ODC discipline in the Academy. This includes a session titled, “Experience Speaks” with Ed Schein on research in organization and management consulting and a first ever session, “Learning from ODC Founders” with many of the earlier ODC division heads, including W. Warner Burke, Mike Beer, Frank Friedlander, Larry Greiner, Robert Golembiewski, Craig Lundberg, Tony Raia, Glenn Varney and Dale Zand. These influential pioneers with come together in a PDW format where they will share their career experiences and learning. They will also connect the early history of OD to the world we live in today. This will occur at the end of the Saturday PDW schedule and will be followed by an “ODC Founders Social” open to all.

With the highest number of papers yet submitted to our Division, the scholarly program promises to be diverse, provocative, and novel. Over 70 papers will be presented including 48 in twelve paper sessions. Our
2009 program will culminate with our Distinguished Speaker, Jane E. Dutton from the University of Michigan. Jane, one of the top ten most cited scholars on management, will be presenting on, “Booster Shots: Strengthening Change Agents for Sustainable Change.” Jane’s session on Monday afternoon will be followed by a unique division ‘business meeting’ using the World Café process designed to enable dialogue about ODC’s future direction and priorities from the members’ perspectives, then followed by our annual social.

Organization and Management Theory Division (OMT)

The OMT division has a very diverse and exciting program this year, and we hope you will join our PDWs, Paper Sessions (including Visual and Interactive), and Symposia.

The scholarly program includes our annual celebration of a distinguished career in the field of Organization and Management Theory. The 2009 OMT Distinguished Scholar is Christine Oliver who will be recognized at the OMT Breakfast and Distinguished Scholar Presentation. Other highlights include the winner of the Best Symposium Award, which this year focuses upon the Mortgage Meltdown and the insights offered by organization theories. Finally, the Business Meeting and Artifact (followed by the Meet OMT Social) should be on everyone’s list of ‘must attend’. This year, the Social is sponsored by Imperial College London and the University of Alberta.

**OMT Breakfast and Distinguished Scholar Presentation**
Monday, August 10, 8:00am – 9:30am
Hyatt Regency Chicago: Grand A
Presentation by the 2009 OMT Distinguished Scholar Christine Oliver

**The Mortgage Meltdown: Organizational Explanations of the U.S. Housing Crisis**
Monday, August 10, 9:45am – 11:15am
Hyatt Regency Chicago: Grand A
Organizer: Paul Hirsch, Northwestern U.

Research Methods Division (RMD)

As in the past, the Research Methods Division has an exciting PDW and scholarly program with a variety of offerings. In total, RMD is sponsoring or co-sponsoring 37 PDWs. Additionally, RMD has 5 paper sessions, 22 interactive and visual papers, and is sponsoring or co-sponsoring 8 symposia. While all deserve highlighting, here are a few that have particularly broad appeal:

**Ask the Experts: Qualitative and Quantitative Methods**
Saturday, August 8, 8:00am – 10:00am
Sheraton, Sheraton 1
In this ever-popular session, experts in various methodologies sit at different roundtables (organized by topic) and answer the questions of participants. Some participants come with specific questions and analytical print-outs, while some just come to listen and gather wisdom. This is an extremely informal session. Participants are free to move from table to table, gathering as much expertise as possible! No preregistration is required, so come see what it’s all about. Stay for a minute or for the entire time.

**How to Publish in Organizational Research Methods (ORM): Insights and Advice from the Editor and Editorial Board Members**
Monday, August 10, 3:00 – 4:30pm
Sheraton, Superior A and B
Organizer: Robert Vandenberg, U. of Georgia
Presenters and facilitators include Herman Aguinis, Indiana U., Bloomington; Anne D. Smith, U. of Tennessee; James M. LeBreton, Purdue U.; Robert P. Gephart, U. of Alberta; Timothy Hinkin, Cornell U.; Jeremy Collin Short, Texas Tech U.; and Terri A. Scandura, U. of Miami
ORM’s Editor, Robert Vandenberg, and several members of the Editorial Board (associate editors and reviewers) will briefly discuss the journal and the types of papers it seeks to publish. The panel will offer practical tips (i.e., “what to do” and “what not to do”) to help participants get their work published in ORM. The session will then break into round table discussion groups. Participants are encouraged to come with questions regarding their methodological research, and particularly on how to craft an article for publication in ORM.

**Research Methods Division Business Meeting**
Monday, August 10, 5:00 – 6:00pm  
Sheraton, Superior A & B  
Division Chair: Charles Pierce, U. of Memphis  
Division-Chair Elect: Timothy Hinkin, Cornell U.  
Program Chair: Stephanie L. Castro, Florida Atlantic U.  
PDW Chair: Mark A. Griffin, U. of Sheffield  
Past Division Chair: Mark Gavin, Oklahoma State U.  

Join us for a briefing on all the activities the officers, representatives, and volunteers have engaged in over the past year. Then take advantage of the Social Hour to be held immediately following the business meeting. Great food and great conversation!

Social Issues in Management (SIM)

Besides the familiar consortia of the PDW weekend (now a Friday-Saturday stretch), the SIM Program features a host of innovative program events. The SIM Program is in three sections, the PDW Weekend, the SIM Special Program, and the SIM Regular Program.

The SIM PDW Weekend will be full of engaging sessions. SIM will once again be sponsoring or co-sponsoring many sessions: The doctoral consortium, a junior faculty consortium co-sponsored with ONE, and a full day of research development activities also co-sponsored with ONE. We’re also expanding our partnership with SBE. In addition to co-sponsoring the joint keynote by Prof. Deirdre McCloskey on Saturday evening (5:30-7pm, Buckingham Ballroom, Allerton Hotel, 701 N Michigan Ave.), there will be two sessions hosted by SBE: One on teaching business ethics and one on student plagiarism in the 21st century. Additionally SBE is offering free attendance to the SBE program on Saturday afternoon to all AOM members wearing their name badges.

Another highlight from this year’s PDW program is a session on “Future Research Paths for Green International Management Studies: Research in Sustainability,” also scheduled for Saturday afternoon (1-4:30pm, State Room, Fairmont). There is a full agenda for both Friday and Saturday, so please check the schedule of activities for complete information.

On Sunday afternoon, the SIM Special Program begins. Stop by to hear presentations by the SIM Best Dissertation Finalists (4-5pm, Regent Room, Fairmont), a first ever event. Come join Jeremy Moon and Donna Wood at SIM’s first ever “SIM Salon” (5:15-6:15pm, Regent Room, Fairmont) to debate the utility of the multiple conceptions of corporate social responsibility and corporate citizenship that have populated the literature. And stick around to the evening to check out an entirely new session format, the “Push Panel,” at which a group of scholars mine a classic work to create new concepts, theoretical nuggets, and other clever turns that push the insights of a classic into advances for today’s social science (8-9:30pm, Crystal Room, Fairmont). This year’s event honors the 40th anniversary of the publication of Edwin Epstein’s The Corporation in American Politics.

On Monday, with the start of the SIM Regular Program, the second iteration of the Focusing on Fields Panel picks up where last year’s sessions left off, examining how additional areas of work within SIM, including corporate governance, theoretical/conceptual ethics, corporate political activity, and work on social repair: alleviating poverty with the base of the pyramid do or do not constitute cohesive fields of study (8-9:30am, Gold Room, Fairmont).

Besides Epstein’s classic, a major symposium honors the anniversary, the 25th, of another classic, Ed Freeman’s Strategic Management, on Monday morning (9:45-11:15am, Gold Room, Fairmont).

For the first time in recent years, all the SIM panels are tracked, making it easier to catch up with the scholarship you want to hear.
OFFICE OF THE MAYOR

CITY OF CHICAGO

RICHARD M. DALEY
MAYOR

August 7, 2009

GREETINGS

As Mayor and on behalf of the City of Chicago, I extend warmest greetings to all those attending the 69th Annual Meeting of the Academy of Management (AOM) in Chicago.

Founded in 1936 by Professors Charles L. Jamison of the University of Michigan and William N. Mitchell of the University of Chicago, AOM is a premier professional association of scholars committed to creating and disseminating knowledge about management and organizations. As the oldest and largest scholarly management association in the world, AOM has members from colleges, universities and research institutions worldwide. With a theme of Green Management Matters, this year’s meeting seeks to bring together members to consider how they can help managers and students address society’s increasing environmental concerns.

While you are here, I hope you will take time to discover all that makes Chicago a great place to live and visit. I know you will like what you find. From our great architecture and our beautiful Lake Michigan shoreline, to our exciting nightlife and world-renowned cultural institutions, Chicago has something for everyone.

Best wishes for a successful and enjoyable event.

Sincerely,

[Signature]

Mayor
Special Thanks

Division and Interest Group Program Chairs
Amelia Carr, Operations Management Division
Barry Mitnick, Social Issues in Management Division
Brian Butler, Organizational Communication & Information Systems Division
Carrie Leana, Organizational Behavior Division
Craig Prichard, Critical Management Studies Division
David Kravitz, Gender & Diversity in Organizations Division
David Lamond, Management History Division
Deanna Geddes, Conflict Management Division
Debu Mukerji, Management, Spirituality & Religion Interest Group
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Fernando Suarez, Technology & Innovation Management Division
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Cristina Cruz, Iberoamerican Academy of Management
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Matthew Mitchell, New Doctoral Student Consortium
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Nicholas Argyres, Business Policy & Strategy Division
Paul Olk, Technology & Innovation Management Division
Rosa Nelly Trevino-Rodriguez, International Theme Committee
Sarah Stookey, Critical Management Studies Division
Shalei Simms, Mentoring Committee
Shawn Berman, Social Issues in Management Division
Svetlana Khapova, Careers Division
Thomas Gattiker, Operations Management Division
Trish Reay, Health Care Management Division
All-Academy Theme Chair
Andrew Hoffman
Caucuses Chair
Pawan Budhwar
Interactive Papers Chair
Wendy Boswell
Visual Village Chair
Mila Borislavova Lazarova
Proceedings Editor
George Solomon
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Lisa Gundry
Margaret Posig
Director of Placement
James Dulebohn
Director of Sponsorships
Geralyn McClure Franklin
Director of Membership
James Calvin
Others
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GSBA-Zurich
W. P. Carey School of Business, Arizona State University

Special Thanks
Meet the Meeting Planners

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Program Chair-Elect........Anne S. Tsui, Arizona State U.
Local Arrangements Committee Co-Chair ....Lisa Gundry, Margaret Posig, DePaul U.
All-Academy Theme Chair ............Andrew Hoffman, U. of Michigan
Interactive Papers Chair ..Wendy Boswell, Texas A&M U.
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Susan Zaid ..................Sr. Managing Editor
Welcome to Chicago!

Welcome to Chicago!
The Local Arrangements Committee of the Academy of Management welcomes you to Chicago and the 2009 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. All Academy of Management events and sessions will be held at the Hyatt Regency Chicago, Sheraton Chicago Hotel & Towers, the Fairmont Chicago and the Swissotel.

A Little Bit of History
Chicago, Illinois has a rich and colorful history as one of America’s most important, influential, and significant metropolitan areas in our great nation’s landscape. It is the third most populous city and metropolitan area in the United States, after New York and Los Angeles (2.8 million and 9.5 million, respectively, as of the 2007 U.S. census). Chicago’s world renowned skyline overlooks the southwestern bank of Lake Michigan. This geographic position derives one of Chicago’s many sobriquets, “The Third Coast”. Other nicknames include: “Windy City”, “Second City”, “City of Big Shoulders”, and “Chi-town”. Chicago welcomes 44.2 million visitors each year and is proud you have chosen to be one of them.

Established in 1833 and incorporated in 1838, Chicago has been a transportation, shipping, telecommunications, business, and cultural hub for over 170 years. It is the financial and industrial center of the Midwest region and operates everyday on a global scale. In the beginning, the land on which Chicago has been built was inhabited by Native American tribes Miami, Sac, Fox, and Potawatomi. The Ottawa, Ojibwa, and Potawatomi ceded the land to the U.S. government in the 1816 Treaty of St. Louis. “Chicago” is the French interpretation of the Miami-Illinois word for a type of leek known as shikaakwa.

Chicago has seen a devastating fire, a bar-setting World’s Fair, and several notorious gangsters over the course of its vibrant history. U.S. President, Barack Obama, proudly calls Chicago home, and the city is often used as the backdrop for critically acclaimed and blockbuster motion pictures. O’Hare, one of Chicago’s two international airports, is the world’s busiest in terms of aircraft movement and second busiest in total passengers. Vastly multi-cultural, Chicago enjoys some of the world’s best restaurants, art, music, sports, architecture, universities, and microcosms of diversity and culture.


Helpful Information for Your Stay in Chicago
Access for People with Disabilities
Three of the four conference hotels are within easy walking distance of each other (Hyatt, Fairmont, and Swissotel). The Sheraton is further away from the others. Shuttle buses will be available to transport members with special assistance needs. Conference events will be in all of the conference hotels. For those needing special assistance for disabilities please let us know at needs@aom.pace.edu.

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
O’Hare International Airport (ORD), which is 13 miles from downtown Chicago, handles more passengers and aircraft than almost any other airport in the world. Airport information booths are located on the lower levels of the domestic terminals and on the upper and lower levels of the International Terminal. A foreign currency exchange is located on the lower level of the International Terminal. Taking a taxi to/from the airport varies depending on travel time from $30-$50 from O’Hare. However, for just $2.25 visitors can take the Blue Line train into the city. From there, people can transfer onto any of the CTA’s other colored lines to get virtually anywhere in Chicago. Upon arrival, simply follow the “Trains to City” signs overhead or ask at one of the many information kiosks in the airport. Fare cards can be purchased at the entrance to the trains. For more information on ground transportation, please visit the following site: http://www.flychicago.com/GroundTransportation/home.shtm

Midway International Airport (MDW) is conveniently located 10 miles from downtown Chicago. Midway’s one terminal building has three concourses – A, B and C. Airport information booths are located in the ticketing lobby, baggage claim and the concessions food court. The airport is served by the CTA Orange Line train which is a 25-minute trip from downtown. Taking a taxi between Midway and downtown is approximately $28-$32. However, for just $2.25 visitors can take the Orange Line train into the city. From there, people can transfer onto any of the CTA’s other colored lines to get nearby.
virtually anywhere in Chicago. Upon arrival, simply follow the “Trains to City” signs overhead or ask at one of the many information kiosks in the airport. Fare cards can be purchased at the entrance to the trains. For more information on ground transportation, please visit the following site: http://www.flychicago.com/GroundTransportation/home.htm

T-Shirts

“Green Management” really does matter, and this year the Local Arrangements Committee decided to do what we could to make a difference. Although we were able to find t-shirt suppliers who were environmentally- and socially-responsible, we ultimately realized that the biggest difference would result from saving the cotton, carbon emissions, etc. that would be required to produce and ship the t-shirts. Why bring one more t-shirt into this world when we really do not need it?

You can help us to make a difference with your contribution to the local charity that we have selected, Growing Power. Although you will not receive a t-shirt for your donation this year, you will receive the satisfaction of knowing that you have made a difference in the lives of local Chicago area residents who are growing their own healthy food, right in the heart of the metro area! Be sure to visit the Growing Power desk on site at the Hyatt to make your donation.

Learn more about Growing Power, Inc. by visiting their website: www.growingpower.org

Tours and Tourism Information

The Chicago 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 Chicago Convention and Tourism Bureau to assist members with their touring plans. We are working with the City of Chicago to offer Green Tours for members. Check the meeting website for further information.

Walking tours from the Chicago architecture foundation: (green because only your feet are needed!)

Chicago River Architectural Boat Tours and Skyline Lake Tours (some of these depart right outside the conference hotels):
Wendella Boat Tours: http://www.wendellaboats.com
Shoreline Tours: http://www.shorelinesightseeing.com

Some fun Alternatives:
Bobby’s Bike Hike: http://www.explorecrhome.org/year/things_see_do/tours/tourism/bobby_s_bike_hike.html
Steve’s Segway Tours: http://stevessegwaytours.com

Museums and Cultural Attractions

Chicago is home to world-class museums and cultural attractions. Many of these offer tours, free days or evenings, and many are family-friendly. Some are very close to the conference hotels, and others are a short walk or quick cab ride. Be sure to check Time Out Chicago (http://chicago.timeout.com) and local newspapers for entertainment and recreation ideas. Here are links to some of the most popular destinations.

Chicago Children’s Museum
Lincoln Park Zoo
Museum of Science & Industry
The Field Museum
Adler Planetarium
The Nature Museum
Shedd Aquarium
Navy Pier
Art Institute of Chicago
Chicago Historical Society
Chicago Cultural Center
Museum of Contemporary Art
Spertus Museum

Shopping

Whether you want to shop till you drop or simply see what the windows have to offer, Chicago offers you a range of options from small local boutiques to the highest-end luxury from the world’s top retailers. Click on the links below to find out more about some of the hottest shopping districts in town.

Magnificent Mile
Oak Street
River North Gallery District
State Street Retail Historic District
Bucktown-Wicker Park
Lincoln Park

Entertainment, Recreation, and Sporting Events

Interested in a ball game?
Chicago Cubs at Wrigley Field
Chicago White Sox at U.S. Cellular Field
Sorry! Nothing happening at Soldier Field in August

How about a show?
ChicagoJazz.com
BlueChicago.com
AMC Movie Theaters

If you would like to vacation prior to or after the meeting,
consider these destinations that are just a few hours away from downtown Chicago. Please note driving/travel times are approximate. Traffic into and out of the city varies greatly by time of day and the summer is a popular time for tourists.

**Michigan’s Harbor Country** (1 ½ hours)
Indiana Dunes National Lakeshore (1 ½ hours)
**Six Flags Great America in Gurnee, IL** (1 hour)
**Wisconsin Dells** (near Madison, WI, 3 hours)
**Lake Geneva, Wisconsin** (1 ½ hours)

**Quick Reference for Green Things To Do In Chicago**

**Chicago Lakeshore Path.** Enjoy America’s “third coast” and the beautiful skyline that overlooks it. An uninterrupted 18-mile bike and runner path stretching from the north edge to the south edge of the city, surrounded nearly at all times by public parkland.

**Boutiques.** Visit places like *Pivot* (1101 West Fulton Market), *It’s a Cooler Planet* (2211 West Roscoe Street) and the children’s store *Grow* (1943 West Division) who offer sustainable, organic clothing, accessories and home décor for the eco-conscious shopper.

**Green City Market.** Located at 1750 North Clark Street, this is Chicago’s first sustainable market, featuring organically-grown produce and more from local vendors.

**Chicago Center for Green Technology.** Head over to 445 North Sacramento Boulevard for is open to the public and offers free educational seminars several times a week. CCGT helps professional and home-owners learn how green technology is cost-effective and good for the environment and people.

**Garfield Park Conservatory.** If you want to get out of the city center for a bit and enjoy a relaxing time at this gorgeous botanical conservatory. Hop on the Green Line (how perfect is that?) and take time in the greenhouses and outdoor gardens at this 100 year old historic gem in the city of Chicago. Plus, admission is FREE! Learn more at [http://www.garfield-conservatory.org/](http://www.garfield-conservatory.org/).

**GreenParentChicago.com.** Bringing the kids to AOM? Check out [http://www.greenparentchicago.com/](http://www.greenparentchicago.com/) to learn about what other parents in Chicago are doing around town

**Hungry?** Try out one of these “green” restaurants listed on GreenRestaurants.org:

- **Naha Restaurant**, 500 N. Clark – Informal fusion restaurant scented with Mediterranean and California flavors. Serves local produce.
- **Lula Café**, 2537 N. Kedzie – American Contemporary Food. Serves local produce.
- **North Pond**, 2610 N. Cannon Drive – Serves local produce and makes donations to help preserve diverse food choices, contribute to the local community, support local farmers, and help commit to a more sustainable future.
- **Topolobampo** and **Frontera Grill**, 445 N. Clark – Gourmet Mexican cooking using local ingredients. Frontera Kitchens has established the Frontera Farmer Foundation is committed to promoting small, sustainable farms serving the Chicago area, by providing them with capital development grants.
- **Shaw’s Crab House**, 21 E. Hubbard – Serving seasonally fresh fish (which is filleted in house), they’re chosen with consideration for the environment, often coming from fishing families Shaw’s knows personally.
- **Saloon Steakhouse**, 200 E. Chestnut – Serves local produce.
- **Hannah’s Bretzel**, 180 W. Washington – Chicago’s first organic carry-out eatery, and one of the most earth-friendly businesses around.

**Weather**

August is usually hot and humid in Chicago. The average high temperature is 81°F (27°C), and the average low temperature is 63°F (17°C). The average precipitation is 3.6”. Lake Michigan water temperature is usually the warmest it will be all year, (64°-67°F), and beaches are nearby. Chicago can also be windy, although the “windy city” reference is not to the weather, but to the “talkative” Chicago politicians in the city’s early history!

**Local Arrangements Committee**

The Local Arrangements team for Chicago hopes to make your visit an enjoyable one! We stand ready to assist you in any way in planning your trip to Chicago.

**Volunteers:**
Margaret Posig (LAC Co-Chair), Lisa Gundry (LAC Co-Chair), Hamid Akbari, Jim Belohlav, Marsha Katz, Helen LaVan, Gordon Rands, Jasmine Tata, Carolyn Wiley, and Lucas Weingarten.

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

Chicago Downtown Hotels

1. Hyatt Regency Chicago
   151 E. Wacker Dr.
2. Sheraton Chicago Hotel
   301 E. North Wacker St.
3. Swissotel Chicago
   323 E. Wacker Dr.
4. The Fairmont Hotel
   400 N. Columbus Dr.
5. InterContinental Chicago
   505 N. Michigan Ave.
6. The Allerton Hotel
   300 E. North Water St.
7. radisson Hotel Magnificent Mile
   162 East Ohio St.

* All hotel locations are approximate
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The Academy of Management also Extends Appreciation to these Non-Event Conference Sponsors

Platinum Sponsors
The Society for Human Resource Management (SHRM)

The Society for Human Resource Management (SHRM) is the world’s largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India. Visit SHRM Online at www.shrm.org.

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), and executive education (since 2003). The school also features an in-house, research-oriented consulting unit, which specializes in the economic analysis of competitive and regulatory cases. The research output from ESMT’s faculty is published in international academic journals, which are first-class in their respective fields. 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.

Selected 2008 Publications:


WU (Vienna University of Economics and Business)

WU (Vienna University of Economics and Business) is the largest public business university in the European Union. It is located in Vienna, Austria — the gateway to Central and Eastern Europe (CEE), home to many international organizations such as the UN and the headquarters of numerous multinational companies. It is the only university of its size to be accredited by EQUIS (European Quality Improvement System), and one of only four accredited business universities in the German-speaking world. The Financial Times has ranked WU’s International Business program at place 18 in Europe, and WU’s EMBA program came in at 52nd place worldwide in 2008.

WU’s wide program portfolio ranges from undergraduate degree programs (Bachelor in Business, Economics & Social Sciences/Bachelor in Business Law) to graduate degree programs at the master level (Master in Business Education/Master in Business Law/Master in Finance and Accounting/Master in Quantitative Finance/flagship program CEMS Master in International Management joint-degree) and PhD level (Social and Economic Sciences Doctoral program/PhD Finance/Business Law Doctoral program). Additionally, WU will soon be launching new master’s programs in General Management, Information Systems, International Business, Marketing, Socio-economics, Strategy and Innovation and Supply Chain Management. Moreover, MBA, EMBA and LL.M. degree programs as well as certificate programs are offered at WU Executive Academy.

WU has a strong international orientation: about 25% of its 22,000 degree students are foreign citizens. Additionally, about 1000 exchange students annually choose WU and the city of Vienna as their destination for an international exchange. With over 200 partner universities in 57 countries around the world, 9 annual summer programs abroad (mainly in Asia and the CEE region), and as member of PIM and CEMS, WU is part of an international network of excellent business schools and universities. WU’s campus is a meeting point for students and faculty from all over the world, and is truly bilingual: numerous courses are held exclusively in English, 6 of the 13 master’s programs will be taught entirely in English, and one program offers an optional English track. The whole campus is equipped with bilingual signage in both German and English.

CEE-related issues are among WU’s core competencies. An active research presence across the whole range of relevant disciplines enables a faster response to issues concerned with ongoing developments. WU students benefit greatly from this approach. Numerous programs, including ‘CEE Management’, ‘JOSZEF’, the ‘Master Class: Eastern Europe’, the wide range of CEE languages taught at WU and the International Summer Universities offered in the region, focus on this crucial field and provide students with relevant professional skills.

The WU Executive Academy provides continuing education in the form of top-class professional training, both in-house and for large companies. Its attractive and diverse set of programs and its professional management structure make the WU Executive Academy a respected presence on the international education market.

Come and explore Vienna, experience WU! Or visit us on our website at www.wu-wien.ac.

Gold Sponsor

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 6,000 undergraduate and over 4,000 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 2,000 students and includes 66 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.

Silver Sponsor

*Roosevelt University, Walter E. Heller College of Business Administration*

Roosevelt University was founded in 1945 as one of the first institutions of higher learning nationwide to admit all qualified students, regardless of race, ethnicity, religion, age or gender. It was named after Franklin and Eleanor Roosevelt, in honor of their democratic ideals, and it was dedicated "to the enlightenment of the human spirit" by Eleanor Roosevelt. To this day, the University remains committed to those principles of social justice and inclusion, strongly driven by its mission as a national leader in educating socially conscious citizens for active and dedicated lives as leaders in their professions and their communities.

Likewise, the mission of the Walter E. Heller College of Business Administration is to give students a career oriented business education that emphasizes personal and professional integrity and stresses the social responsibility of business. The Heller College offers undergraduate programs leading to the Bachelor of Science in Business Administration, with majors in accounting, finance, human resource management, management and marketing. Graduate programs include the Master of Science in Accounting, Human Resource Management and real estate and an innovative curriculum leading to the MBA. Programs are offered at both of Roosevelt University’s campuses. The Chicago Campus is situated in the heart of the city’s downtown business district while the Schaumburg Campus is located in the northwest suburban corridor, well populated by corporate and commercial centers. Drawing on Roosevelt’s background and locations, the Heller College is an important urban training ground for socially progressive business leaders.

Bronze Sponsor

*Alliant International University
Marshall Goldsmith School of Management*

The Marshall Goldsmith School of Management (MGSM) is in 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:
Aims at a broader business agenda
- Bright Green MBA with a sustainability emphasis throughout the program
- Opportunity to work with Marshall Goldsmith and other Thought Leaders
- Executive education courses and PhD program in Leadership Development
- Continuing the Igor Ansoff tradition with our DBA in Strategic Management
- Includes an important emphasis on the human element
- Organizational Psychology degree programs on several campuses
- Unique Doctorate in Organizational Development
- Top rated PhD in the nation in Consulting Psychology
- Is truly international
- Degree programs in International Relations
- Study abroad at our facilities in Mexico City, Hong Kong, Tokyo or elsewhere
- Educational opportunities for those interested in border studies and NGOs

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. Contact us today, and let’s get started! Phone: 1.866.787.MGSM.; Website: mgsm.alliant.edu
Pewter Sponsors

OBTS Teaching Society for Management Educators

The OBTS Teaching Society for Management Educators is the oldest international professional association dedicated to teaching and learning excellence in the organizational and management sciences. OBTS members include faculty at universities and colleges throughout the world, as well as business educators and management consultants.

The Society’s mission is to enhance the quality and promote the importance of teaching and learning across the management disciplines. The Society accomplishes this mission through its award-winning publication, the Journal of Management Education, the OBTC Teaching Conference and Doctoral Institute held annually each June at a US college or university, scheduled online “webinars” with noted scholars and teachers, the teaching and learning resources available on our website (www.obts.org), and ongoing sponsorship and support for regional and international conferences whose focus is on management education and teaching. OBTS is committed to the future of high quality management education. We affiliate with other professional associations and interest groups who value teaching and learning, such as the Ph.D. Project and the UN Principles for Responsible Management Education (PRME) initiative, and provide support and resources for programs that enhance the scholarship of teaching and learning locally, nationally, and internationally.

OBTS welcomes as members management educators, consultants, and graduate students world-wide either individually or through our Institutional Affiliates program for doctoral-degree granting schools. Our membership year is September 1-August 31. Joining OBTS is easy and can be done online or by mail. Instructions are available on our website at http://www.obts.org/join-obts.html.

Kaplan University
School of Business and Management

Kaplan University’s School of Business and Management offers a revolutionary approach to business education that combines a top-notch academic program with highly credentialed faculty. We value academic leaders who bring professional work experience in their field, as well as distinguished academic achievements. The School of Business and Management’s faculty focus on intellectual contribution and strive to continually innovate in the classroom by offering resume-building courses that can be tailored to students’ career needs.

Kaplan University has grown from 34 online students in 2001 to more than 48,000 online and on-ground students in 2008.

As of April 2009, Kaplan University’s School of Business and Management has more than 14,000 online students.

Approximately 75 percent of Kaplan University’s School of Business and Management students are female and 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.

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.

Kaplan University is a part of Kaplan Higher Education, which serves more than 100,000 students through 70-plus campus-based schools and online across the United States and internationally. Visit http://getinfo.kaplan.edu/ for more information.

Benedictine University

Benedictine University was founded by the monks of St. Procopius Abbey in 1887. Today, Benedictine enrolls more than 3,000 undergraduates and nearly 2,000 graduate students.

The University’s 108-acre campus in Lisle features a comprehensive learning center with a full media library, a technically advanced science facility, two administrative buildings, three residence halls, Founders’ Woods apartments, an athletic center, a small lake, a student center and the Village of Lisle-Benedictine University Sports Complex. Benedictine’s Naperville campus is the Moser Center which meets the needs of adult students and area businesses.

Benedictine is a part of greater Chicago’s business life. Internships and employment opportunities are available at several area corporations in the “Research Corridor” along I-88, which includes many Fortune 500 companies. The University enjoys the proximity and use of Argonne National Laboratory, Fermi National Accelerator Laboratory and the Morton Arboretum.

Benedictine offers 43 undergraduate majors through the College of Science, the College of Liberal Arts, the College of Business, the College of Education and
Health Services and the Moser College of Adult and Professional Studies. Master’s degrees are offered in accountancy, business administration, clinical exercise physiology, clinical psychology, education, management information systems, leadership, management and organizational behavior, nursing, nutrition and wellness, public health and science content and process. The University also offers a Ph.D. in Organization Development and an Ed.D. in Higher Education and Organizational Change.

Benedictine University is a Catholic university in the Benedictine tradition that provides a values-centered liberal arts education enriched by our excellence in science.

University of Dallas
College of Business

The College of Business (COB) at the University of Dallas is a professional school whose primary mission is to prepare students to become competent and responsible managers and principled, ethical leaders. The COB includes the undergraduate Bachelor of Arts Business program and graduate business programs through the Graduate School of Management.

Founded in 2002, the Bachelor of Arts Business program integrates the core curriculum and the Catholic intellectual tradition with business and offers two concentration areas, International Business and Marketing. Undergraduate sophomores from across the University take part in a unique study abroad program based at the University of Dallas campus near Rome, Italy.

For the last forty-three years, the Graduate School of Management has offered programs geared toward the working professional. Today, the School offers a variety of degrees and programs including MBA, Master of Science (MS), MS-MBA Dual Degree, MBA Degree Completion, MBA Bridge Program, Graduate Certificates, English Language and PreMBA programs. The University of Dallas has its main campus in Irving, Texas, an international campus near Rome, Italy, and teaching facilities in Frisco and North Richland Hills, Texas. In addition, the Graduate School of Management offers a comprehensive online delivery option taught by the same professors who teach the on-campus courses. For more information about the University of Dallas and the College of Business visit http://www.udallas.edu/gsm.

AOM 2010 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) 2010 Annual Meeting. AOM 2010 has five levels of university/organization sponsorship:

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<td>Pewter</td>
<td>$1,500 - $2,999 US</td>
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For complete information, please contact Taryn Fiore, AOM Meetings Manager, tfiore@pace.edu
The Academy of Management Wishes to Recognize the AOM 2009 Leadership University Sponsors

Tulane University
A.B. Freeman School of Business
(Supporting AOM President Angelo DeNisi)

Tulane University is one of the country’s leading private research institutions. Founded in 1834 in New Orleans, as the Medical College of Louisiana, the University is now home to 11 schools and colleges as well as almost 6,000 undergraduate and over 4,000 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 2,000 students and includes 66 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.

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

The School of Management and Labor Relations (SMLR), Rutgers University, 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 master’s 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 Environmentally Sustainable Organizations, 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 global 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. In 2008, GSBA Zurich was awarded by EDUNIVERSAL the “3 palmes” designation, for being an excellent Business School, nationally strong, and having continental links.

Arizona State University
W.P. Carey School of Business
(Supporting AOM Vice President-Elect and Program Chair-Elect Anne S. Tsui)

The W. P. Carey School of Business at Arizona State University is one of the top-ranked and largest business schools in the United States, with more than 9,000 students. The school is listed among the Top 25 business schools in the world for faculty research productivity. Internationally regarded faculty members include a Nobel Prize winner. Students come from 75 countries
and include more than 60 National Merit Scholars. For more information please visit wpcarey.asu.edu and http://knowledge.wpcarey.asu.edu.

Arizona State University is creating a new model for American higher education, an unprecedented combination of academic excellence, entrepreneurial energy and broad access. This New American University is a single, unified institution comprising four differentiated campuses positively impacting the economic, social, cultural and environmental health of the communities it serves. Its research is inspired by real world application, blurring the boundaries that traditionally separate academic disciplines. ASU serves more than 64,000 students in metropolitan Phoenix, Arizona, the nation's fifth largest city. ASU champions intellectual and cultural diversity, and welcomes students from all 50 states and more than 100 nations across the globe. For more information, go to asu.edu.

DePaul University
College of Commerce
(Supporting AOM Local Arrangements Co-Chairs Lisa Gundry and Margaret Posig)

DePaul University is the eighth-largest private and largest Catholic university in the country. With more than 24,000 students, it offers more than 200 rigorous graduate and undergraduate degree programs through nine colleges and schools. Its two primary campuses in Lincoln Park and the Loop are complemented by four suburban campuses, a growing array of online degrees and international programs, and partnerships around the globe. Founded on the Vincentian principle of access for everyone, we remain committed to providing a quality education through personal attention to students from a wide range of backgrounds. DePaul's effectiveness in combining service with learning has been recognized by organizations ranging from "US. News & World Report" to "Colleges with a Conscience" and contributed toward it being ranked #1 in the "Great College Town" category by the Princeton Review. In 2007, DePaul was ranked first in the nation by the Princeton Review for "Diverse Student Population."

DePaul's College of Commerce encompasses the university's undergraduate business program and the Kellstadt Graduate School of Business, whose part-time MBA program was ranked sixth in the nation by U.S. News & World Report in its "America's Best Graduate Schools 2009" guidebook. The College of Commerce began offering classes in 1913 and prides itself on offering highly respected, practical, flexible programs of business study. It was one of the first 10 business colleges in the United States, as well as the first business school at an American Catholic university

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.
# 2009 Academy of Management Exhibitor Relations Committee

Taryn Fiore, Meetings Manager  
The Academy of Management  
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Jel Erica Hampson, Registrar  
The Academy of Management  
email: jhampson@pace.edu   Tel: (914) 923-2607

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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.
Exhibitor Café will be open 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):
Friday, August 7
Hours: 9:00 a.m. - 5:00 p.m.

EXHIBITS HOURS (open to all delegates wearing conference badges):
Saturday, August 8
Hours: 8:00 a.m. - 5:00 p.m.
Breaks: 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

Sunday, August 9
Hours: 8:00 a.m.- 5:00 p.m.
Breaks: 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

Monday, August 10
Hours: 8:00 a.m. - 5:00 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):
Monday, August 11
Hours: 5:00 p.m. - 8:00 p.m.
Exhibitor Passport to Prizes

2009 Academy of Management Annual Meeting
Exhibitor Passport to Prizes!

Visit this year’s Exhibits Hall to see the latest products and services from exhibitors. Exhibit Hall hours are designed to maximize your opportunity to visit without missing any of your sessions. The Exhibit Hall offers networking opportunities, raffle prizes, coffees breaks, internet stations, and conference materials. To participate in the raffles, pick up an Exhibitor Passport onsite at the Exhibitor/Press booth. This passport must be stamped by a minimum of 25 exhibitors to qualify for entry. Drop your stamped passport at the Exhibitor/Press booth by 3:45pm to be entered into the daily raffle. The drawings will take place at 4:00pm. Come join the fun and you may go home a lucky winner! (Please see Rules & Regulations for more information)

Exhibitor Hours & Location:

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<tr>
<th>The Hyatt Regency Chicago, Riverside East</th>
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Daily Drawings & Prizes:

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<tr>
<td>$10USD Gap Gift Card</td>
<td>2GB Sony USB Flash Drive</td>
<td>2GB Sony USB Flash Drive</td>
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<td>2GB Sony USB Flash Drive</td>
<td>2 drawings: iTunes E-Certificate (25 songs)</td>
<td>Swissôtel Robe</td>
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<td>$20 Gift Certificate to Chi Bar, Sheraton Chicago Hotel &amp; Towers</td>
<td>1GB iPod Shuffle</td>
<td>iTunes E-Certificate (25 songs)</td>
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<td>Chicago Gift Basket (includes 2 Go Chicago cards for two days access to many of our museums and/or attractions)</td>
<td>$50 Gift Certificate to Shula’s Steakhouse, Sheraton Chicago Hotel &amp; Towers</td>
<td>$20 Gift Certificate to LB Bistro and Patisserie, Sheraton Chicago Hotel &amp; Towers</td>
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<td>2 drawings; iTunes E-Certificate (25 songs)</td>
<td>Flip Video Ultra 60-Minute Digital Camcorder</td>
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<td>1GB iPod Shuffle</td>
<td>Nikon COOLPIX 8.0 Megapixel Digital Camera with 3.6x Optical Zoom</td>
<td>8GB iPod Nano</td>
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Rules & Regulations:

1. Participation in the Exhibitor Passport is open to primary registrants only. Guests of a registered attendee are not eligible to participate.
2. Entries MUST contain a complete name and e-mail address.
3. Only one entry per day, per registrant is permitted.
4. Valid entries MUST be stamped by a minimum of 25 exhibitors to qualify for a prize.
5. Registrants MUST be present to win.
6. Exhibitors may have their own raffle and request that you complete a questionnaire or drop your business card at their booth.
Placement Services

Placement Services for the 2009 annual meeting will be located in the Hyatt Regency, Chicago, 151 East Wacker Street, Chicago, 60601. 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 ad beginning in June and continuing through the meeting in Chicago. We will have training available on-site in Chicago if you are unsure on how to place your ad 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, have the ability to see all the applicants on the Placement website, and allow you to rent an interview table in the Placement area where you can talk with prospective 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 the conference. If you have any problems registering please bring your information to the Chicago 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 Chicago. They are located in small-medium size rooms (6–15 tables/room) and will be available from Saturday, August 8th until Monday, August 10th. 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. Reservations will be available online with the purchase of an ad 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**
Friday, August 7th, 3:00 - 4:30PM, Sheraton Chicago in Sheraton Ballroom 5

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

**Placement for Applicants Workshop**
Friday, August 7th, 5:30 - 7:00PM, Sheraton Chicago in Sheraton Ballroom 5

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.
Placement Services

Placement Committee 2009-2010

Garry Adams, Auburn University
Janice Black, Cal State Bakersfield
Carolyn Chavez, New Mexico State University
Bob Dooley, Oklahoma State University
Peter Dorfman, New Mexico State University
Scott Douglas, University of Montana
Francis Fabian, UNC - Charlotte
Gerard Farias, Fairleigh Dickinson University
Geralyn McClure Franklin, University of South Florida, St Petersburg
Scott Gallagher, Syracuse University
Jim Guzak, University of Texas, Arlington
Joyce Heames, West Virginia University
Gary Insch, West Virginia University
Mary Jo Jackson, University of South Florida, St. Petersburg
Lisa Jensen, James Madison University
Christian Kiewitz, University of Dayton
Delaney Kirk, Drake University
Nancy McIntyre, West Virginia University
Wei Liu, University of Maryland
Marianne Miller, Virginia Commonwealth University
T. Nichole Phillips, University of Central Florida
Diana Reed, Drake University
Theodore Rosen, George Washington University
Mike Ryan, Bellarmine University
Scott Sherman, Texas A&M, Corpus Christie
Charlotte Sutton, Auburn University
Darren Treadway, University at Buffalo (State University of New York)
Lei Wang, University of Texas, Pan American
Mike Whitfield, Georgia College and State University
Laura Williams, University of Mississippi

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 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: Harry G. Barkema, Rotterdam School of Management, Sigal Barsade, Wharton School, Univ. of Penn., Kristina Diekmann, Univ Of Utah, Pamela Hinds, Stanford University, Gregory B. Northcraft, University Of Illinois, James P. Walsh, University of Michigan, Ray Zammuto, University of Queensland.

Here are the 2009 William H. Newman Award Nominees:

**BPS**
*Synergies, Coordination Costs and Diversification Choices*
Yue Maggie Zhou, U. of Maryland

**CAR**
The Siren Song of a Calling: Ability (Mis)perception in Musicians and MBAs
Shoshana Dobrow, Fordham U.

**CM**
When Bad Equals Good: Cross-Cultural Reactions to Honesty and Deception
Cynthia S. Wang, National U. of Singapore

**ENT**
Conflict between angel investors and entrepreneurs: Perception, reality and impact on innovation
Veroniek Collewaert, Ghent U.

**GDO**
Low Status Tokens: Catalysts or Inhibitors of Group Integration?
Michelle Duguid, Cornell U.

**HCM**
Empowering Patients Through Service Design
Claudia Steinke, U. of Victoria

**IM**
A Study on the HR-Performance Link in South Korea using Two Differently Measured HR Practices
Jang-Ho Choi, Chung-Ang U.

**MED**
The Role of Personally Transformative Learning in Leadership Development
Rachel Ciporen, Teachers College, Columbia U.

**MOC**
Expertise Utilization in Accounting & Consulting Teams: The Effects of Shared Representations
Heidi K. Gardner, Harvard U.

**MSR**
Toward a Greater Understanding of Spirit at Work: A Model of Spirit at Work and Outcomes
James Stevson, Mitte Systems, A Ducommun Company / TUI U; Eric B. Dent, U. of North Carolina, Pembroke; Darin W. White, Brock School of Business, Samford U.

**OB**
Humility in Organizations:
Establishing Construct, Nomological, and Predictive Validity
Bradley Paul Owens, U. of Michigan

**OCIS**
Vendor’s Perspective on Social Capital and Absorptive Capacity for Offshore Contract Performance
Shirish C Srivastava, HEC, Paris

**ODC**
Ambidextrous Organizational Design: A Process Perspective
Yen Tran, Copenhagen Business School

**OM**
The Value Creation and Appropriation Explanations for Value Erosion in Supply Chain Exchange Dyads
Christopher Robert Penney, Florida State U.

**OMT**
Bring the Society Back In: Relational Identities in the Creation of Entrepreneurship
Dali Ma, Drexel U.

**ONE**
Signal Dynamics: An Industry Level Analysis of the Diffusion of Environmental Management Systems
Dror Etzion, McGill U.

**PNP**
Measuring and Explaining Organizational Performance in U.S. Federal Agencies
Chansu Jung, U. of Georgia

**SIM**
The Impact of Corporate Social Responsibility on Employee Attitudes and Behaviors
Aimee Dars Ellis, Ithaca College

**TIM**
Rotating Leadership and Symbiotic Organization: Relationship Processes in Collaborative Innovation
Jason Davis, Massachusetts Institute of Technology
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, Benson Honig, Wilfred Laurier U. The other Dexter Award Committee members are: Stephen A Drew, Florida Gulf Coast University, Jacob Eisenberg, University College Dublin, Benson Honig, Wilfrid Laurier, Claire A Simmers, Saint Joseph’s University, James P. Walsh, University of Michigan, Monika Winn, University

Of Victoria

Here are the 2009 Carolyn Dexter Award nominees:

**BPS**

*The Influence of Governance on Negotiation Strategies in Buyer-Supplier Disputes*

Fabrice Lumineau, IMD; James Henderson, IMD

**CAR**

*Cracking the fortune cookies: Influencing factors in career success across countries*

Barbara Demel, WirtschaftsU. Wien; Yan Shen, Boston U.; Douglas T. Hall, Boston U.; Wolfgang Mayrhofer, WU Vienna; Katharina Chudzikowski, WirtschaftsU. Wien; Julie Unite, Northern Illinois U.; Jon P. Briscoe, Northern Illinois U.; Rohayu Abdul-Ghani, U. Kebangsaan Malaysia; Biljana Bogicevic Milicik, Faculty of Economics Belgrade, Serbia; Ociel Colorado, Tecnologico de Monterrey; Zhangfeng Fei, Donghua U.; Mireia Las Heras, Boston U.; Enrique Ogliasti, IE and INCAE; Asya Pazy, Tel Aviv U.; June M. L. Poon, U. Kebangsaan Malaysia; Dana Shefer, Tel Aviv U.; Mami Taniguchi, Waseda U.; Jelena Zikic, York U.

**CM**

*Resolving Inter-Firm Disputes: The Efficacy of Contractual vs. Relational Governance*

Fabrice Lumineau, IMD; Deepak Malhotra, Harvard U.

**ENT**

*Another Day, Another Dollar: Enterprise Resilience in Conflict*

Oana Branez, U. of Western Ontario; Samer Abdelnour, Ivey School of Business

**GDO**

*Gender, Gender Role Ideology and Work-Family Conflict in India*

Ujvala Arun Rajadhyaksha, Saint Mary’s College; Sofiya Velmach, Illinois Institute of Technology

**HCM**

*Stress among Nurses: A Multi-Nation Test of the Demand-Control-Support Model*

Vishwanath V. Baba, McMaster U.; Louise Tourigny, U. of Wisconsin, Whitewater; Xiaoyun Wang, U. of Manitoba; Terri R Lituchy, Concordia U.; Silvia Ines Monserrat, U. Nacional del Centro

**HR**

*Employee-organization relationship, psychological ownership and contextual performance*

Samuel Ayee, Aston U.; Li-Yun Sun, Macau U. of Science and Technology; Qin Zhou; U. of Twente

**IM**

*Don’t Just Say What You Mean - Contextualize It: A Leadership Study across Countries*

Lena Zander, Victoria U. of Wellington; Audra I. Mockaitis, Victoria U. of Wellington; Anne-Wil Harzing, U. of Melbourne; Joyce Baldueza, WorldBank; Wilhelm Barner-Rasmussen, Hanken School of Economics; Cordula Barzantny, Groupe ESC Toulouse Business School; Anne Canabal, U. of Maine; Anabella Davila, Tecnologico de Monterrey; Alvaro Espejo, U. Adolfo Ibanez; Rita Ferreira, IESE Business School; Axelle Giroud, U. of Bradford; Kathrin Koester, U. of Heilbronn; Yung-Kuei Lian, Tatung U.; Michael Morley, U. of Limerick; Barbara Myloni, Athens U. of Economics and Business; Joseph O. T. Odusanya, HELP U. C; Sharon Leiba O’Sullivan, U. of Ottawa, School of Management; Ananda Kumar Palaniappan, U. of Malaya; Paulo Prochno, U. of Maryland, College Park; Srabani Roy Choudhury, Jawaharlal Nehru U.; Ayse Saka, U. of Surrey; Sununta Siengthai, Asian Institute of Technology; Ayda Uzuncarsili Soydas, Marmara U.; Linda Viswat, Otemon Gakuin U.

**MC**

*Management Consultancies as Institutional Agents*

Markus R. Reihlen, U. of Cologne; Michael Smets, Said Business School; Andreas Veit, WHU – Otto Beisheim School of Management
The Carolyn Dexter Award

MED
Assessing Knowledge in Dialogue: Undergraduate Synopsis-based Oral Examinations
Charles Thomas Tackney, Copenhagen Business School; Ole Strømgren, Copenhagen Business School

MH
Alternative paths to competitive advantage: European paper industries -

MOC
Breaking The Negative Performance Spiral: The Role of Team Reflexivity and Team Learning
Michaëla C. Schippers, RSM Erasmus U.; Astrid C. Homan, VU U. Amsterdam

MSR
Want to do MSR research? Foundations, lessons, and [insider] tips
Charles J. Fornaciari, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.

OB
Expatriate Motivation and Effectiveness: The Roles of Cultural Distance and Subsidiary Support
Gilad Chen, U. of Maryland; Bradley L. Kirkman, Texas A&M U.; Kwanghyun Kim, California State U. East Bay; Crystal I Chien Farh, U. of Maryland - College Park

OCIS
I Am Not One of Them Anymore: Onshore Immigrant Managers on Offshored Software Development Projects
Natalia Levina, New York U.; Aimee A. Kane, New York U.

ODC
From Social Engineering to Community Transformation: Amul, Grameen Bank, and Mondragon
Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Susan Mrazek, U. of Hawaii at Manoa; Vijayan P. Munusamy, Center for Creative Leadership

OM
Toward Assessing Financial Returns from Green Structural and Infrastructural Expenditures
Robert D Klassen, U. of Western Ontario; Markus Biehl, York U.

OMT
Averting the “Tragedy of the Commons”
Shahzad Mumtaz Ansari, Erasmus U.; Frank Wijen, Rotterdam School of Management, Erasmus U.; Barbara Gray, Pennsylvania State U.

ONE
Beyond Dichotomy: the Curvilinear Relationship between Env Regulation and Env Responsiveness
Yousef Eiadat, U. of College Dublin; Patrick Gibbons, U. College Dublin; Frank Roche, U. College Dublin

PNP
The Role of Social Capital and Donor Commitment in a Geographically Isolated Community
Yuliya V. Ivanova, U. of Alaska Southeast; Joan Winn, U. of Denver

SIM
Creating Mutual Value with Base of the Pyramid Producers

TIM
Trading off Revealing and Appropriating in Drug Discovery: the Role of Trusted Intermediaries
Markus Perkmann, Imperial College London
### Table 1: Submissions by Sponsors

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

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### Table 2: Sessions & Participants

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### Table 3: Affiliations with 30+ Participants

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### Table 4: Participant Country Representation

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*Self-Identified. Data may be incomplete. The Academy takes no position on national borders.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Friday Afternoon, August 7, 2009

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Friday Evening, August 7, 2009

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Saturday Morning, August 8, 2009

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<td><strong>183</strong> PTC &amp; Co-Sponsors: Mid-Range Theory for CBM/ RBV</td>
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<td><strong>182</strong> PNP &amp; Co-Sponsors: Cross Sector Partnerships</td>
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<td><strong>186</strong> SIM/CMS/OMT: New Topics for SIM</td>
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<td><strong>225</strong> MED/HR: Service Learning</td>
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<td><strong>222</strong> ENT/ITC: Entrepreneurial Mentoring*</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.
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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.
### Saturday Evening, August 8, 2009

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<td>352 PTC: Hurdles to green practices (Fadó Irish Pub)</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>HR: HR</td>
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<td>GDO/IM: Intl</td>
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<td>ODC: ODC Division Founders</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
# Sunday Morning, August 9, 2009

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<tr>
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<td>HRC: Columbian</td>
<td>HRC: Columbus G</td>
<td>HRC: Columbus H</td>
<td>HRC: Columbus U</td>
<td>HRC: Columbus KL</td>
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<td>400 ICW: JMI editorial board</td>
<td>402 AAT.</td>
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<td>410 AAT.</td>
<td>382 AAA: Membership</td>
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<tr>
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<td>HRC: Riverside Center</td>
<td>HRC: Riverside Center- Break</td>
<td>HRC: Skyway 273</td>
<td>HRC: Truffles</td>
<td>SHC: Arkansas Room</td>
<td>SHC: Chicago 8-10</td>
<td>SHC: Huron Room</td>
</tr>
<tr>
<td>Time</td>
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<td>8:30</td>
<td>9:00</td>
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</tr>
<tr>
<td>Location</td>
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<td>SHC: Missouri Room</td>
<td>SHC: Ontario Room</td>
<td>SHC: Sheraton Chicago Ballroom</td>
<td>SHC: Truffles</td>
<td>SHC: Huron Room</td>
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<td>399 AAA: AMP Editorial Board</td>
<td>397 AAC: Southwest AOM Meeting</td>
<td>398 AAC: Midwest AOM Meeting</td>
<td>392 AAA: President’s Address &amp; Awards</td>
<td>390 AAA: AOM Affiliates &amp; Associates</td>
<td>393 AAC: Eastern AOM Meeting</td>
<td>386 AAA: All-Academy</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Afternoon, August 9, 2009

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<td>HRC: Acapulco</td>
<td><a href="#">AAT: Markets and the Environment</a></td>
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<tr>
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<td>HRC: Addams</td>
<td><a href="#">AAT: Climate Change and Theory</a></td>
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<tr>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

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<td>ICW: Management Reception</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>8:30</td>
<td>TIM: Knowledge Sharing</td>
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<tr>
<td>9:00</td>
<td>TIM: Theoretical Perspectives</td>
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<td>9:30</td>
<td>TIM: Managerial Effect</td>
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<td>TIM: Managerial Effect</td>
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<td>TIM: Theoretical Perspectives</td>
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**Monday Morning, August 10, 2009**

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**Section B**

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Conference Program Guide – Monday, August 10, 2009

| SHC: Ohio Room | 102 | IP: Personality at Work | 105 | IP: Diversity in Teams |
| SHC: Missouri Room | 103 | IP: The Value of Diversity | 106 | IP: Strategic HRM |
| SHC: Michigan B | 104 | IP: Career Success Factors | 107 | IP: Role of Expatriates |
| SHC: Lincoln Boardroom | 105 | IP: The Influence of Efficacy | 108 | IP: Organizational Values |

- **HRC: Riverside Center**
  - **Roots of Diversity**
  - **Friendliness**
  - **Diversity & Teamwork**

- **Power & Reputation 2.0**
  - **From Whom & How?**
  - **Diversity & Careers**
  - **GDP & Identity**

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

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**Section B**

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<td>OB/C/MMOC: Justice and Decision Making</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

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Section B
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Evening, August 10, 2009

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*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
Tuesday Morning, August 11, 2009

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
Conf. Program Guide – Tuesday, August 11, 2009

Tuesday Early Afternoon, August 11, 2009

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Conference Program Guide – Tuesday, August 11, 2009

#### Section B

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Tuesday Late Afternoon, August 11, 2009

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<td><strong>1647</strong> TIM: Standards and Dominant Designs</td>
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<td><strong>1638</strong> FMC: AIA, 2008 LAC</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

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<td>RM: Capturing and Analyzing Data</td>
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# All Academy Activities

**Program Chair:** Susan E. Jackson, Rutgers U.  
**Professional Development Workshop Chair:** Anne S. Tsui, Arizona State U.  
**Program Coordinator:** Valerie Navarro, Academy of Management

<table>
<thead>
<tr>
<th>Day</th>
<th>Start Time</th>
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<th>Location</th>
<th>Session Information</th>
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</table>
### Affiliate Activities & Committees

**Program Chair:** Susan E. Jackson, Rutgers U.

**Professional Development Workshop Chair:** Anne S. Tsui, Arizona State U.

**Program Coordinator:** Valerie Navarro, Academy of Management

<table>
<thead>
<tr>
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<th>Location</th>
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<tr>
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<td>SHC: Ontario Room</td>
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## Showcase Symposia

Program Chair: Susan E. Jackson, Rutgers U.  
Professional Development Workshop Chair: Anne S. Tsui, Arizona State U.  
Program Coordinator: Valerie Navarro, Academy of Management

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Section C
## Interactive Papers

Program Chair: Wendy R. Boswell, Texas A&M U.

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|     |       | 1247| HRC: Regency D Table 2 | IP: Power and Influence in Organizations                |
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|     |       | 1249| HRC: Regency D Table 4 | IP: The Role of Goals                                  |
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# Caucuses

Program Chair: Pawan S. Budhwar, Aston U.

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### Careers

**Program Chair:** Suzanne C. de Janasz, U. of Mary Washington  
**Professional Development Workshop Chair:** Svetlana Khapova, VU U. Amsterdam

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<td>Career Workouts for Executives</td>
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Program Chair: David A. Kravitz, George Mason U.
Professional Development Workshop Chair: Diana Bilimoria, Case Western Reserve U.
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## International Management

**Program Chair:** Seung Ho "Sam" Park, SKOLKOVO Institute for Emerging Market Studies  
**Professional Development Workshop Chair:** Mary Yoko Brannen, INSEAD/ San Jose State U.

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# Management Education & Development

**Program Chair:** Kenneth R Thompson, DePaul U.
**Professional Development Workshop Chair:** Jon Billsberry, Coventry U.

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## Management History

Program Chair: David A Lamond, Nottingham Trent U.
Professional Development Workshop Chair: Chester S. Spell, Rutgers U.

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## Management Spirituality & Religion

Program Chair: Debu Mukerji, Macquarie U.  
Professional Development Workshop Chair: Arthur L. Jue, U. of Phoenix / Oracle Corp.

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## Organization & Management Theory

Program Chair: Royston Greenwood, U. of Alberta  
Professional Development Workshop Chair: Matthew Kraatz, U. of Illinois

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### Organizations & the Natural Environment

**Program Chair:** Magali Delmas, UCLA  
**Professional Development Workshop Chair:** Jorge Rivera, George Washington U.

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## Research Methods

**Program Chair:** Stephanie L. Castro, Florida Atlantic U.  
**Professional Development Workshop Chair:** Mark A. Griffin, U. of Sheffield

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# Technology & Innovation Management

Program Chair: Fernando Suarez, Boston U.  
Professional Development Workshop Chair: Paul M Olk, U. of Denver

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# In Conjunction With Activities

**Program Chair:** Susan E. Jackson, Rutgers U.  
**Professional Development Workshop Chair:** Anne S. Tsui, Arizona State U.  
**Program Coordinator:** Valerie Navarro, Academy of Management

<table>
<thead>
<tr>
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Session Details – Friday

Friday 8:00AM

1: (AAA) AOM Membership
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: James Calvin, Johns Hopkins U.

2: (AAA) Conference Registration
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

3: (AAA) Chicago 2009 LAC
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: Lisa K Gundry, DePaul U.; Margaret Posig, DePaul U.

4: (AAA) Board of Governors’ Meeting
8:00am - 8:00pm Sheraton Chicago: Parlor C
Organizer: Angelo DeNisi, Tulane U.

5: (BPS) BPS Dissertation Consortium
8:00am - 6:00pm Hyatt Regency Chicago: Columbus G
Chair: Mike Ryall, U. of Toronto
Presenters: Wilbur Chung, U. of Maryland, College Park; Brent Goldfarb, U. of Maryland; Ramon Casadesus-Masaveu, Harvard U.; Gary Dushnitsky, U. of Pennsylvania; Scott Rockart, Duke U.

6: (BPS) Business Policy & Strategy Division Doctoral Consortium
8:00am - 6:00pm Hyatt Regency Chicago: Columbus U
Chairs: Catherine A Maritan, Syracuse U.; Michael J Leiblein, Ohio State U.; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign
Presenters: Jay B Barney, Ohio State U.; Philip Bromiley, U. of California, Irvine; Albert Cannella, Tulane U.; Steven W Floyd, U. of St. Gallen; Nicolai Foss, Copenhagen Business School; Anne Marie Knott, Washington U.; Sergio Giovanetti Lazzarini, INSEAD

7: (CMS) Critical Management Studies Welcome Breakfast
8:00am - 10:00am Hyatt Regency Chicago: Toronto

8: (ENT) ENT Junior Faculty Consortium (+ dinner)(OFFSITE)
8:00am - 5:00pm Offsite: DePaul University
Offsite, DePaul U., (DePaul Center, 8th Floor, Rooms #8009 and 8014), 1 E. Jackson Blvd., Chicago, IL 60604. By Invitation Only. Further information about this event is available at http://ent.aomonline.org/
Organizers: William S Schulze, U. of Utah; Louis Marino, U. of Texas

9: (ENT) ENT Doctoral Consortium (+ dinner)(OFFSITE)
8:00am - 5:00pm Offsite: DePaul University
Offsite, DePaul U., (DePaul Center, 8th Floor, Rooms #8010 and 8011), 1 E. Jackson Blvd., Chicago, IL 60604. By Invitation Only. Further information about this event is available at: http://ent.aomonline.org/
Organizers: David B Greenberger, Ohio State U.; Gerard George, Imperial College London; Doug Bosse, U. of Richmond; Johan Wiklund, Syracuse U.; Kathleen R Allen, U. of Southern California; Terry W Noel, Illinois State U.

10: (ENT, BPS, OB, ODC) A Well-Planned Workshop on “Unplanned Behavior”
8:00am - 10:00am Hyatt Regency Chicago: Skyway 272
Organizers: Karen Mauer, RWTH Aachen U.; Geoff Archer, Oregon State U.
Presenters: Sara D Sarasvathy, U. of Virginia; Dietmar Grinchik, WHU - Otto Beshheim School of Management; John Perry, Penn State U. Harrisburg; Yan Gong, U. of California, Irvine; Craig E. Armstrong, U. of Alabama; Dusya M. Vera, U. of Houston; Keith Hmieleski, Texas Christian U.; Joao Cunha, U. of Lisboa; Malte Brettel, RWTH Aachen U.

11: (ENT, OMT, RM) Business Creation Panel Studies: An International Status Report
8:00am - 10:30am Hyatt Regency Chicago: Columbus H
Chair: Paul D Reynolds, George Mason U.
Discussants: Andrew H. Van de Ven, U. of Minnesota; Claudia Bird Schoonhoven, U. of California, Irvine
Presenters: Per Davidsson, Queensland U. of Technology; Monica DiChon, St. Francis Xavier U.; Mikael J Samuelsson, Stockholm School of Economics; Gry Agnete Alsos, Nordrved Research Institute; Marco Van Gelderen, Massey U. New Zealand; Richard Curtis, U. of Michigan, Ann Arbor; Vyacheslav Dombrovsky, Stockholm School of Economics, Riga; Yuli Zhang, Nankai U.

12: (GDO, CAR) It’s Not Easy Being Green: Lessons on Coping with a Career Crisis
8:00am - 11:00am Sheraton Chicago 10
Organizers: Beverly J. DeMarr, Ferris State U.; Robyn A. Berkley, Southern Illinois U. Edwardsville; Karen S. Whelan-Berry, Providence College
Facilitator: Joy E. Beatty, U. of Michigan, Dearborn
Participants: Suzanne C. de Janasz, U. of Mary Washington; Bryant A Hudson, Florida Atlantic U.; Shauna A. Scribner, Southwestern Illinois College

13: (HR) HR Tour: Travel to Company Headquarters of Sara Lee, (OFFSITE)
8:00am - 2:30pm Offsite: Sara Lee
Attendees will meet in the Sheraton Lobby for bus pickup at 8:15am. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 1, 2009. Please contact the organizer, Murray Barrick, at mbarrick@mays.tamu.edu to obtain the approval code.
Chair: Stephen J Cerrone, Sara Lee Corp

14: (HR) Two-in-One: A Casebook on the Critical HR Dimensions in Different Countries and an Article Series on (a Cross-National Survey of) the Perceived Effectiveness of HR
8:00am - 11:00am Sheraton Chicago: Erie Room
Organizers: Liza Castro Christiansen, Henley Business School; James C. Hayton, Bocconi U.
Facilitators: Pawan S. Budhwar, Aston U.; Sumita Raghu, Pennsylvania State U.
Session Details – Friday

Moderators: Steve Werner, U. of Houston; John Hollenbeck, Michigan State U.

15 (HR, OB) Current Controversies in Recruitment and Selection
8:00am - 11:00am Sheraton Chicago: Sheraton 3
Organizers: Jon Billsberry, Coventry U.; R. H. Searle, Open U.
Presiders: Talya N. Bauer, Portland State U.; Derek S. Chapman, U. of Calgary; Graeme Martin, U. of Glasgow; Amy L. Kristof-Brown, U. of Iowa; Jo Silvester, City U. London; Donald M Truxillo, Portland State U.; Benjamin Schneider, Valtera Corporation

16 (IM) International Management Division Company Tour
Tour: Hamburger University (OFFSITE)
8:00am - 8:30am Sheraton Chicago: Ontario Room
Attendees will meet in the Sheraton Ontario room from 8-8:30 and leave for Hamburger University at 8:30. The tour will be held from 8:30 until 1pm.

17 (MC) Creating and Developing a Consulting Practice
8:00am - 10:00am Hyatt Regency Chicago: Comiskey

18 (MED) Quality Assessment in Higher Education: Towards a Global Initiative
8:00am - 12:00pm Hyatt Regency Chicago: New Orleans
Chair: Guillaume Blot-Paquerot, Groupe Sup de Co La Rochelle
Facilitator: Ina Freeman, La Rochelle Business School
Participants: Thierry Chevailler, IREDU, U. of Burgundy; Jean-Luc Rossignol, U. of Franche Comté; Carine Girard, Audencia Nantes School of Management; Harry Costin, The American U. of Paris; Gilles Guieu, U. de la Méditerranée

19 (MOC, OB, HR, BPS, MED) Blogging for Management Scholars: Why & How to Read Blogs, Write for Blogs, and Create Your Own Blog
8:00am - 10:00am Hyatt Regency Chicago: Columbus KL
Pre-registration is required. All participants should prepare for the Workshop by visiting www.InsightsToActions.com. The front page of InsightsToActions.com has a list of blogs, articles, and tutorials that you should familiarize yourself with before attending the Workshop. It also has a quick survey to help us gauge participants’ familiarity with blogging and give us information about the software platforms (e.g., browsers) that the majority of participants use. Colleagues interested in participating in the limited-enrollment Phase 3 of the Workshop (from 3 – 5pm) should contact CV Harquail directly, at cvharquail@AuthenticOrganizations.com. CV Harquail will coordinate the location of Phase 3 directly with participants. Additional registration is required at https://secure.aomonline.org/PDWRereg for all three phases. The deadline to register online is July 10, 2009.
Organizer: CV Harquail, Authentic Organizations
Presiders: Teppo Felin, Brigham Young U.; Jordi Comas, Bucknell U.; Aneel K Mishra, Michigan State U.; Sandy Kristin Piderit, Naval Postgraduate School; Elizabeth A. Powell, The U. of Virginia; Karen Elizabeth Mishra, Michigan State U.; Nanette Fondas, MomsRising.org; Michael A. Roberto, Bryant U.; Brayden G King, Northwestern U.

20 (MOC, OMT, BPS, PNP) High Reliability National Security Management: Treasury, State, Defense, Homeland, and Justice
8:00am - 11:00am Hyatt Regency Chicago: Gold Coast
Organizers: James Douglas Orton, Project on National Security Reform; Ian Colville, U. of Bath; Mike Carter, Exeter U.
Distinguished Speaker: Peter K. Manning, Northeastern U.

21 (MSR, OB) The Craft of Teaching Ethical Dimensions of Leadership
8:00am - 9:30am Hyatt Regency Chicago: San Francisco
Facilitators: Richard Perego, U. of Dallas Graduate School of Management; J. Lee Whittington, U. of Dallas

22 (OMT) OMT/MOC Doctoral Consortium
8:00am - 5:00pm Hyatt Regency Chicago: Truffles
Doctoral students must apply for admission to this PDW following the guidelines posted on the OMT and MOC division websites.
Organizers: M. Diane Burton, Massachusetts Institute of Technology; Kevin G. Corley, Arizona State U.; Nelson Phillips, Imperial College London
Distinguished Speakers: Dennis A. Gioia, Pennsylvania State U.; C.R. Bob Hinings, U. of Alberta; Donald A Palmer, U. of California, Davis; Majken Schultz, Copenhagen Business School; Jesper Borensen, Stanford U.
Facilitators: Jeannette Colyvas, Northwestern U.; C. Marlena Fiol, U. of Colorado, Denver; Sarah Kaplan, Rotman School, U. of Toronto; Kyle Lewis, U. of Texas, Austin; Chris Marquis, Harvard U.; Petra M. Moog, U. of Siegen; Davide Ravasi, Bocconi U.; Kevin W. Rockmann, George Mason U.; Andrew V. Shipilov, INSEAD

23 (OMT) OMT Junior Faculty Consortium
8:00am - 2:00pm Hyatt Regency Chicago: Water Tower
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRereg. Contact Candace Jones at jonescq@bc.edu to obtain the approval code. The deadline to register is July 10, 2009.
Facilitators: Tammara B. Silber, Hebrew U. of Jerusalem; Patricia H Thornton, Duke U.; Giuseppe Labianca, U. of Kentucky; Tina Dacin, Queen’s U.; Silviya Svejnová, ESADE; Mark Ebers, U. zu Köln; Renate Elisabeth Meyer, WirtschaftsU Wien; Robert J David, McGill U.; Anand Narasimhan, IMD; Barbara S. Lawrence, U. of California, Los Angeles; Beth Bechky, U. of California, Davis; Bill McEvily, U. Toronto; Joseph Porac, New York U.; Christine Beckman, U. of California, Irvine.; Martin Gargiulo, INSEAD.
Coordinators: Damon J Phillips, U. of Chicago; Candace Jones, Boston College

24 (MOC, OMT) Rethinking Research Possibilities at the Nexus of Identity, Institutions, and Entrepreneurship
8:00am - 10:30am Sheraton Chicago: Chicago 8
Organizer: Marcelo Bucheli, U. of Illinois, Urbana-Champaign

25 (RM) Business History and Organizational Theory
8:00am - 10:00am Hyatt Regency Chicago: Columbus KL
Organizer: Marcelo Bucheli, U. of Illinois, Urbana-Champaign
Participants: Daniel Wadhwni, U. of the Pacific; David A. Kirsch, U. of Maryland; Huseyn Leblebici, U. of Illinois; Peter D Sherer, U. of Calgary; Behlul Usdiken, Sabanci U.

26 (OMT, TIM, CMS) Inhabited Institutions: New Directions for Research on Institutions, Change, and Practices
8:00am - 11:00am Hyatt Regency Chicago: Wrigley
Hosts: Silvia Dorado, U. of Rhode Island; Marc Ventresca, NPS
Participants: Julia Brandl, WU Vienna; Douglas Creed, U. of Rhode Island; Rich DeJordy, Boston College; Raghu Garud, Pennsylvania State U.; Timothy Paul Hallet, U. of Indiana; David Levy, U. of Massachusetts, Boston; Jako Lok, AGSM-Australian School of Business; Gerardo Patriotta, Nottingham U.

27 (RM, BPS, OCIS) Applied Agent-based Modeling in Management Research
8:00am - 1:00pm Sheraton Chicago: Huron Room
This PDW does not assume any knowledge of programming. You will see demos of agent-based development environments. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chairs: Bill McKelvey, U. of California, Los Angeles; Michael J. Prietula, Emory U.

Friday 8:30AM

28 (HCM) HCM Doctoral Student and Junior Faculty Consortium
8:00am - 5:00pm Swissotel Chicago: Vevey Salon 1
Pre-registration required for this full day session. Enrollment is limited. Contact Trish Reay (trish.reay@ualberta.ca) for availability.
Organizers: Trish Reay, U. of Alberta; Elizabeth Goodrick, Florida Atlantic U.

29 (MED) Transformational Learning Experiences: Creating the Context Through Questions
8:30am - 2:30pm Swissotel Chicago: Vevey Salon 4
Facilitators: Hal B Gregersen, INSEAD; Curtis LeBaron, Brigham Young U.
Participant: Schon Beechler, U. of Michigan

30 (MH) New Member Workshop: Introduction to the Academy and to the Management History Division
8:30am - 10:30am Swissotel Chicago: Vevey Salon 3
Organizer: Regina Greenwood, Nova Southeastern U.
Participants: Peter B Petersen, Johns Hopkins U.; Mary Edie Mobley, Louisiana State U.; Jacob Eisenberg, U. College Dublin; Jane Whitney Gibson, Nova Southeastern U.; Stephanie Case Henagan, Northern Illinois U.

31 (MOC, OB, OMT, BPS) A Mindfulness Mélange: Developing Skills for Researching Mindfulness in and of Organizations
8:30am - 11:30am Hyatt Regency Chicago: Atlanta
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: Erik Ian Dane, Rice U.
Facilitators: Raanan Lipsitz, Haifa U.; Denise M. Rousseau, Carnegie Mellon U.; Eugene Sadler-Smith, U. of Surrey; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Timothy J. Vogus, Vanderbilt U.

32 (SIM) Social Issues in Management (SIM) Doctoral Consortium
8:30am - 6:00pm Fairmont Chicago: State Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact one of the workshop organizers, Heather Elms (elms@american.edu) or Steve Brammer (mnsjgb@management.bath.ac.uk), to obtain the approval code. The deadline to register is July 10, 2009.
Organizers: Heather Elms, American U.; Stephen Brammer, U. of Bath
Program Chair: Barry M Mitnick, U. of Pittsburgh
Presenters: Melissa S. Bacaus, U. of Louisville; Edward Freeman, U. of Virginia - Darden; Jean-Pascal Gond, Nottingham U.; Jamie Hendry, Bucknell U.; Lawrence J Lad, Butler U.; Susan R. Madsen, Utah Valley U.; Joshua M Margolis, Harvard U.; Andrew I. Millington, U. of Bath; Robert A. Phillips, U. of Richmond; Laura J. Spence, Royal Holloway, U. of London; Lori Verstegen Ryan, San Diego State U.; Andrew Spicer, U. of South Carolina; David M. Wasielski, Duquesne U.; James Weber, Duquesne U.; Cynthia Clark Williams, Bentley College; Andrew C Wicks, U. of Virginia

Friday 9:00AM

33 (CAR) Success in Academia: A Panel Discussion with Three High-Achieving Scholars
9:00am - 11:00am Sheraton Chicago: Mayfair Room
Interactive panel discussion with established scholars in the field of organizational behavior
Chairs: Jennifer Moss, Bellevue U.; John E Barbuto Jr, U. of Nebraska, Lincoln
Presenters: Michael A. Hitt, Texas A&M U.; Edwin A. Locke, U. of Maryland, College Park; Fred Luthans, U. of Nebraska, Lincoln

34 (CMS) CMS Doctoral Consortium
9:00am - 1:00pm Hyatt Regency Chicago: Skyway 260

35 (CMS) CMS, MOS, Education and Practice: in Search of Sustainability
9:00am - 11:30am Swissotel Chicago: Montreux Salon 1
Organizers: Alex Faria, EBAPE-FGV; Rafael Alcadipani, EAESP-FGV
Presenters: Richard Marens, California State U. Sacramento; Bill Cooke, Lancaster U.; Sarah Stockey, Central Connecticut State U.; Robin Wensley, U. of Warwick; Pedro Castellano-Masias, Escuela de Postgrado - UPC; Rita Campos Cunha, U. Nova de Lisboa
36: (IAM) The Effect of Financial Crisis on Latin America Companies Sustainability Initiatives
9:00am - 11:00am Sheraton Chicago: Ontario Room
Organizers: Gary Knight, Florida State U.; Daniel Joseph Friel, U. San Andres
Coordinator: Silvia Novaes Zilber, UNINOVE
Participants: Erica Berte, Indiana U. - Purdue U. Columbus; Milton Campanario, UNINOVE; Veneta Andonova, U. de los Andes, Colombia

37: (ICW) Journal of Applied Psychology: Editorial Team Meeting
9:00am - 3:00pm Hyatt Regency Chicago: Skyway 261
Organizer: Steve W. J. Kozlowski, Michigan State U.

38: (IM, MED, OB) Using Cultural Metaphors, Paradoxes, and Globalization in Management Education and Training
9:00am - 12:00pm Sheraton Chicago: Sheraton 2
Interactive workshop using cultural metaphors, paradoxes, and globalization themes. Showcases cross-cultural training.
Chairs: Martin J Gannon, California State U. San Marcos; Rajnandini Pillai, California State U. San Marcos
Participants: Christine Nielsen, U. of Baltimore; Paul Lasko, Retired; Joyce Osland, San Jose State U.; Asbjorn Osland, San Jose State U.; Rosalie L. Tung, Simon Fraser U.; Tony Fang, York U.; Martin J Gannon, California State U. San Marcos; Rajnandini Pillai, California State U. San Marcos

39: (ODC, OB) Action Learning for Developing Leaders, Teams and Organizations
9:00am - 12:30pm Swissôtel Chicago: Vevey Salon 2
Facilitator: Michael Marquardt, George Washington U.

40: (ONE, SLM) Teaching Sustainability and Business: Challenges and Opportunities in the Global Context
9:00am - 10:30am Fairmont Chicago: Embassy Room
Chair: Jacob Park, Green Mountain College
Presenters: Rick Bunch, The Aspen Institute; Robbin Derry, U. of Lethbridge; Masachika Suzuki, International U. of Japan; Bruce Paton, Monterey Institute of International Studies

41: (PNP, MSR, OB, OMT) Going to Church: Examining Issues of Management & Organization Behavior in Religious Organizations (OFFSITE)
9:00am - 12:00pm Offsite: Apostolic Church of God
Attendees will meet in the Fairmont lobby at 9 am for bus pickup. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: Nicholas A. Pearce, Northwestern U.; Jeffrey A. Robinson, Rutgers U.; Patricia Faison Hewlin, Georgetown U.; Jay A. Hewlin, Life Management Institute; Richard N. Hayes, Hofstra U.
Participants: Marci B. Littlefield, IUPUI; Joseph P. Eshun, East Stroudsburg U.

42: (PTC, OB, ODC, OMT, MOC, MC, BPS) Managing change in extreme contexts
9:00am - 12:00pm Fairmont Chicago: Chancellor Room
Organizer: David Buchanan, Cranfield U.

43: (ICW) Creating Leadership Development Experiences: Collaboration among Academics and Practitioners
9:00am - 11:00am Hyatt Regency Chicago: San Francisco
Chairs: Michael A. Roberto, Bryant U.; David Ager, Harvard U.

44: (AAA) AOM Financial Strategies Committee Meeting
10:00am - 11:00am Sheraton Chicago: Parlor A
Organizer: Heather Crowe, Academy of Management

45: (AAM) How Can Practical Consulting Projects in Asian Societies Have Academic Relevance, or Vice Versa?
10:00am - 12:00pm Swissôtel Chicago: St. Gallen Salon 2
Chair: Joyce Iun, Chinese U. of Hong Kong
Coordinators: Yina Mao, Chinese U. of Hong Kong; Kelly Z. Peng, Hong Kong Shue Yan U.; Guo-hua Huang, Hong Kong Baptist U.; Ping Man Wong, Hong Kong Institute of Education
Speakers: Chi-Sum Wong, Chinese U. of Hong Kong; Hongsheng Che, Beijing Normal U.; Ching-Wen Wang, National Chung Hsing U.
Participant: Po-Chang Lin, National Yunlin U. of Science and Technology

46: (CMS) Critical Difficulties for Critical Teachers: Injecting CMS Perspectives into the Business Classroom
10:00am - 12:00pm Swissôtel Chicago: Montreux Salon 2
Coordinator: Pauline Fatien, HEC Paris-IAE Lyon 3
Speakers: Thibault Daudigeos, Grenoble Ecole de Management; Jessica Heineman-Pieper, George Mason U.; Param Srikantia, Baldwin Wallace College; Fabien De Geusser, ESC-PAP

47: (ICW) U.S., Canada, and Europe ETV Meeting
10:00am - 4:00pm Sheraton Chicago: Lincoln Boardroom
Organizer: Monique Perry, Experient

48: (ODC, ONE) Socio-Economic Impacts of Organizational Development and Change Projects on Green Management
10:00am - 12:00pm Swissôtel Chicago: St. Gallen Salon 3
Chair: Henri Savall, ISEOR, U. of Lyon 3
Facilitators: Veronique Zardet, ISEOR, U. of Lyon 3; Olivier Voyant, ISEOR, U. of Lyon 3; Laurent Cappelletti, ISEOR, IAE - U. of Lyon 3; Frantz Datry, ISEOR, U. of Lyon 3
Coordinator: Michel Peron, ISEOR / U. of Paris Sorbonne
Presenter: Vincent Cristallini, ISEOR, U. of Lyon 3
Participants: Marc Bonnet, ISEOR, U. of Lyon 3
### Friday 10:10AM

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<th>Session</th>
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<tr>
<td>51</td>
<td>Sustainability Matters: The Contribution of Entrepreneurship Education to Regional Development?</td>
<td>10:10am - 12:10pm Hyatt Regency Chicago: Columbus H&lt;br&gt;Organizers: Shirley Ann Hazlett, Queen's U. Belfast; Claire M Leitch, Queen's U. Belfast&lt;br&gt;Chair: Richard T. Harrison, Queen's U. Belfast&lt;br&gt;Presentation: Patricia G Greene, Babson College; Kevin George Hindle, Swinburne U. of Technology</td>
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### Friday 10:40AM

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<tr>
<td>52</td>
<td>Technology Convergence and the Emergence of New Firms</td>
<td>10:40am - 12:40pm Hyatt Regency Chicago: Columbus H&lt;br&gt;Chair: Shaker A. Zahra, U. of Minnesota, Twin Cities&lt;br&gt;Presentation: Nachiket Bhawe, U. of Minnesota, Twin Cities; Alfonso Gambardella, Bocconi U.; Alok Gupta, U. of Minnesota; William John Leke, U. of Michigan, Dearborn; Youngjin Yoo, Temple U.; Shaker A. Zahra, U. of Minnesota, Twin Cities</td>
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### Friday 11:00AM

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<tr>
<td>54</td>
<td>Green Management, Ecomodernisation and Sustainability: Does it really matter?</td>
<td>11:00am - 12:00pm Fairmont Chicago: Ambassador Room&lt;br&gt;Chair: Henning Madsen, U. of Aarhus&lt;br&gt;Presentation: John Parm Ulhøi, Aarhus U.; Aharon Factor, Swinburne U. of Technology; Bradley Pettitt, Murdoch U.</td>
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<tr>
<td>55</td>
<td>Green Impacts of Outsourcing versus Offshoring: Focus on Sustainability of People and Society</td>
<td>11:10am - 12:10pm Fairmont Chicago: Ambassador Room</td>
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**Primary Sponsor Suggested: SocSciSSMan(SIM) Other Possible Interested Divisions: Organizational Communication and Information Systems (OCIS)**

**Organizer:** Rachna Kumar, Alliant International U.<br>**Participants:** Rene Naert, Alliant International U.; Larry Chasteen, Stephen F. Austin State U.
85. (TIM) TIM Doctoral Student Consortium
12:00pm - 6:00pm Hyatt Regency Chicago: Atlanta
Pre-registration is required.
Organizers: Mary J. Benner, U. of Pennsylvania; Preeta Banerjee, Brandeis U.
Presenters: Philip Anderson, INSEAD; Benjamin A. Campbell, Ohio State U.; Sonali K. Shah, U. of Washington; Francois Therin, U21GLOBAL; Mary Tripas, Harvard U.; Christopher L. Tucci, EPFL

Friday 12:10PM
86. (CMS) From the Ashes: What Should We Teach and Research in the Economic Crisis?
12:10pm - 2:10pm Swissôtel Chicago: Montreux Salon 2
Panel and group discussion
Organizer: Sarah Stookey, Central Connecticut State U.

Friday 12:20PM
88. (IM, AAM, IAM) Teaching and Learning in Different Cultures
12:20pm - 2:20pm Sheraton Chicago: San Francisco
Pre-registration is required.
Organizers: Malika Richards, Pennsylvania State U.; Gerhard Apfelthaler, FH Joanneum; Thomas Schmalzer, FH Joanneum
Presenters: Allan Bird, U. of Missouri, St. Louis; Joyce Osland, San Jose State U.; Guenter Stahl, WU Vienna; Davina E. Vora, State U. of New York, New Paltz; Maria Alagia, Wichita State U.; Jacobo Ramirez, Tecnologico de Monterrey; Katrin Hansen, Gelsenkirchen U. of Applied Sciences; Sankaran Manikutty, Indian Institute of Management, Ahmedabad; Glyn Rimmington, Wichita State U.; Michael Lacktorkin, Akita International U.; Astrid Kainzbauer, Mahidol U.; N.S. Anuradha, Indian Institute of Science

89. (TIM) TIM Junior Faculty Consortium
12:20pm - 6:00pm Hyatt Regency Chicago: Columbia
Pre-registration is required.
Organizers: Juan Alcacer, Harvard U.; Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne

Friday 12:30PM
70. (ODC, OB, OMT) Energy at Work: Making Next Steps in Research and Practice
12:30pm - 3:00pm Swissôtel Chicago: St. Gallen Salon 3
Organizers: Vered Doctori-Blass, U. of California, Santa Barbara; Jean Dibondo Kabongo, Millersville U.
Participants: Renato J. Orsato, INSEAD; John Ehrenfeld, International Society for Industrial Ecology; Marian Chertow, Yale U.; Michael S. Brown, Brown and Wilmanns Environmental, LLC

Friday 11:50AM
81. (IM, SIM, ORE, OMT) Corporate Sustainability in International Management Research
11:50am - 2:00pm Hyatt Regency Chicago: San Francisco
Chair: Andrew Spicer, U. of South Carolina
Facilitators: Valentina Marano, U. of South Carolina; Joshua Ault, U. of South Carolina; Pete Tashman, George Washington U.; Chei Hwee Chua, U. of South Carolina; Sunyoung Lee, Oxford U.; Gundula S. Lücke, U. of South Carolina
Discussants: Rafael A. Corredoira, U. of Maryland - College Park; Kathy Fogel, U. of Arkansas, Fayetteville
Presenters: Gerald A. McDermott, U. of South Carolina; Bryan W Husted, York U.; Dana Brown, Oxford U.

Friday 12:00PM
82. (ENT) Theory Development: Lessons from Scholars that Fought the Theory Emerging Battle
12:00pm - 2:00pm Sheraton Chicago: Chicago 8
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Chair: Sharon Alvarez, Ohio State U.
Participants: Kim Cameron, U. of Michigan; David A. Whetten, Brigham Young U.

83. (ODC, IM, MC) Building the Global Academics of ODC: What Remains, What has Changed, and What is Emerging?
12:00pm - 2:00pm Swissôtel Chicago: Montreux Salon 1
Facilitator: Larry M. Starr, U. of Pennsylvania
Participants: Guadalupe Martinez De Leon, U. de Monterrey; Oduz N. Babüroðlu, Sabanci U. Istanbul; Leon De Caluwe, Vrije U.

84. (ONE, OMT, BPS, OM) Integrating Industrial Ecology Tools into Management Science Research and Practice
12:00pm - 2:00pm Fairmont Chicago: Crystal Room
Organizers: Vered Doctori-Blass, U. of California, Santa Barbara; Jean Dibondo Kabongo, Millersville U.
Participants: Renato J. Orsato, INSEAD; John Ehrenfeld, International Society for Industrial Ecology; Marian Chertow, Yale U.; Michael S. Brown, Brown and Wilmanns Environmental, LLC

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Participants: Renato J. Orsato, INSEAD; John Ehrenfeld, International Society for Industrial Ecology; Marian Chertow, Yale U.; Michael S. Brown, Brown and Wilmanns Environmental, LLC
Friday 12:40PM

71 [OCC] *(ODC, MC)* "That Was Great!": More High Impact Exercises For Teaching Or Consulting On Organizational Change
12:40pm - 2:40pm Swissôtel Chicago: Vevey Salon 2
Participants: Gavin M. Schwartz, U. of New South Wales; Ian Palmer, Royal Melbourne Institute of Technology; Richard Dunford, U. of Sydney; Anthony F. Buono, Bentley U.; Ram Tenkasi, Benedictine U.; Gary Wagenheim, Simon Fraser U.

Friday 12:50PM

72 [MCO] *(MC, BPS, HR, ODC, OM)* Putting Sustainability into Practice by Effectively Managing the Triple Bottom Line
12:50pm - 2:50pm Hyatt Regency Chicago: Columbus H
Distinguished Speaker: Daniel Mahler, A.T. Kearney

Friday 1:00PM

73 [AAA] 2009 AMLE Reviewers Workshop
1:00pm - 3:00pm Sheraton Chicago: Sheraton 1
Pre-Registration for workshop by June 15, 2009 is strongly encouraged so that sample materials can be sent to participants in time for them to complete their manuscript review(s). Please contact the AMLE Office (amle@aom.pace.edu) to register for the workshop.
Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh

74 [MHI] Hawthorne Works Museum: A Field Trip (OFFSITE)
1:00pm - 5:00pm Offsite: Hawthorne Works Museum
Meet: Swiss Hotel Vevey Salon 1, 1 pm. Pre-register by July 10 at https://secure.aomonline.org/ PDWReg. Baker College is sponsoring transportation.
Chair: Regina Greenwood, Nova Southeastern U.
Coordinator: Roy J. Teahan, Baker College

75 [OB] Recovery at Work: Explicating the Need for Research Attention
1:00pm - 3:00pm Sheraton Chicago: Mayfair Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/ PDWReg. The deadline to register is July 10, 2009.
Organizers: Charlotte Fritz, Bowling Green State U.; Bing C. Lin, Bowling Green State U.; John P. Trougakos, U. of Toronto

Friday 1:10PM

76 [RM, OMT] Aesthetics and Research
1:10pm - 3:10pm Sheraton Chicago: Huron Room
Coordinator: Hans Hansen, Texas Tech U.

Friday 1:20PM

77 [BPS] BPS New Faculty Consortium I
1:20pm - 5:20pm Hyatt Regency Chicago: Gold Coast Professional Development Workshop Chair: Peter W Roberts, Emory U.

Friday 1:30PM

78 [BPS] Infrastructure Meets Business: Building New Bridges, Mending Old Ones
1:30pm - 5:00pm Swissôtel Chicago: Vevey Salon 3
Organizer: Nuno A Gil, Manchester Business School
Distinguished Speaker: Carliss Baldwin, Harvard U.
Presenters: Donald Lessard, Massachusetts Institute of Technology; Graham W Winch, Manchester U.; Andrew Davies, Imperial College London; Daniel Lovallo, U. of Western Australia; Young H. Kwak, George Washington U.; Glenn Ballard, U. of California at Berkeley; Hagen Worch, Eawag - Swiss Federal Institute of Aquatic Science and Technology

79 [RM, OB, HR] Systematic Review and Research Synthesis
1:30pm - 3:30pm Sheraton Chicago: Arkansas Room
The Workshop is motivated by a concern that scholars and end users often fail to make full and effective use of relevant evidence.
Organizer: David Denyer, Cranfield U.
Chair: Denise M. Rousseau, Carnegie Mellon U.
Presenters: Michael Frese, Giessen U.; Rob B. Briner, U. of London; Pietro Micheli, Cranfield U.; John Pelzo, Simon Fraser U.; Richard Adams, Cranfield U.

Friday 2:00PM

80 [CMS] Chicago’s Labor History: Guided Bus & Walking Tour
2:00pm - 5:00pm Offsite: Hyatt Hotel Lobby
Cost will be US$30 per person. Attendees will meet in lobby of Hyatt Regency Chicago at 1:45pm. Preregistration is recommended but last-minute participants are welcome on a space-available basis. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. For more information contact Sarah Stookey, PDW Chair, stookey@verizon.net
Session Details – Friday

81  ➤ (HR) The Sustainable Teaching of Human Resource Management in Multinational Enterprises
2:00pm - 3:00pm Sheraton Chicago: Superior A and B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Please contact the organizer, Peter Dowling, at peter.dowling@uantwerp.ac.nz to obtain the approval code.
Organizer: Peter J. Dowling, Victoria U. of Wellington

82  ➤ (HR) HR Division Junior Faculty Consortium
2:00pm - 7:00pm Sheraton Chicago: Superior A and B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is June 30, 2009. Please contact the organizer, Miguel Quinones, at quinones@cox.smu.edu to obtain the approval code.
Presenters: Miguel Quinones, Southern Methodist U.; Judith W. Tansky, Ohio State U.; Diane E. Johnson, U. of Alabama, Tuscaloosa; David P. Lepak, Rutgers U.; Timothy A. Judge, U. of Florida; Jason D. Shaw, U. of Minnesota; Wendy R. Boswell, Texas A&M U.

83 ➤ (ROB) Social Network Perspectives and Analysis in HRM Research
2:00pm - 5:30pm Sheraton Chicago: Ontario Room
To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Please contact the organizer, Zella King, at z.king@henley.reading.ac.uk to obtain the approval code.
Organizers: Zella King, U. of Reading; Robert Kaše, U. of Ljubljana
Discussants: Scott A. Snell, U. of Virginia; Martin J. Kilduff, U. of Cambridge
Presenters: Zella King, U. of Reading; Robert Kaše, U. of Ljubljana; Chris Brewster, U. of Reading; Paul Lighhart, Radboud U.; Juani Swart, U. of Bath; John Powell, Cardiff U.

84 ➤ (MSR) Using the Eightfold Path as a Roadmap for Improved Personal and Organizational Performance
2:00pm - 4:00pm Hyatt Regency Chicago: Skyway 360
Presenters: Gerald Biberman, U. of Scranton; Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.

85 ➤ (TTC) Using the Principles of Learning by Design to Teach a Deeper Understanding of Organization Theory
2:00pm - 4:00pm Sheraton Chicago: Ohio Room
Coordinator: Nigel Patrick Munro-Smith, RMIT U.
Presenter: Sherman Chin, RMIT U.

Friday 2:10PM

86 ➤ ➤ (ONE) 2009 ONE Doctoral Consortium
2:10pm - 6:10pm Fairmont Chicago: Regent Room
Organizers: Aarti Sharma, U. of South Florida; Heiko Spitzeck, Cranfield U.; Amelia C. Clarke, U. of Waterloo

Friday 2:20PM

87 ➤ (CAR, HR, GDO, OB) Aging, Retirement and Work-Life Balance
2:20pm - 4:20pm Sheraton Chicago: Erie Room
This Workshop is for “seasoned” academicians who are contemplating issues of “winding down.”
Organizer: Kerr Inkson, U. of Waikato
Presenters: Jeffrey H. Greenhaus, Drexel U.; Rene Schalk, Tilburg U.; Cheryl Skromme Granrose, Berry College

88 ➤ (ENT) Extracurricular Entrepreneurship Education: A Discussion of Best Practices
2:20pm - 4:20pm Hyatt Regency Chicago: New Orleans
Moderator: Gerald E Hills, UIC
Participants: James A. Downing, U. of Illinois at Chicago; Frank Hoy, Worcester Polytechnic Institute; Brad Hancock, Texas Christian U.

Friday 2:30PM

89 ➤ (GDO, MED, TTO) Pulling the Classroom Out of the Closet: Risks, Rewards & Strategies for LGBTQ-Inclusive Teaching
2:30pm - 5:00pm Sheraton Chicago: Missouri Room
If intending to attend this workshop, please contact the organizers (ophir@yorku.ca or schramm.jd@gsb.stanford.edu) in advance. Additional registration is highly recommended at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizers: Ron Ophir, York U.; JD Schramm, Stanford U.
Facilitators: Carlos B. Gonzalez, California State Polytechnic U., Pomona; Alison Kemper, U. of Toronto; Robyn A. Berkley, Southern Illinois U. Edwardsville; Alicia Boisnier, Suffolk U.; Kathleen B. Duncan, U. of La Verne; David M. Kaplan, Saint Louis U.
Discussant: Steven Salbu, Georgia Tech
Presenters: Mary Catherine Gentile, Giving Voice to Values; Douglas Creed, U. of Rhode Island; Judith Pringle, U. of Auckland; Lynn Bowes-Sprey, Western New England College; Douglas Johnson, Georgia Gwinnett College; Manuel Tejeda, Barry U.

90 ➤ (MED, IM) Executive Education in and about the BRICs Countries: Evolution and Perspectives
2:30pm - 4:30pm Hyatt Regency Chicago: San Francisco
Moderator: Aldemir Drummond, Fundação Dom Cabral
Speakers: Carlos Arruda, Fundação Dom Cabral; Wilfried Vanhonacker, Moscow School of Management Skolkove; Manish Sinha, Indian School of Business; Youzhen Zhao, Fudan U.

91 ➤ (OMT) OMT Teaching Roundtables
2:30pm - 5:30pm Hyatt Regency Chicago: Water Tower
Pre-registration required. Contact Jerry Davis at gfdavis@umich.edu and visit https://secure.aomonline.org/PDWReg. Deadline is July 10, 2009.
Organizers: Ellen R. Auster, York U.; Gerald F Davis, U. of Michigan; Ann Arbor

92 (OMT) OMT Dissertation Proposal Workshop
2:30pm - 5:30pm Sheraton Chicago: Sheraton 2
Facilitators: Woody Powell, Stanford U.; Anand Swaminathan, Emory U.; David A. Whetten, Brigham Young U.
Presenters: Tina Dacin, Queen's U.; Henrich R. Greve, INSEAD
Participants: Ronald S. Burt, U. of Chicago; Kimberly D. Elsbach, U. of California, Davis

Friday 3:00PM

93 (AAA) 2009 AMLE Writers Workshop
3:00pm - 5:00pm Sheraton Chicago: Sheraton 5
Proposals will be due to the AMLE office (amle@aom.pace.edu) by May 1, 2009, and notification of acceptance will occur on or before June 1, 2009. Please note that accepted proposals and authors will not be listed in the Academy program
Organizer: J B Arbaugh, U. of Wisconsin, Oshkosh
Facilitators: Steven Armstrong, U. of Hull; Lisa A. Burke, U. of Tennessee at Chattanooga; Neng Liang, China Europe International Business School; Tim O Peterson, North Dakota State U.; Luigi Proserpio, Bocconi U.; Eugene Sadler-Smith, U. of Surrey; Christine Quinn Trank, Texas Tech U.

94 (AAA) The Ins and Outs of Faculty Recruiting
3:00pm - 4:30pm Sheraton Chicago: Sheraton 5
Organizer: James Hamilton Dulebohn, Michigan State U.

95 (CMS, ODC) Interrogating Critical Management Studies: World Systemic Changes and Boundaries of Knowledge
3:00pm - 5:00pm Swissôtel Chicago: Vevey Salon 4
Organizer: Anshuman Prasad, U. of New Haven
Chair: Anshuman Prasad, U. of New Haven
Presenters: Anshuman Prasad, U. of New Haven; Roy Stager Jacques, Massey U. Auckland; Pushkala Prasad, Skidmore College; Viktorija Kalonaityte, Växjö U.

96 (MOC, ODC, HR, HCM) Unlocking Creative Insight Using Integrated Focus
3:30pm - 6:00pm Hyatt Regency Chicago: Skyway 272
Facilitator: Jennifer Walinga, Royal Roads U.

97 (ODC) ODC Doctoral Consortium
3:00pm - 5:50pm Swissôtel Chicago: Vevey Salon 2

98 (PTC, ODC) Aesthetics and Practice
3:20pm - 6:20pm Fairmont Chicago: Embassy Room
Coordinator: Hans Hansen, Texas Tech U.
Participants: Danica Purg, IEDC - Bled School of Management; Perttu Salovaara, U. of Tampere; Anne-Maria Mikkonen, U. of Tampere

99 (RM, OMT, BPS) Qualitative Comparative Analysis (QCA)
3:20pm - 5:50pm Sheraton Chicago: Sheraton 1
Organizers: Ruth V. Aguiera, U. of Illinois, Urbana-Champaign; Peer C. Fiss, U. of Southern California; Thomas Greckhamer, Louisiana State U.; Rodney Lacey, U. of California, Davis; Vilmos F. Misangyi, Pennsylvania State U.

Friday 3:30PM

100 (MED, HCM) If We Taught Managers Like We Teach Doctors Incubator
3:30pm - 5:00pm Hyatt Regency Chicago: Comiskey
Organizers: Jon Billsberry, Coventry U.; Sharon Williams, U. of Warwick
Participants: Richard Adams, Cranfield U.; Ben Hardy, U. of Cambridge; R. H. Searle, Open U.; Ann Esain, Cardiff U.

Friday 4:00PM

101 (OB) Organizational Behavior Doctoral Consortium - Friday
4:00pm - 7:00pm Sheraton Chicago: Sheraton 3
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. Please contact the workshop organizer, Michelle Duffy at duffy111@umn.edu, to obtain the approval code. The deadline to register is July 10, 2009.
Facilitators: Talya N. Bauer, Portland State U.; Aparna Joshi, U. of Illinois, Urbana-Champaign; Jason D. Shaw, U. of Minnesota; Bennett J. Tepper, Georgia State U.; Mary Uhl-Bien, U. of Nebraska; Elizabeth Eve Umphress, Texas A&M U.; Christina L. Stamper, Western Michigan U.; Elaine C. Hollensbe, U. of Cincinnati; Christopher O. L. H. Porter, Texas A&M U.; David Mayer, U. of Michigan
Coordinators: Michelle K. Duffy, U. of Minnesota; Suzanne S. Masterson, U. of Cincinnati

102 (ODC, OB) Emotional Intelligence as It Relates to Change
4:00pm - 6:00pm Swissôtel Chicago: St. Galien Salon 3
Participant: Grazyna Maria Gasiorowska, Top Performance International

Friday 4:20PM

103 (ONE, MED, SIM) Greening and Sustainability in the Management Curriculum
4:20pm - 6:20pm Fairmont Chicago: Ambassador Room
Organizer: Cathy Rusinko, Philadelphia U.
FRIDAY

Session Details – Friday

104 (SIM, ENT, BPS, ITC) Poverty Alleviation, Ecosystems, and Business: Challenges and opportunities for a research agenda
4:20pm - 6:40pm Hyatt Regency Chicago: San Francisco 107
Organizers: Moriah A. Meyskens, Florida International U.; Kevin McGague, York U.

Friday 4:40PM

107 (MED, ODC, CMS) Can You Teach It? Building Reflexivity In Management Practice
4:40pm - 6:40pm Hyatt Regency Chicago: San Francisco 107
Organizer: Paul Hibbert, Strathclyde U.
Chair: Russ Vince, U. of Bath
Facilitators: Ann L. Cuniliffe, U. of Hull; Sharon M. Livesey, Fordham U.

Friday 5:00PM

108 (MSR) Management, Spirituality, and Religion (MSR) Doctoral Student and New Faculty Consortium
5:00pm - 7:00pm Hyatt Regency Chicago: Columbus KL
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Hosts: Margaret Benefiel, Andover Newton Theological School; Kathy Lund Dean, Idaho State U.
Distinguished Speaker: John H. Huntington, Woodstock Theological Center at Georgetown U.
Chairs: Adela Jana McMurray, RMIT U.; Emmett E. Perry, Rockhurst U.; Freda Turner, Northcentral U.
Speaker: Andre L Delbecq, Santa Clara U.

Friday 5:10PM

110 (CMS) Philosophical Foundations of Organizational Research
5:10pm - 7:10pm Swissôtel Chicago: Vevey Salon 4
Chair: Raza A Mir, William Paterson U.
Participants: Paul Adler, U. of Southern California; Andre Spicer, U. of Warwick; Pushkala Prasad, Skidmore College; Campbell Jones, Copenhagen Business School

Friday 5:30PM

112 (AAA) New Member Orientation: Session 1
5:30pm - 7:00pm Sheraton Chicago: Sheraton 4
Organizers: James Calvin, Johns Hopkins U.; Kerry Ignatz, Academy of Management

113 (AAA) Placement for Applicants
5:30pm - 7:00pm Sheraton Chicago: Sheraton 5
Sponsored by: Pearson Education
Organizer: James Hamilton Dulebohn, Michigan State U.
114 (ENT, IM) Are Resources Allocated to Entrepreneurship Education Wasteful or Efficient? A Global Perspective
5:30pm - 7:30pm Hyatt Regency Chicago: Gold Coast
Participants will be paired with leading scholars to address key issues, build understanding on developing research and entrepreneurship education.
Chairs: Bruce Martin, Wilfrid Laurier U.; Jeff McNally, Wilfrid Laurier U.
Presenters: Saba Sharif, Wilfrid Laurier U.; Michael John Kay, Wilfrid Laurier U.
Participants: Norris F. Krueger, Max Planck Institute of Economics; Ralph Hanke, Bowling Green State U.; Mikael J Samuelsson, Stockholm School of Economics; Benson Honig, Wilfrid Laurier U.; Vangelis Soutarlis, City U. London; Dawn R. DeTienne, Colorado State U.; Mark Weaver, Rowan U.

115 (HR) HR Division’s Junior Faculty Consortium Dinner
5:30pm - 7:30pm Offsite: TBA

116 (OB) Organizational Behavior Junior Faculty Workshop - Friday
5:30pm - 9:30pm Sheraton Chicago: Chicago 9
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRg. Please contact the workshop organizer, Maria Rotundo at rotundo@rotman.utoronto.ca, to obtain the approval code. The deadline to register is July 10, 2009.
Coordinators: Maria Rotundo, U. of Toronto; Amy Wrzesniewski, Yale U.

117 (ODC) Reception for ODC Founders (By Invitation Only)
5:30pm - 6:30pm Swissôtel Chicago: Montreux Salon 3

Friday 5:40PM

118 (ENT, MH) Capturing the Oral History of the Entrepreneurship Division 2 Featuring a Conversation with Bob Brockhaus
5:40pm - 7:40pm Hyatt Regency Chicago: Columbus H
Facilitators: Barbara Jean Bird, American U.; Maria Minniti, Southern Methodist U.; Jose Pacheco, Massachusetts Institute of Technology
Presenter: Robert H Brockhaus, Saint Louis U.

Friday 5:50PM

119 (OB, MEN, RM) Developing Proposals Together: Mentoring to Advance Leadership Research
5:50pm - 7:50pm Sheraton Chicago: Ontario Room
Participants must submit a research proposal to Dr. Marie Dasborough (m.dasborough@miami.edu) before registering for this PDW. Once the research proposal has been received, participants will then receive an approval code so they can register online. Additional registration is required at https://secure.aomonline.org/PDWRg. The deadline to register online is July 10, 2009.
Organizer: Marie T. Dasborough, U. of Miami
Participants: Gary Yukl, U. of Albany; Claudia C. Cogliser, Texas Tech U.; Kevin B. Lowe, U. of North Carolina, Greensboro; David V. Day, U. of Western Australia; William L. Gardner, Texas Tech U.; Robert C Liden, U. of Illinois, Chicago; Michael Mumford, U. of Oklahoma; Boas Shamir, Hebrew U. of Jerusalem; Mary Uhl-Bien, U. of Nebraska; Daan van Knippenberg, Erasmus U. Rotterdam

Friday 6:00PM

120 (GDO) GDO Doctoral Consortium Reception with GDO Officers and Executive Committee
6:00pm - 8:00pm Hyatt Regency Chicago: Skyway 280
This reception is open to all student and faculty participants in the GDO Doctoral Consortium, and to GDO Officers and Executive Committee members.
Organizers: Susan L. Kirby, Texas State U.; Joy E. Beatty, U. of Michigan, Dearborn
Division Chair: Jeanette N. Cleveland, Pennsylvania State U.
Division Chair-Elect: Quinetta Roberson, Villanova U.
Program Chair: David A. Kravitz, George Mason U.
Professional Development Workshop Chair: Diana Bilimoria, Case Western Reserve U.

121 (ICW) MMD Debriefing #1, CBS
6:30pm - 7:30pm Hyatt Regency Chicago: Skyway 280
Organizer: Mette Halborg, Copenhagen Business School

122 (NDSC) New Doctoral Student Consortium Happy Hour (OFFSITE)
6:00pm - 8:00pm Offsite: TBA
Come meet other new doctoral students from around the world. Please check our website for the location:
http://group.aomonline.org/ndsc
Organizers: Matthew C. Mitchell, U. of South Carolina; Bryant Thompson, U. of South Carolina; Dana McDaniel, U. of California, Irvine; Marko Horn, Florida State U.; Lillian H. Toy, U. of Washington Business School; David Sweetman, U. of Nebraska-Lincoln

123 (OMT) Meet OMT Reception
6:00pm - 8:00pm Hyatt Regency Chicago: Truffles

Friday 6:10PM

124 (MED, RM) MED Writers Workshop with Editors of OMJ and JME
6:10pm - 8:10pm Hyatt Regency Chicago: Columbus IJ
BY INVITATION ONLY. Approval code will be provided once paper for the MED conference program has been accepted. Pre-registration is required at https://secure.aomonline.org/PDWRg. The deadline to register is July 10, 2009.
Facilitators: Jon Billsberry, Coventry U.; Thomas A. Bryant, Newark School of Theology; Dale E Fitzgibbons, Illinois State U.; Charles J. Fornaciari, Florida Gulf Coast U.; Katrin Hansen, Gelsenkirchen U. of Applied Sciences; Thomas F Hawk, Frostburg State U.; Magid Mazen, Suffolk U.; William D Schulte, Shenandoah U.; Frank Shipper, Salisbury U.; Carolyn Wiley,
Session Details – Friday

A cross-cultural study of human resource information systems | Hilla Peretz, ORT Braude College; Yitzhak Fried, Syracuse U.; Ariel Levi, Wayne State U.

Making Bon Marche: Organizing Principles and Sustained Use of e-Auction | Ruey-Lin Hsiao, National Chengchi U.; Sue Hwa Ou, National Chengchhi U.

A three-dimensional framework for studying virtual organizing of business activities | Anna B. Holm, Aarhus U.

Communication and Brand Image Creation in Japan: A Cultural Approach | Lisbeth Clausen, Copenhagen Business School

→ Reflexive Trust in an Online Alumni Community | George Kuk, U. of Nottingham

→ The Maintainability of Open Source Software | Yong Jung Hur, U. of Nottingham; George Kuk, U. of Nottingham

→ In Whom We Trust: Online Trust in Collective Deliberation through Argument-Based Tools | Ali Gurkan, U. degli Studi di Napoli Federico II; Luca Iandoli, U. of Napoli Federico II, Italy; Mark Klein, Massachusetts Institute of Technology; Giuseppe Zollo, U. of naples federico II

Digital Helping in Organizations | Won Jun Lee, Sungkyunkwan U.; Gyudong Lee, Sungkyunkwan U.; Yuhyoung Shin, Sungkyunkwan U.

→ To be or not to be connected? BlackBerrys changing our terms of engagement | Judith Sylvia MacCormick, U. of New South Wales; Kristine Dery, U. of Sydney; Darl Kolb, U. of Auckland

Incentives in Online Communities - Boon or Bane? An Experimental Study | Anja Iseke, U. of Paderborn; Ina Garnefeld, U. of Paderborn; Alexander Krebs, Siemens AG

Social Construction of Information Systems in the Banking Sector in Brazil | Elaine Tavares, EBAPE-FGV; Hermano Thiry-Cherques, EBAPE-FGV

→ Spontaneous sharing of leadership in virtual teams | Iris C. Fischlmayr, Johannes Kepler U. Linz; Satu Lähteenmäki, Turku School of Economics; Eeli Saarinen, Turku School of Economics

E-mail as a leading medium in virtual teams: The application of leadership motivating language | Ching-Wen Wang, National Chung Hsing U.; Kai-Tang Fan, National Chung Hsing U.; Po-Chang Lin, National Yunlin U. of Science and Technology

Acceptance of Cross-border E-learning Instructional System Used for Coordinating Global Virtual Teams | Ronald M Rivas, Canisius College; Paul L. Sauer, Canisius College; Eric Spencer, U. de Chile

Friday 6:30PM

126 : (ODC) ODC Doctoral Consortium Dinner(Offsite)
6:30pm - 8:30pm Offsite: TBA
The ODC Doctoral Consortium Dinner will take place at an offsite location TBA from 6:30-8:30pm.

Friday 6:40PM

127 : (IM, HR) Teaching International HRM: A Business and People Perspective
6:40pm - 6:40pm Hyatt Regency Chicago: New Orleans
Speakers: Ingmar Bjorkman, Swedish School of Economics and Business Administration; Paul Evans, INSEAD; Vladimir Pucik, IMD
Saturday 7:00AM

130: (HCM) HCM Division Breakfast
7:50am - 8:20am Swissôtel Chicago: St. Gallen Salon 2
Organizer: Trish Reay, U. of Alberta

Saturday 7:30AM

129: (HR) HR Breakfast Social (By Invitation Only)
7:30am - 9:00am Sheraton Chicago: Ontario Room
Program Coordinator: Howard J. Klein, Ohio State U.
Presenters: John Hollenbeck, Michigan State U.; John E. Delery, U. of Arkansas; Sandy J. Wayne, U. of Illinois, Chicago; Murray R. Barrick, Texas A&M U.

Saturday 7:50AM

130: (AAA) AOM Membership
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: James Calvin, Johns Hopkins U.

132: (AAA) Conference Registration
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

133: (AAA) Conference Exhibits
8:00am - 5:00pm Hyatt Regency Chicago: Riverside Center

134: (AAA) Chicago 2009 LAC
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Local Arrangements Chairs: Lisa K Gundry, DePaul U.; Margaret Posig, DePaul U.

135: (AAA) Membership Committee Opening Meeting & Breakfast
8:00am - 10:00am Fairmont Chicago: Gold Room
Organizer: James Calvin, Johns Hopkins U.

136: (BPS) Business Policy & Strategy Division Doctoral Consortium II
8:00am - 1:00pm Hyatt Regency Chicago: Comiskey
Chairs: Catherine A Maritan, Syracuse U.; Michael J Leiblein, Ohio State U.; Janet E.L. Bercovitz, U. of Illinois, Urbana-Champaign
Presenters: Jay B Barney, Ohio State U.; Philip Bromiley, U. of California, Irvine; Albert Cannella, Tulane U.; Steven W Floyd, U. of St. Gallen; Nicolai Foss, Copenhagen Business School; Anne Marie Knott, Washington U.; Thomas P. Moltzner, U. of South Carolina; Brian S. Silverman, U. of Toronto

Saturday 8:00AM

137: (BPS) BPS New Faculty Consortium II
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

138: (BPS) Professional Development Workshop BPS Managing your Dissertation Workshop
8:00am - 12:00pm Hyatt Regency Chicago: Wrigley
Please submit a brief summary of your dissertation research interests to Olivier Chatain at chatain@wharton.upenn.edu with the phrase “BPS Managing your Dissertation” in the title. Additional online registration is also required at https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009
Coordinator: Olivier Chatain, Wharton School, U. of Pennsylvania
Participants: Ron Adner, Dartmouth College; Natarajan Balasubramanian, Florida International U.; Tom Brush, Purdue U., West Lafayette; Kathleen M. Eisenhardt, Stanford U.; Benjamin L. Hallen, U. of Maryland, College Park; Dinesh N Iyer, Ohio U.; Marvin S Lieberman, U. of California, Los Angeles; Evan Rawley, Wharton School, U. of Pennsylvania; Mariko Sakakibara, U. of California, Los Angeles; Jianyun Tang, Memorial U. of Newfoundland

139: (BPS, OMT, IM) Advancing Research? Knowing Practice!: Learning from Leading Scholars
8:00am - 10:30am Hyatt Regency Chicago: Skyway 260
Chairs: Patrick Reimmoeller, Cranfield U.; Art Kleiner, Booz & Company
Speakers: Anil K Gupta, U. of Maryland, College Park; Anne S. Huff, Technical U. München; Mark Jenkins, Cranfield U.

140: (BPS, OMT, RM, MOC, IAM) What the Books don’t tell you about Questionnaire Development
8:00am - 10:00am Hyatt Regency Chicago: Hong Kong
Hands-on questionnaire development for complex constructs.
Participants: Luis G. Flores, Northern Illinois U.; Wei Zheng, Northern Illinois U.; Devaki Rau, Northern Illinois U.

141: (BPS, TIM, ENT) Organizing Architectural Innovation: Knowledge, Teams, Firms, and Industry
8:00am - 11:00am Hyatt Regency Chicago: Truffles
Organizers: Andrea Prencipe, U. G. d’Annunzio, Italy; Stefano Brusoni, Bocconi U.; Michael G. Jacobides, London Business School
Discussant: Panish Puranam, London Business School
Presenters: Alfonso Gambardella, Bocconi U.; Ferdinand Jaspers, Rotterdam School of Management, Erasmus U.; Jan Van den Ende, Rotterdam School of Management, Erasmus U.; Anant Mishra, U. of Minnesota; Alan MacCormack, Massachusetts Institute of Technology


Participant: Sergio Giovanetti Lazzarini, Insper Institute of Education and Research
Rebecca Duffy

143 (ENT, RM) EO3: Current Research and Development Regarding the Entrepreneurial Orientation (EO) Construct.
8:00 am - 10:30 am Hyatt Regency Chicago: Columbus
This workshop provides a forum to discuss the EO construct, covering history, components and conceptual and methodological uses in future research.
Chair: Ayman Tarabishy, George Washington U.
Discussants: Per Davidsson, Queensland U. of Technology; Justin L. Davis, Ohio U.; Erik Monsen, Max Planck Institute of Economics; Jeffrey Matthew Pollack, U. of Richmond; Sherrylyn Roberts, U. of Texas at Arlington; Marshall Sashkin, George Washington U.; William John Wales, Rensselaer Polytechnic Institute; Roxanne Zolin, Queensland U. of Technology; Alankrita Pandey, U. of Texas at Arlington; Todd Saxton, IU Kelley School of Business; Jeffrey S Hornsby, Kansas State U.

144 (CM, OB) Jr. Fac. Consortium: Conflict and Cooperation: Trust, Justice, and Culture
8:00 am - 4:00 pm Sheraton Chicago: Mississipi Room
Pre-registration required: https://secure.aomonline.org/PDWReg. Contact bgoldman@eller.arizona.edu, to obtain approval code.
Distinguished Speakers: Joel Brockner, Columbia U.; Roy J. Lewicki, Ohio State U.; Quinetta Roberson, Villanova U.; Debra L. Shapiro, U. of Maryland; Kimberly A Wade-Benzon, Duke U.; Michele J. Gelfand, U. of Maryland
Chairs: Barry M Goldman, U. of Arizona; Robert Bies, Georgetown U.

145 (ENT) ENT Junior Faculty Consortium (OFFSITE)
8:00 am - 10:00 am DePaul University
Pre-registration required: https://secure.aomonline.org/PDWReg. Contact bkobald@depaul.edu. Contact wkobald@depaul.edu, to obtain approval code.
Distinguished Speakers: Joel Brockner, Columbia U.; Roy J. Lewicki, Ohio State U.; Quinetta Roberson, Villanova U.; Debra L. Shapiro, U. of Maryland; Kimberly A Wade-Benzon, Duke U.; Michele J. Gelfand, U. of Maryland
Chairs: Barry M Goldman, U. of Arizona; Robert Bies, Georgetown U.

146 (ENT) ENT Doctoral Consortium (OFFSITE)
8:00 am - 10:00 am DePaul University
Pre-registration required: https://secure.aomonline.org/PDWReg. Contact bkobald@depaul.edu. Contact wkobald@depaul.edu, to obtain approval code.
Distinguished Speakers: Joel Brockner, Columbia U.; Roy J. Lewicki, Ohio State U.; Quinetta Roberson, Villanova U.; Debra L. Shapiro, U. of Maryland; Kimberly A Wade-Benzon, Duke U.; Michele J. Gelfand, U. of Maryland
Chairs: Barry M Goldman, U. of Arizona; Robert Bies, Georgetown U.

147 (ENT, HCM) Teaching Social and Sustainable Entrepreneurship
8:00 am - 10:00 am Hyatt Regency Chicago: Skyway 269
Distinguished Speaker: Norris F. Krueger, Max Planck Institute of Economics
Chair: William D Schulte, Shenandoah U.
Presenters: Mellani Day, Colorado Christian U.; Jill Kickul, New York U.; David J. Hansen, College of Charleston; Sophie Baq, IAQ-Louvain School of Management; Dianne HB Welsh, U. of North Carolina-Greensboro

148 (GDO, MEN, HR, OB) Pink Management: An LGBTQ Best Paper Proceedings

152 ➔: (IAM) Identifying the “Best” HR practices in Mexico: A Case Study Approach
8:00am - 10:00am Sheraton Chicago: Huron Room
Presenter: Pramila Rao, Marymount U.

153 ➔: (IAM) La Integración de los inmigrantes en España ca: El caso de una empresa española-Marco Aldany
8:00am - 10:00am Fairmont Chicago: Moulin Rouge
Distinguished Speaker: Marta M. Elvira, IESE Business School
Chair: Pin Jose Ramon, IESE Business School
Discussants: Pablo Cardona, IESE Business School; Guido Stein, IESE Business School
Coordinator: Lourdes Susaeta, IESE Business School

154 ➔: (IM) International Management Division Paper Development Workshop
8:00am - 10:00am Hyatt Regency Chicago: Burnham
Organizer: John Mezias, U. of Miami
Participants: Jonathan P Doh, Villanova U.; Lorraine Eden, Texas A&M U.; Susan Feinberg, Rutgers U.; Rosalie L. Tung, Simon Fraser U.

155 ➔: (IM) International Management Division Doctoral Student Consortium
8:00am - 3:00pm Hyatt Regency Chicago: DuSable
Organizer: Guenier Stahl, WU Vienna
Participants: Kazuhiro Asakawa, Keio U.; Saikat Chaudhuri, U. of Pennsylvania; Yves Doz, INSEAD; Cristina Gibson, U. of California, Irvine; Mark E. Mendenhall, U. of Tennessee, Chattanoogao; Jean-Francois Hennart, Tilburg U.; Rosalie L. Tung, Simon Fraser U.; Lena Zander, Victoria U. of Wellington; Rabi S. Bhagat, U. of Memphis; Andrew Delios, National U. of Singapore; Ingmar Bjorkman, Swedish School of Economics and Business Administration

156 ➔: (IM) International Management Division Junior Faculty Consortium
8:00am - 3:00pm Hyatt Regency Chicago: Field
Organizer: Mary Zellmer-Bruhn, U. of Minnesota
Participants: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Mason A Carpenter, U. of Wisconsin, Madison; Sea Jin Chang, National U. of Singapore; Miriam Erez, Technion Israel Institute of Technology; Martine Haas, U. of Pennsylvania; Tatiana Kostova, U. of South Carolina; Xavier Martin, Tilburg U.; Sheila M. Puffer, Northeastern U.; Jeffrey Sanchez-Burks, U. of Michigan; J Myles Shaver, U. of Minnesota; Dean Tjosvold, Lingnan U.

157 ➔: (ITC) Green Teaching: A Forum for Sharing Ideas on Incorporating Environmental Awareness in our Teaching
8:00am - 10:00am Hyatt Regency Chicago: Atlanta
Participants: Celeste M. Brotherhood, U. of Quebec, Montreal; Anthony Ugochukwu Obajulu Nnedum, Nnamdi Azikiwe U.; Jacqueline Laura Power, Odette School of Business; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Bernhardus Johannes Van Hoff, U. de los Andes; Nikos Bozioles, U. of Durham

158 ➔: (ITC, BPS) Similarity and difference in Asian and U.S. Economic Crisis and firm response
8:00am - 10:00am Hyatt Regency Chicago: Skyway 265
Organizer: Mina Lee, Purdue U.
Chair: Daewoo Park, Xavier U.
Discussants: Jisung Kim, Fordham U.; Hicheon Kim, Korea U.
Participants: David Yi, Xavier U.; James Turner, Xavier U.; Seung-Hyun Lee, U. of Texas, Dallas

159 ➔: (ITC, MOC, OB, HR, TTC) The Effects of Education and Training on Cultural Intelligence: Research Directions & Developments
8:00am - 10:00am Hyatt Regency Chicago: Homer
Chair: Jacob Eisenberg, U. College Dublin
Participants: Barbara Brenner, Vienna U. of Economics and Business Administration; Frank Brück, Vienna U. of Economics and Business Administration; Hyun-Jung Lee, London School of Economics

160 ➔: (MC, ODC) New Emerging Consultant Roles in a 24/7 World
8:00am - 10:00am Hyatt Regency Chicago: Wright
Chair: Larry E. Greiner, U. of Southern California
Participants: Kurt Motamedi, Pepperdine U.; David Jamieson, Jamieson Consulting Group, Inc.; Ise Ennsfeller, Ennsfeller Consulting

161 ➔: (MED, OB, HR, GDO) Where Good Research Proposals Go to Funded Well: How to Secure a MERI Grant
8:00am - 10:00am Hyatt Regency Chicago: Toronto
Organizer: Brooks C. Holton, Georgetown U.
Participants: Timothy Baldwin, Indiana U., Bloomington; Thomas F Hawk, Frostburg State U.; Myrtle P. Bell, U. of Texas, Arlington; Edward Jinderienden, Marquette U.; Sara L Rynes, U. of Iowa; Rachel Ann Edgington, Graduate Management Administration Council; Maria Kraimer, U. of Iowa; J B Arbaugh, U. of Wisconsin, Oshkosh

162 ➔: (MEN, PNP, TIM) Emerging Technologies & Service-Learning: A Demonstration, Discussion, and Design for Moving Forward
8:00am - 10:00am Hyatt Regency Chicago: Skyway 261
Organizer: Amy L. Kenworthy, Bond U.
Participants: Kay Barnes, Park U.; Theresa Coates, Clarkson U.; Laurie N DiPadova-Stocks, Park U.; Sherrill B Gelmon, Portland State U.; Amy L. Kenworthy, Bond U.; Larry Pate, U. of North
Dakota; Alexis Nicole Petri, U. of Missouri at Kansas City; Marilyn L Taylor, U. of Missouri-Kansas City; Julie Warm, U. of Missouri at Kansas City

163 (MF)<br>Getting Published: Cases, Articles, Books and Book Reviews<br>8:00am - 10:00am Swissôtel Chicago: Montreux Salon 3<br>Chair: Jane Whitney Gibson, Nova Southeastern U.<br>Participants: John Humphreys, Texas A&M U. - Commerce; Peter B Petersen, Johns Hopkins U.; Bahaudin Mujtaba, Nova Southeastern U.; David D. Van Fleet, Arizona State U.; David A Lamond, Nottingham Trent U.

164 (MOC, OMT)<br>Cognition in the Rough<br>8:00am - 11:30am Hyatt Regency Chicago: Gold Coast<br>Participants must pre-register for this session. Please contact the organizers at cirpdw@gmail.com for guidelines.<br>Facilitators: Fran Ackermann, Strathclyde U.; Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Janet M. Dukerich, U. of Texas, Austin; C. Marlena Fiol, U. of Colorado, Denver; Raghu Garud, Pennsylvania State U.; Elizabeth George, Hong Kong U. of Science and Technology; Gerard P. Hodgkinson, U. of Leeds; Susan Houghton, Georgia State U.; George P. Huber, U. of Texas, Austin; Lynn A. Isabella, U. of Virginia; Gerry Johnson, Lancaster U.; Chet Miller, Wake Forest U.; Frances J. Milliken, New York U.; Rhonda K. Reger, U. of Maryland; Susan C. Schneider, HEC U. of Geneva<br>Coordinators: Daniel A. Gruber, U. of Michigan; Morela Hernandez, U. of Washington; Sucheta Nadkarni, U. of Nebraska; David M. Wasielecki, Duquesne U.; Nils Flambek, HEC

165 (OB)<br>Organizational Behavior Junior Faculty Workshop - Saturday<br>8:00am - 5:00pm Sheraton Chicago: Chicago 9<br>Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. Please contact the workshop organizer, Maria Rotundo at rotundo@rotman.utoronto.ca, to obtain the approval code. The deadline to register is July 10, 2009.<br>Coordinators: Maria Rotundo, U. of Toronto; Amy Wrzesniewski, Yale U.<br>Speakers: Max H. Bazerman, Harvard U.; Katherine Klein, U. of Pennsylvania; Bradley L. Kirkman, Texas A&M U.; Don Moore, Carnegie Mellon U.; Katherine W. Phillips, Northwestern U.; Madam M. Pillutla, London Business School; Anat Rafaeli, Technion Israel Institute of Technology; Kathleen M. Sutcliffe, U. of Michigan; Ann Arbor; Jing Zhou, Rice U.<br>Participant: Robin Ely, Harvard U.

166 (OB)<br>Organizational Behavior Doctoral Consortium - Saturday<br>8:00am - 5:30pm Sheraton Chicago: Sheraton 3<br>Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. Please contact the workshop organizer, Michelle Duffy at duffy111@umn.edu, to obtain the approval code. The deadline to register is July 10, 2009.<br>Keynote Speaker: John Schaubroeck, Michigan State U.<br>Facilitators: Bennett J. Tepper, Georgia State U.; Talya N. Bauer, Portland State U.; Aparna Joshi, U. of Illinois, Urbana-Champaign; Amir Erez, U. of Florida; David Mayer, U. of Michigan; David G. Allen, U. of Memphis; Jill Ellingson, Ohio State U.; Kyle Lewis, U. of Texas; Brent Smith, Rice U.; Elaine C. Hollensbe, U. of Cincinnati; Mary Uhl-Bien, U. of Nebraska; Elizabeth Eve Umphress, Texas A&M U.; Adam M. Grant, U. of Pennsylvania; Lucy L. Gilson, U. of Connecticut, Storrs; Christina L. Stamper, Western Michigan U.; Lynn Shore, San Diego State U.; Glen E. Kreiner, Pennsylvania State U.; Christopher O. L. H. Porter, Texas A&M U.; Kari Aquino, U. of British Columbia; Stefano Thau, London Business School; Hui Liao, U. of Maryland, College Park; Raymond T Sparrowe, Washington U. in St. Louis; Cindy P. Zapata, Georgia Institute of Technology; Scott Seibert, U. of Iowa; Paul E. Tesluk, U. of Maryland<br>Coordinators: Michelle K. Duffy, U. of Minnesota; Suzanne S. Masterson, U. of Cincinnati<br>Speakers: Jason D. Shaw, U. of Minnesota; Marcus W. Dickson, Wayne State U.; Amy L. Kristof-Brown, U. of Iowa; Mel Fugate, Southern Methodist U.; James H Davis, U. of Notre Dame; Susan R. Madsen, Utah Valley U.

167 (OB, CM)<br>Leaders as Decision Makers: A Collection of Roundtable Discussions<br>8:00am - 10:00am Sheraton Chicago: Mississippi Room<br>Coordinator: Laura Erskine, Illinois State U.<br>Presenters: Emily S. Block, U. of Notre Dame; Laura Erskine, Illinois State U.; Geoff Kistruck, Ohio State U.; Richard Larrick, Duke U.; Sim B. Sitkin, Duke U.; Michael Song, U. of Missouri - Kansas City; Noel Tichy, U. of Michigan

168 (OB, ENT, HR, BPS, GDO)<br>The 17th Annual Craft of Reviewing Workshop<br>8:00am - 10:00am Sheraton Chicago: Sheraton 2<br>Organizers: Susan Wills Amat, U. of Miami; Kim Gower, Virginia Commonwealth U.<br>Participants: Anson Seers, Virginia Commonwealth U.; Barbara A. Ritter, Coastal Carolina U.; Franz W. Kellermanns, Mississippi State U.; Jeffrey Matthew Pollack, U. of Richmond

169 (OB, IM, HR)<br>Cultural Intelligence in the Global Leadership Context<br>8:00am - 11:00am Sheraton Chicago: Chicago 6<br>Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRReg. The deadline to register is July 10, 2009.<br>Chairs: Soon Ang, Nanyang Technological U.; Linn Van Dyne, Michigan State U.<br>Presenters: Kok-Kee Ng, Nanyang Technological U.; Thomas Rockstuhl, Nanyang Technological U.; Filip Lievens, Ghent U.; Yu-Shan Hsu, U. of Wisconsin Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee; Gloria J. Miller, U. of Wisconsin Milwaukee; Miriam Erez, Technion Israel Institute of Technology; Alon Lisak, Technion Israel Institute of Technology; Yih-teen Lee, IESE Business School; Aline D. Masuda, EADA; Pablo Cardona, IESE Business School

170 (OB, MC, OMT, MOC)<br>Complexity in human systems: Exploring how leaders respond & what research has to say about it.<br>8:00am - 11:00am Sheraton Chicago: Arkansas Room<br>Prior to the meeting a database will be opened up to participants. More information can be found at: http://complexityleadership.wikispaces.com<br>Chair: James K. Hazy, Adelphi U.
Presenters: David Snowden, Cognitive Edge Ltd; Pierpaolo Andriani, eBMS- Scuola Superiore ISUF- U. of Salento; Bill McKelvey, U. of California, Los Angeles

171 (OPIS) OCIS Doctoral Consortium
8:00am - 4:00pm Hyatt Regency Chicago: Columbus H
Attendance is by application only. Applicants are invited to apply by contacting Manju Ahuja (manju.ahuja@louisville.edu).
Chair: Manju K Ahuja, U. of Louisville
Presenters: Carol Stoak Saunders, U. of Central Florida; Catherine Cranton, George Mason U.; Vallabh Sambamurthy, Michigan State U.; Christina Soh, Nanyang Technological U.; Arun Rai, Georgia State U.

172  (OCIS) The U.S.-International Divide in OCIS
Research: The Journal Editors’ Perspective
8:00am - 9:00am Hyatt Regency Chicago: New Orleans
Chair: Ulrike Schultze, Southern Methodist U.
Presenters: Vallabh Sambamurthy, Michigan State U.; Daniel Robey, Georgia State U.; Samer Faraj, McGill U.

173  (ODC) Consultant Skill Building: Sensory Awareness Acting Exercises for Data Collection Skill Development
8:00am - 10:00am Swissotel Chicago: St. Galien Salon 1
Facilitator: Leslie Stager Jacques, Massey U. Auckland

174  (ODC) ODC Doctoral Consortium
8:00am - 4:00pm Swissotel Chicago: Vevey Salon 1

175  (ODC) Moving Groups Beyond Commiseration to Create Sustainable Change
8:00am - 10:00am Swissotel Chicago: Vevey Salon 2

176  (OM) Junior Faculty Workshop - OM Division - Breakout session
8:00am - 10:30am Hyatt Regency Chicago: Ogden

177  (OM) Show Me the Money: Applying for Funding, Scholarships, and Accreditation in Project Management
8:00am - 10:00am Hyatt Regency Chicago: Columbus G
Organizer: Carla M. Messikomer, Project Management Institute
Participants: Carla M. Messikomer, Project Management Institute; Lewis M. Gedansky, PMI Educational Foundation; John H. Cable, U. of Maryland

178  (OM) Junior Faculty Workshop - Operations Management Division
8:00am - 10:30am Hyatt Regency Chicago: San Francisco
Application and admission required prior to the program. Please see the call for applications at http://om.aomonline.org/Participant: Eliott Bendoly, Emory U.

179  (OMT, OB, BPS, RM, ENT, OCIS) Theoretical and Empirical Applications of Social Network Analysis
8:00am - 11:30am Hyatt Regency Chicago: Columbus KL
Register by e-mailing contact information and research interests to Chris Sterling at chris.sterling@uky.edu and to obtain the approval code for this workshop. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: Giuseppe Labianca, U. of Kentucky
Discussants: Stephen Borgatti, U. of Kentucky; Ronald S. Burt, U. of Chicago; Tiziana Casciari, U. of Toronto; Maurits de Klepper, Free U.; Martin Gargiulo, INSEAD; Martin J. Kilduff, U. of Cambridge; Bill McEvily, U. Toronto; Ravi Madhavan, U. of Pittsburgh; Ajay Mehra, U. of Kentucky; David Ostfeld, U. of California, Irvine; Jill Perry-Smith, Emory U.; Giuseppe Soda, SDA Bocconi U.; Raymond T Sparrowe, Washington U. in St. Louis
Coordinators: Daniel J. Brass, U. of Kentucky; Andrew V. Shipilov, INSEAD; Jonathan Lewis Johnson, U. of Arkansas; Chris Sterling, U. of Kentucky

180  (OMT, RM, OB, MOC) Being There/Being Them: Writing Ethnographic Tales
8:00am - 10:30am Hyatt Regency Chicago: Skyway 272
Pre-registration is encouraged to allow for group pre-assignment. Please contact Michel Antebay (manteby@hbs.edu) with PDW09 in your email title.
Organizers: Michel Antebay, Harvard U.; Alexandra Michel, U. of Southern California
Participants: Beth Bechky, U. of California, Davis; John Weeks, IMD; Martha S. Feldman, U. of California, Irvine; Karen D Locke, College of William & Mary; Leslie Perlow, Harvard U.

181  (ONE, ODC) Sustainability in Practice: Organizational Change Strategies for Greening Your Campus
8:00am - 9:00am Fairmont Chicago: State Room
Chair: Linda Robson, Case Western Reserve U.
Presenters: Erica Berte, Indiana U.; Purdue U. Columbus; Ilknur Kelceoglu, Indiana U.; Purdue U., Columbus; Mark Cordano, Ithaca College

182  (PNP, PTC, ODC, BPS) Lessons from Practice: Cross Sector Partnerships to Solve Social and Environmental Challenges
8:00am - 11:30am Fairmont Chicago: Chancellor Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Discussants: David Graham Hyatt, Case Western Reserve U.; Jonathan Lewis Johnson, U. of Arkansas; Hildy Tegen, U. of South Carolina; Mary Tschrhart, Syracuse U.; Barbara Gray, Pennsylvania State U.; Patricia Marquez, U. of San Diego; John W Selsky, U. of South Florida; May Seitani, Brunel Business School; Jonathan P Doh, Villanova U.

183  (PTC, BPS, MC, OMT) Developing Mid-range Theory in Strategic Management for RBV and Competence Based Management
8:00am - 12:00pm Fairmont Chicago: Ambassador Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Participants: Colin Eden, Strathclyde U.; Fran Ackermann, Strathclyde U.; Aimé Heene, U. of Ghent; Ron Sanchez, Copenhagen Business School; Kim Warren, London Business School; Shayne Gary, Australian Graduate School of Management;
Peter Galvin, Curtin U. of Technology; Martin Horacio Kunc, U. Adolfo Ibanez

184 ☞ (RM): Reality Mining: Using Sociometric Badges for Automated Behavioral Data Collection
8:00am - 10:00am Sheraton Chicago: Chicago 7
Organizers: Benjamin Nathan Waber, Massachusetts Institute of Technology; Lynn Wu, Massachusetts Institute of Technology; Alex Pentland, Massachusetts Institute of Technology; Peter Gloor, Massachusetts Institute of Technology; Sinan Aral, Massachusetts Institute of Technology; David Lazer, Harvard U.; Erik Brynjolfsson, Massachusetts Institute of Technology

185 ☞ (RM): Ask The Experts: Qualitative and Quantitative Methods
8:00am - 10:00am Sheraton Chicago: Sheraton 1
Facilitators: Raza A Mir, William Paterson U.; Mark A. Griffin, U. of Sheffield

186 ☞ (SIM, CMS, OMT): Time for New Topics in Management? Perceptions of Sustainability and Other Topics in the Classroom
8:00am - 9:30am Fairmont Chicago: Embassy Room

187 ☞ (TMM): TIM Doctoral Student Consortium
8:00am - 12:00pm Hyatt Regency Chicago: Addams Pre-registration is required.
Organizers: Mary J. Benner, U. of Pennsylvania; Preeta Banerjee, Brandeis U.
Presenters: Benjamin A. Campbell, Ohio State U.; Sonali K. Shah, U. of Washington; Francois Therin, U21GLOBAL; Mary Tripsas, Harvard U.; Christopher L Tucci, EPFL; Philip Anderson, INSEAD

188 ☞ (TMM): TIM Junior Faculty Consortium
8:00am - 12:00pm Hyatt Regency Chicago: McCormick Pre-registration is required.
Organizers: Juan Alcacer, Harvard U.; Anu Wadhwa, Ecole Polytechnique Federale de Lausanne

189 ☞ (TTC, BPS): Wise Consumers of Green Ideas: Incorporating Critical Thinking into Our Teaching
8:00am - 10:30am Sheraton Chicago: Ohio Room

This PDW presents and explores critical thinking models designed to help students become wise consumers of environmental sustainability ideas.
Organizer: Christina A. Hannah, U. of Maryland U. College
Presenters: Randall G. Sleeth, Virginia Commonwealth U.; Tom Mierzwia, U. of Maryland U. College; Robert D. Pratt, Defense Acquisition U.

190 ☞ (TTC, MED, MSR): Aesthetics and Teaching
8:00am - 11:00am Sheraton Chicago: Chicago 10
Organizers: James Hamilton Dulebohn, Michigan State U.; Wendy Kramer, Keystone College

191 ☞ (AAA): Placement Services
8:30am - 4:30pm Hyatt Regency Chicago: Grand Suite 3 Placement Services - Registration and Information
Organizers: Miguel Quinones, Michael S. Fugate, Creative Leaps International; Lisa A. Carroll, U21GLOBAL; Paul E. Tesluk, Rutgers U.
Presenters: Seung Bai Bach, California State U. Sacramento; Zong-Tae Bae, Korea Advanced Institute of Science & Technology; Riki Takeuchi, Virginia Commonwealth U.; Dominic S. K. Lim, Brock U.; Sung-Wook Moon, KDI School of Public Policy & Management; Yongsun Paik, Loyola Marymount U.

192 ☞ (AAM, ENT, IM, BPS): Key Issues of Korean Entrepreneurship: Current Status and Future Challenge
8:30am - 10:30am Swissotel Chicago: Vevey Salon 3
Organizer: Yongsun Paik, Loyola Marymount U.
Presenters: Stephen Bai Bach, California State U. Sacramento; Zong-Tae Bae, Korea Advanced Institute of Science & Technology; Riki Takeuchi, Virginia Commonwealth U.; Dominic S. K. Lim, Brock U.; Sung-Wook Moon, KDI School of Public Policy & Management; Yongsun Paik, Loyola Marymount U.

193 ☞ (HCM, OB, OMT, ODC, PNP): Obtaining Funding for Health Care and Organizational Research Nationally and Internationally
8:30am - 10:30am Swissotel Chicago: Vevey Salon 3
Organizer: Gregory A. Aarons, U. of California, San Diego Chair: Juliet A. Davis, U. of Alabama

194 ☞ (HR): HR Division Junior Faculty Consortium
8:30am - 5:30pm Sheraton Chicago: Michigan A and B
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is June 30, 2009. Please contact the organizer, Miguel Quinones, at quinones@cox.smu.edu to obtain the approval code.
Session Details – Saturday

196  (NDSC) New Doctoral Student Consortium
8:30am - 5:00pm Sheraton Chicago: Sheraton 4
Pre-registration is required. For more information (including how to register), please visit our website at http://group.aomonline.org/ndsc
Sponsored by: ESMT European School of Management and Technology
Organizers: David Sweetman, U. of Nebraska-Lincoln; Bryant Thompson, U. of South Carolina; Marko Horn, Florida State U.; Dana McDaniel, U. of California, Irvine; David M Quisenberry, U. of Nebraska-Lincoln; Lillian H. Toy, U. of Washington Business School; Yamuna Baburaj, Drexel U.; Emily Amudyer, Case Western Reserve U.; Christopher C. Bradshaw, U. of Missouri; Mark E. Collins, U. of Tennessee, Knoxville; Ellen T. Crumley, U. of Alberta; Kevin Saul Cruz, U. of Pittsburgh; Bart J. Debrick, Mississippi State U.; Evan John Douglas, U. of the Sunshine Coast; Luciana Carvalho de Mesquita Ferreira, Rotterdam School of Management and CAPES/Brazil; Joan Finley, Benedicente U.; Swapnil Garg, U. of Florida; Wei Guo, U. of Maryland - College Park; Julie I Hancock, U. of Memphis; Mie Harder, Copenhagen Business School; Aaron Hill, Oklahoma State U.; Jennifer M Knippen, U. of Florida; Nicole Lucas, U. of Texas at Arlington; Matt Luth, U. of Kansas; Jeffrey B. Paul, Oklahoma State U.; Kimberly Shenyah Pleasant, Georgia State U.; Preeti Wadhwa, U. of Kansas; Sean Rogers, Rutgers U.; Donald Joseph Scheper, U. of Kansas; Meri Thompson, Louisiana State U.; Chia-Jung Tsay, Harvard U.; Sarah Keating Turkish, USC; Adam Wood, U. of Southern California; Erik Young, U. of Illinois at Urbana-Champaign
Professional Development Workshop Chair: Matthew C. Mitchell, U. of South Carolina
Past Chair: Daniel Rottig, California State U. Long Beach

197  (ONE) ONE Doctoral Consortium
8:30am - 11:30am Fairmont Chicago: Regent Room

198  (AAA) AOM Editors Meeting
9:00am - 10:30am Sheraton Chicago: Colorado Room
INVITATION ONLY!

199  (CMS) LandArt for a Sustainable & Activist ‘Bioculturally Diverse’ Management: Voices from the South!
9:00am - 12:00pm Offsite: TBA
Pre-registration is required. To register, visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Lunch is provided.
Moderator: Debra J. Cohen, Society for Human Resource Management
Coordinator: Nancy A. Woolever, Society for Human Resource Management

200  (HR) SHRM: The HR Educator’s Resource and Networking Lunch
9:00am - 1:00pm Sheraton Chicago: Chicago 8
Pre-registration is required. To register, visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009. Lunch is provided.
Moderator: Daniel Rottig, California State U. Long Beach
Organizers: Sandra Steelman, U. of Missouri; Dan V. Caprar, U. of the West of Scotland; Miguel Imas, Kingston U.

201  (MSR) What Should we Be doing about the Spiritual Condition of Business Executives in the Green Management
9:00am - 5:00pm Swissotel Chicago: St. Gallen Salon 3
Presenter: Maria Lai-Ling Lam, Malone U.

202  (OCIS) OCIS Junior Faculty Consortium
9:40am - 5:40pm Hyatt Regency Chicago: New Orleans
Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Chair: Katherine J. Stewart, U. of Maryland, College Park
Saturday 10:00AM

204: (SIM, ODC) “Experience Speaks: Edgar Schein on Research in Organization and Management Consulting”
10:00am - 12:00pm Hyatt Regency Chicago: Acapulco
Chair: Therese F. Yaeger, Benedictine U.
Distinguished Speaker: Edgar H. Schein, Massachusetts Institute of Technology

205: (MH) Social Networking: Not Just for Kids
10:00am - 12:00pm Swissôtel Chicago: Montreux Salon 1
Chair: Julia Teahen, Baker College
Presenters: Chester S. Spell, Rutgers U.; John G Joos, Nova Southeastern U.; Roy J. Teahen, Baker College

206: (ODC) Organizational Diagnostics in Change (A Building ODC as an Academic Discipline Workshop)
10:00am - 12:00pm Swissôtel Chicago: Montreux Salon 2
Coordinator: Glenn Varney, Bowling Green State U.
Presenters: James M McFillen, Bowling Green State U.; William Balter, Bowling Green State U.; Deborah Anne O’Neil, Bowling Green State U.

Saturday 10:10AM

207: (AAM, IM, BPS, ENT, TIM) Innovation Practices: Barriers and Successes in Asian firms
10:10am - 12:10pm Swissôtel Chicago: St. Gallen Salon 1
Organizers: Larry Chasteen, Stephen F. Austin State U.; David Ahlstrom, Chinese U. of Hong Kong
Participants: Garry D Bruton, Texas Christian U.; Michael Carney, Concordia U.; Gregory G Dess, U. of Texas, Dallas; Linda Chang Wang, Michigan State U.; Rachna Kumar, Alliant International U.

208: (CM, OB) Behavioral Insights into the Nature of Morality and Ethics
10:10am - 11:10am Sheraton Chicago: Mississippi Room
Chair: Peter H Kim, U. of Southern California
Presenters: Bruce Barry, Vanderbilt U.; Kurt T Dirks, Washington U. in St Louis
Participants: Sean Hannah, U.S. Military Academy, West Point; Elizabeth Mullen, Stanford U.; Keith Murnighan, Northwestern U.; Maria Olekalns, U. of Melbourne; Maurice Schweitzer, U. of Pennsylvania; Ann Tenbrunsel, U. of Notre Dame

209: (ENT, MEN) Nurturing Scholars ‘Green’ to Women’s Entrepreneurship Research
10:10am - 12:10pm Hyatt Regency Chicago: Skyway 209
This workshop is by invitation only. Please contact the organizers (Jennifer Jennings - Jennifer.Jennings@ualberta.ca or Karen Hughes - KHughes@bus.ualberta.ca) for more information and to obtain the approval code. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 10, 2009.
Organizers: Karen D. Hughes, U. of Alberta; Jennifer E Jennings, U. of Alberta
Discussants: Howard Aldrich, U. of North Carolina; Sara Carter, U. of Stirling; Nancy M Carter, Catalyst; Elizabeth Gatewood, Wake Forest U.; P Devereaux Jennings, U. of Alberta; Susan Marlow, De Montfort U.

210: (IAM, IM, RM, MC) Successful Internationalization
10:10am - 12:10pm Sheraton Chicago: Huron Room
Chair: Jase Ramsey, Fundação Dom Cabral
Coordinator: Alvaro Cuervo-Cazurra, U. of South Carolina
Participants: Alvaro Cyriro, Fundação Dom Cabral; Susan Perkins, Northwestern U.; Subramanian Rangan, INSEAD; Paulo Resende, Fundação Dom Cabral; Betty Jane Punnett, U. of West Indies; Kendall Roth, U. of South Carolina

211: (ITC) Social Entrepreneurship in Emerging Economies: A Philanthropic Approach
10:10am - 12:40pm Hyatt Regency Chicago: Atlanta
Chair: Rosa Nelly Trevino-Rodriguez, Tecnológico de Monterrey, Campus Monterrey
Discussants: Sergio Madero, Tecnológico de Monterrey, Campus Monterrey; Ignasi Marti, EM Lyon; Pascual Berrone, IESE Business School
Coordinator: Paulina Podmokly, Tecnológico de Monterrey, Campus Monterrey
Participants: Sascha Kraus, U. of Liechtenstein; Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey; Eric-Hans Kramer, Netherlands Defense Academy

212: (MC) Design and Teaching of Management Consulting Courses - Discipline Courses Are Not Sufficient
10:10am - 12:40pm Hyatt Regency Chicago: Wright
Chair: Larry E. Greiner, U. of Southern California
Participants: Paul N. Friga, North Carolina U., Chapel Hill; Fleming Poufelt, Copenhagen Business School; Susan M. Adams, Bentley U.; Alberto Zanzi, Suffolk U.; Thomas Hilton Olson, U. of Southern California

213: (MED, TTC) Learning from Teaching Evaluations: the Harvard Business School Experience
10:10am - 12:10pm Hyatt Regency Chicago: Homer
Organizer: Regina F. Bento, Harvard Business School
Participants: Lora Fisher, Harvard Business School; Clare Flaherty, Harvard Business School; Tara Abbattello, Harvard Business School

214: (MSR) Learning How to Ask the Right Questions: Opening up Creativity in Group Decision-Making
10:10am - 11:40am Hyatt Regency Chicago: Skyway 261
Facilitators: Charlena Miller, George Fox U.; Margaret Benefiel, Andover Newton Theological School
**216**: (RM) Recent Advances in Computer Aided Text Analysis: Machine Learning Approaches  
10:10am - 12:10pm Sheraton Chicago: Sheraton 1  
Presenters: Moriah A. Meyskens, Imperial College London; Mary Kiyatkin, U. of Maryland; Mike Pfarrer, U. of Denver  
Organizers: Moriah A. Meyskens, Florida International U.; Lori Kiyatkin, U. of Maryland; Mike Pfarrer, U. of Denver; Rhonda K. Rege, U. of Maryland; Mike Pfarrer, U. of Denver; Brandyen G King, Western U.; Nelson Phillips, Imperial College London; Tim Pollock, Pennsylvania State U.; Moriah A. Meyskens, Florida International U.; Lori Kiyatkin, U. of Maryland; Paula Marie O’Kane, U. of Ulster; Arijit Chatterjee, Pennsylvania State U.; Mark Thomas Kennedy, U. of Southern California; Walter J Ferrier, U. of Kentucky; Goe Andrejksi, Queen’s School of Business, Canada  
Participants: Kevin McGague, York U.; Alan D. Boss, U. of Maryland, College Park; Wei Guo, U. of Maryland - College Park; Sheetal Singh, U. of Maryland, College Park; Wei He, Florida International U.; Anastasiya A. Zavyalova, U. of Maryland, College Park; Dobin Yim, U. of Maryland - College Park; April Rijing Shen, U. of Maryland - College Park; Kristopher Deining, U. of Maryland  
**Discussants:** Philip Bromiley, U. of California, Irvine; Henrich R. Greve, INSEAD; Joshua D Margolis, Harvard U.; Donald A Palmer, U. of California, Davis; Andrew Ward, U. of Georgia

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**Saturday 10:15AM**

**218**: (AAA) Conference Break  
10:15am - 10:45pm Sheraton Chicago: Vevey Salon 2  
**Chair:** Mansour Javidian, Thunderbird  
**Facilitators:** David E Bowen, Thunderbird; Mary B Teagarden, Thunderbird School of Global Management  
**Coordinator:** Rachel Clapp-Smith, U. of Nebraska, Lincoln  

**Saturday 10:20AM**

**219**: (HCM, OB, OMT, RM) Mixed Methods Interactive Workshop  
10:20am - 12:50pm Swissôtel Chicago: St. Gallen Salon 2  
Pre-registration preferred. Contact Whitney Berta (whit.berta@utoronto.ca) for more information.  
Coordinator: Whitney B. Berta, U. of Toronto  
Presenters: Gregory A. Aarons, U. of California, San Diego; Eunice Jang, U. of Toronto, OSIE; Lawrence Palinkas, U. of Southern California, School of Social Work  
**Discussants:** Philip Bromiley, U. of California, Irvine; Henrich R. Greve, INSEAD; Joshua D Margolis, Harvard U.; Donald A Palmer, U. of California, Davis; Andrew Ward, U. of Georgia

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**221**: (AAM) Knowledge Creation: A Management Theory from Japan  
10:40am - 12:40pm Swissôtel Chicago: Vevey Salon 4  
Joint session organized by Soshiki Gakkai, Association of Japanese Business Studies, and Asia Academy of Management  
**Chairs:** Shige Makino, Chinese U. of Hong Kong; Shigeru Asaba, Rakusui University  
**Discussant:** Kiyohiko Ito, U. of Hawai‘i, Manoa  
**Speakers:** Tsuyoshi Numagami, Hitotsubashi U.; Ryoko Toyama, CHUO U.

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**222**: (ENT, ITC) Fostering Entrepreneurship among People with Special Needs through Mentoring Programs  
10:40am - 12:40pm Hyatt Regency Chicago: Columbus G  
**Facilitators:** Francine Schlosser, U. of Windsor; Xiaohua Howard Lin, Ryerson U.; Benson Honig, Wilfrid Laurier U.; Robert Brent Anderson, U. of Regina; Zelimir William Todorovic, Indiana U./Purdue U.; Dirk De Clercq, Brock U.; Gerry Kerr, U. of Windsor

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**223**: (HCM) Exploring the Journey from Dissertation to Tenure through Networking  
10:40am - 12:40pm Swissôtel Chicago: Vevey Salon 3  
**Facilitators:** Barbara Bigelow, Clark U.; Margaret Arndt, Clark U.; Jon Chilingerian, Brandeis U.; Myron D Fottler, U. of Central Florida; Elizabeth Goodrick, Florida Atlantic U.; Kathleen Montgomery, U. of California, Riverside; Grant T. Savage, U. of Missouri; Rebecca Wells, U. of North Carolina

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**224**: (IM, OB) Global Mindset and Global Leadership: Exploring their Relationship, Measurement and Interventions  
10:40am - 12:40pm Hyatt Regency Chicago: Columbus G  
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.  
**Chair:** Mansour Javidian, Thunderbird  
**Facilitators:** David E Bowen, Thunderbird; Mary B Teagarden, Thunderbird School of Global Management  
**Coordinator:** Rachel Clapp-Smith, U. of Nebraska, Lincoln

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**225**: (MED, HR) Enhancing Student Learning Through Service Learning Opportunities  
10:40am - 12:40pm Hyatt Regency Chicago: Burnham  
Organizer: William J. Heisler, Troy U.  
**Presenters:** Karen Moustafa Leonard, Indiana U. - Purdue U., Ft. Wayne; Jennifer L. Kisamore, U. of Oklahoma; Lisa A. Burke, U. of Tennessee at Chattanooga; Mary Ellen Boyle, Clark U.; Jason C. Senjem, St. Norbert College

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**226**: (MSR, ODC, SIM, HR, OCIS, NDSC, MOC, IM, CM, IAM, MH) COMPLEXITY AND SOCIAL NETWORKING: IMPLICATIONS FOR SPIRIT-CENTERED LEADERSHIP  
10:40am - 12:10pm Hyatt Regency Chicago: Ogden  
**Chair:** Arthur L. Jue, U. of Phoenix / Oracle Corp.
Presenters: Kirsten Hanson, U. of San Diego; Mary Ellen Kassotakis, Oracle USA, Inc.; Jackie Alcalde-Marr, U. of San Francisco

227 Teaching-oriented (OMT, BPS, MOC) Learning from Rare Events: How Organizations Learn (or Fail to Learn) from Unusual Experiences
10:40am - 12:40pm Hyatt Regency Chicago: Skyway 272
Participants: Tommy E. Beck, U. of North Carolina at Charlotte; Marlys K. Christianson, Rotman School, U. of Toronto; Maria T. Farkas, U. of Michigan; Peter M. Madsen, Brigham Young U.; Donde Ashmos Plowman, U. of Tennessee; Maurizio Zollo, Bocconi U.

10:40am - 12:40pm Sheraton Chicago: Ohio Room
Presenters: Markus Vodosek, U. of Utah; Darrell G. Coleman, U. of Utah; Jeff Hassett, U. of Utah

Saturday 10:45AM

229 Theme-oriented (OM, TIM) Teaching Operations Management and Supply Chain Management with Online Games
10:45am - 12:45pm Hyatt Regency Chicago: Skyway 260
Sponsored by Responsive Technologies, Inc.
Coordinator: Peggy D. Lee, Pennsylvania State U., Great Valley

Saturday 11:00AM

230 Section D Board of Governors' Meeting
11:00am - 2:00pm Sheraton Chicago: Lincoln Boardroom
By Invitation only!!
Organizer: Angelo DeNisi, Tulane U.

Saturday 11:10AM

231 International-oriented (BPS, OMT, TIM, IM) Using Outsourcing and Offshoring as a Context for Studying Organizations
11:10am - 1:10pm Hyatt Regency Chicago: Truffles
Chairs: Saikat Chaudhuri, U. of Pennsylvania; Phani Perumala, London Business School
Presenters: Ravi Aron, U. of Southern California; Natalia Levina, New York U.; Silvia Massini, Manchester Business School; Kannan Srikanth, Indian School of Business

232 Research-oriented (BPS, RM, OMT, OCIS) Conversation and Sensemaking in Strategy Practice: Methods for Analyzing Video and Audio Recordings
11:10am - 3:10pm Hyatt Regency Chicago: Columbus II
Organizers: Curtis LeBaron, Brigham Young U.; Paula Jarzabkowski, Aston U.; Richard Whittington, Said Business School
Moderators: Gail T Fairhurst, U. of Cincinnati; Dalvir Samra-Fredericks, Nottingham Trent U.

Saturday 11:20AM

233 Theme-oriented (GDO, CMS) The Last Taboo: Exposing Social Class in the Workplace
11:10am - 2:10pm Sheraton Chicago: Missouri Room
Distinguished Speaker: Evangelina Holvino, Chaos Management Ltd.
Facilitators: Glen E. Kreiner, Pennsylvania State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Larissa Z. Tiedens, Stanford U.; Albert J. Mills, St. Mary's U.

234 Practice-oriented (OB, HR, CM) Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students
11:10am - 3:10pm Sheraton Chicago: Chicago 6
This workshop is restricted to mid-career doctoral students about to begin their third or fourth year and who would like advice about the dissertation process, tips for developing a stream of research, and an introduction to the job market. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: David Mayer, U. of Michigan
Participants: Daniel Scott DeRue, U. of Michigan; Carol T. Kulik, U. of South Australia; Daniel A. Newman, U. of Illinois at Urbana-Champaign; Randall S. Peterson, London Business School; Paul E. Tesluk, U. of Maryland; Jonathan C. Ziegert, Drexel U.; James R. Detert, Cornell U.; Amy Wrzesnewski, Yale U.

235 Teaching-oriented (OB, HR, OD, CM) "Help, I'm Stuck": Organizational Behavior Research Incubator
11:10am - 3:10pm Sheraton Chicago: Arkansas Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: Adam M. Grant, U. of Pennsylvania; Suzanne S. Masterson, U. of Cincinnati; David Mayer, U. of Michigan
Facilitators: Mark C. Bolino, U. of Oklahoma; Amy E. Colbert, U. of Iowa; Jeffrey R. Edwards, U. of North Carolina; Linn Van Dyne, Michigan State U.; Don Vandewalle, Southern Methodist U.; Sabine Sonnentag, U. of Konstanz; Jeffery A. Thompson, Brigham Young U.; Ethan Burris, U. of Texas, Austin

11:10am - 1:10pm Sheraton Chicago: Chicago 10
Organizers: William H. Starbuck, U. of Oregon; Andreas Schwab, Iowa State U.; Eric Abrahamson, Columbia U.
Participant: Donald E. Hatfield, Virginia Tech

Saturday 11:30AM

237 Research-oriented (OB) Method Myopia Revisited: Promoting Cause and Effect in Organizational Behavior
11:20am - 1:20pm Sheraton Chicago: Ontario Room

Saturday 11:40AM

238 (ENT, BPS) Creation and Discovery Opportunities: Is this the Same or Different from Exploration/Exploitation?
11:40am - 1:40pm Hyatt Regency Chicago: Toronto
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: Giovanni Battista Dagnino, U. of Catania; Devi R Gnyawali, Virginia Tech
Distinguished Speakers: Ming-Jer Chen, U. of Virginia; Yves Doz, INSEAD; Walter J. Ferrier, U. of Kentucky; Michael A. Hitt, Texas A&M U.; Ravi Madhavan, U. of Pittsburgh; Jinyu He, Hong Kong U. of Science and Technology

Saturday 11:50AM

241 (MSR, CAR, OB, IM) Work/life transitions and the role of spirituality

Saturday 12:00PM

243 (AAA) Academy of Management Journal Editors' Meeting
12:00pm - 2:00pm Sheraton Chicago: Colorado Room
Organizer: R. Duane Ireland, Texas A&M U.

244 (OM) Doctoral Consortium - Operations Management Division
12:00pm - 5:30pm Hyatt Regency Chicago: San Francisco
Application and admission required prior to the program. Please see the call for applications at http://om.aomonline.org/
Chair: Zhaohui Wu, Oregon State U.

Saturday 12:10PM

245 (MH) "Getting involved in Professional Development"
12:10pm - 2:10pm Swissôtel Chicago: Montreux Salon 3
Texas A&M University - Commerce is a sponsor for this event
Chair: Jane Whitney Gibson, Nova Southeastern U.
Participants: John Humphreys, Texas A&M U. - Commerce; Robert C. Ford, U. of Central Florida; Richard T. Mowday, U. of Oregon

246 (ODC, MC) Organizing for Leadership Effectiveness: Why It Pays to Build A Leadership Capability
12:10pm - 2:10pm Swissôtel Chicago: Montreux Salon 2

247 (OM, HR) Macro-HR: Prospects and Possibilities for New Theory and Research
12:10pm - 2:10pm Hyatt Regency Chicago: Wrigley
This PDW will require pre-registration so that we can distribute pre-reading materials and communicate with participants in advance of the event.
Organizer: M. Diane Burton, Massachusetts Institute of Technology
Distinguished Speakers: Peter Cappelli, U. of Pennsylvania; John E. Deely, U. of Arkansas; Pamela S. Tolbert, Cornell U.

248 (PTC, ODC, OB, MC, OMT, TTC, PNP) Engaging Action Learning and Its Scholarship to Make a Difference for Social Sustainability

For those desiring to explore spiritual dimensions of personal, academic, or professional transitions (research, teaching, managing, consulting)
Chair: Cathrine Voynnet Fourboul, U. of Paris II
Discussant: Quentin Lefebvre, U. of Paris
Coordinator: Yochanan Altman, London Metropolitan U.
Participants: Frank Bournois, U. of Pantheon Assas Paris II; Jacques Rojot, U. of Paris II; Lynne Sedgegmore, Centre for Excellence in Leadership
Saturday 12:20PM

251 (IAM) Activación de Estrategias de Comunicación, Imagen y Responsabilidad Social Corporativa en PYMES
12:20pm - 2:20pm Fairmont Chicago: Moulin Rouge
Organizer: Victoria Carrillo, Professor
Participants: Chi-Ying Cheng, Singapore Management U.; Dominie Garcia, San Jose State U.; Julie Gluesing, Wayne State U.; Yuan Liao, Simon Fraser U.; David C. Thomas, Simon Fraser U.; Hae-Jung Hong, ESSEC; Mary Yoko Brannen, INSEAD/ San Jose State U.

252 (IM) Biculturals as Ascribed or Acculturated: A Discussion About the Development and Implications of Types of Biculturals
12:20pm - 2:30pm Hyatt Regency Chicago: Homer
Organizer: Dominic Garcia, San Jose State U.
Participants: Chi-Ying Cheng, Singapore Management U.; Dominic Garcia, San Jose State U.; Julia Gluesing, Wayne State U.; Yuan Liao, Simon Fraser U.; David C. Thomas, Simon Fraser U.; Hae-Jung Hong, ESSEC; Mary Yoko Brannen, INSEAD/ San Jose State U.

253 (MC, ODC) Evaluating Consulting Outcomes
12:20pm - 2:20pm Hyatt Regency Chicago: Ogden
Presenter: Kurt Motamede, Pepperdine U.
Participants: Pamela Davidson, U. of California, Los Angeles; Anthony P Raia, U. of California, Los Angeles

254 (MED, OB, BPS) You-Tube and the Classroom: Using Student-Generated Videos to Demonstrate Learning
12:20pm - 2:30pm Hyatt Regency Chicago: Skyway 269
Organizer: Paul M Olk, U. of Denver
Participants: Daniel J. McAllister, National U. of Singapore; Jonathan Hoggard, Dubai Women’s College; Donald Matoy, U. of Denver

255 (NDSC, MED) Struggling to balance teaching and research? Seven OBTS award winners speak frankly about this issue
12:20pm - 2:20pm Sheraton Chicago: Sheraton 1
Organizer: Amy L. Kenworthy, Bond U.

Saturday 12:30PM

258 (MC) Quinn & Quinn: Bridging Academics and Practice at Different Career Stages
12:30pm - 4:00pm Hyatt Regency Chicago: Acapulco
Includes an exchange between Ryan and Robert E. Quinn on their career experiences as well as presentations/discussions of doctoral students' research.
Chair: Therese F. Yaeger, Benedictine U.
Participants: Ryan Quinn, U. of Virginia; Robert E Quinn, U. of Michigan

259 (PTC) Practice Theme Committee Meeting
12:30pm - 2:00pm Fairmont Chicago: Chancellor Room
This is a lunch meeting. By invitation only.
Organizers: Elena P. Antonacopoulou, U. of Liverpool; Kuo Frank Yu, City U. of Hong Kong

Saturday 12:50PM

260 (BPS, TIM) Do First Mover Advantages exist in different contexts? Towards a context-specific theory of FMA.
12:50pm - 2:50pm Hyatt Regency Chicago: Gold Coast
Chairs: Gianvito Lanzolla, Cass Business School, City U.; Jaime Gomez, U. of Zaragoza
Participants: Juan Pablo Maicas, U. of Zaragoza; Marvin B Lieberman, U. of California, Los Angeles; Rodolpho Durand, HEC Paris; Charles Baden-Fuller, Cass Business School, City U.; Donald Matoy, U. of Denver; Fernando Suarez, U. of Zaragoza; Goncalo Pacheco-de-Almeida, New York U.

261 (CMS) The Craft and Politics of Reviewing
12:50pm - 2:50pm Hyatt Regency Chicago: Skyway 272
Organizer: Hugh Willmott, U. of Cardiff
Participants: Hayagreeva Rao, Stanford U.; Amy Hillman, Arizona State U.
262  🌟 (~ ENT, ONE, TIM) Role of Prizes and Competitions in Advancing Environmental Entrepreneurship and Education
12:50pm - 2:30pm Hyatt Regency Chicago: Wright
Cases of three university based prizes/business plan competitions from Michigan, Yale and Colorado at Boulder are presented and discussed.
Organizer: Bryan Garcia, Yale U.
Presenters: Anastasia Rose O'Rourke, Yale U.; Paul Jerde, U. of Colorado, Boulder; Paul Kirsch, U. of Michigan, Ann Arbor; Bryan Garcia, Yale U.

263  🌟 (~ MED, MENT) Sustainable Teaching: Thriving Not Just Surviving!
12:50pm - 2:30pm Hyatt Regency Chicago: Burnham
Chair: Toni Ungaretti, Johns Hopkins Carey Business School

264  🌟 (~ TTC, MED, HR, OB, OCIS) Teaching with Technology: Less Paper, More Green, More Learning
12:50pm - 2:30pm Sheraton Chicago: Ohio Room
Coordinator: Randall G. Slieth, Virginia Commonwealth U.
Presidents: Bonnie S. O'Neill, Marquette U.; Randall B. Dunham, U. of Wisconsin, Madison; Joseph E Champoux, Emeritus U. of New Mexico
Participant: Joan L. Weiner, Drexel U.

Saturday 1:00PM

265  🌟 (~ HCM) Transitioning Toward Retirement and Beyond
1:00pm - 3:00pm Swissotel Chicago: St. Gallen Salon 2
This workshop is geared toward senior faculty who are in the process of considering retirement, retirement options and issues related to both.
Chair: Myron D Fottler, U. of Central Florida
Coordinator: Louise Fitzgerald, De Montfort U.
Presenters: Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.; Robert C. Ford, U. of Central Florida; Sharon Topping, U. of Southern Mississippi; John D Blair, Texas Tech U.

266  🌟 (~ HCM, MC, OB, OMT, PNP, PTC) Where's the Evidence? – Writing Excellent "Practice Implications" in Scholarly Publications
1:00pm - 3:00pm Swissotel Chicago: Vevey Salon 3
Participants may bring drafts of findings and results sections from their current research for feedback during this session.
Coordinator: Tom J. Sanders, U. of Montevallo
Presenters: Tom J. Sanders, U. of Montevallo; L Michele Issel, U. of Illinois, Chicago; W. Jack Duncan, U. of Alabama, Birmingham; Francis Fullam, Rush U.

267  🌟 (~ ICW) The Johnson School at Cornell University - Administrative Science Quarterly Annual Board Meeting
1:00pm - 2:00pm Sheraton Chicago: Illinois Boardroom
Organizer: Monique Perry, Experient

268  🌟 (~ ICW) The Johnson School at Cornell University - Administrative Science Quarterly Annual Board Meeting
1:00pm - 5:00pm Sheraton Chicago: Parlor C
Organizer: Sally A. Iacovelli, Administrative Science Quarterly

269  🌟 (~ SIM, ONE, IM, BPS, OMT, PNP, OB, ODC, ITC, TIM, HR, PTC) Future Research Paths for Green International Management Studies
1:00pm - 4:30pm Fairmont Chicago: State Room
Pre-registration is required at https://secure.aomonline.org/PDWReg. Please contact the organizer, Dr. Debbie de Lange, at delange@suffolk.edu to obtain the approval code. The deadline to register online is July 10, 2009. The workshop requires that participants write reviews of three research papers important to one of the four sub-fields (listed below) well in advance of the conference. The papers are chosen by the participants in coordination with the sub-field facilitator. Facilitators will compile their sub-field’s reviews into one document and distribute it to the entire sub-field group and the PDW Chair prior to the conference. One of the four sub-fields should be chosen at the time of registering for the PDW and limited space is available in each sub-field:1) MNC’s Social/Ethical and Legal Responsibilities (CSR) 2) NGOs, IGOs, Government and Sustainability in Developing Nations3) Environmental Innovation & Talent 4) Academic Theory for International Sustainability StudiesIf interested in participating, please contact Debbie de Lange(delange@suffolk.edu) for more details about the sub-fields, to express your interest in joining a sub-field, and to describe how your expertise will contribute to the sub-field.
Chair: Debbie Elizabeth de Lange, Suffolk U.
Facilitators: Dan V. Caprar, AGSM-Australian School of Business; Oana Branzel, U. of Western Ontario; Patricia G. Vidal, U. Presbyteriana MacKenzie; Claire A. Simmons, Saint Joseph’s U.; Kenneth Wong, Queen’s School of Business, Canada
Participants: Natalia Slawinski, U. of Western Ontario; Bobby Banerjee, U. of Western Sydney; C Gopinath, Suffolk U.; Diana J. Wong-Millette, Eastern Michigan U.; Dean A. Hennessy, Tilburg U.; Jijun Gao, U. of Manitoba; Timo Busch, ETH Zurich; Josephine Stomp, U. of Windsor; Jonatan Pinkse, U. of Amsterdam; Tom Cooper, Memorial U. of Newfoundland; Svenja Tams, U. of Bath

Saturday 1:10PM

270  🌟 (~ BPS, ENT, MED) Theory to Practice: Teaching Strategic Management
1:10pm - 3:10pm Hyatt Regency Chicago: Comiskey
Organizer: Page West, Wake Forest U.
Presenters: Charles E. Bamford, Queen’s U. of Charlotte; Lowell W. Busenitz, U. of Oklahoma; Thomas J Dean, Colorado State U.

271  🌟 (~ HR, BPS, ENT, OB, OMT) Narrowing the Micro-Macro Divide through Intellectual Capital Research
1:10pm - 5:10pm Sheraton Chicago: Chicago 8
To register, please visit https://www.psychdata.com/vs.asp?SID=129402.
Organizer: Robert E Ployhart, U. of South Carolina
Facilitator: Janice C. Molloy, Michigan State U.
Speakers: Jay B Barney, Ohio State U.; Peter Bamberger, Technion Israel Institute of Technology; Dale Belman, School of Labor and Industrial Relations, MSU; John W Boudreau, Center for Effective Organizations; Nicolai Foss, Copenhagen Business School; Paul S. Goodman, Carnegie Mellon U.; Steve W. J. Kozlowski, Michigan State U.; Patrick Wright, Cornell U.
Saturday 1:20PM

274 (CAR, PTC, MC, OB) Becoming a scholar-practitioner: Exploring career strategies for integrating research and practice 1:20pm - 4:30pm Sheraton Chicago: Chicago 10
Organizers: Dawn E. Chandler, California Polytechnic State U., San Luis Obispo; Amy M. Gannon, Boston U.; Yan Shen, Boston U.
Participants: Richard E. Boyatzis, Case Western Reserve U.; Kathy E. Kram, Boston U.; Larry Hirschhorn, Center for Applied Research; Scott N. Taylor, U. of New Mexico; Ilene Carol Wasserman, ICW Consulting Group

275 (CM, BPS, CAR, ENT, HR, IM, TIM) How to Negotiate Your (First) Job Offer 1:20pm - 3:50pm Hyatt Regency Chicago: Columbian Hall 1
Distinguished Speaker: Max H. Bazerman, Harvard U.
Coordinator: Rachel Croson, U. of Texas at Dallas
Participants: Russell Coff, Emory U.; Don Moore, Carnegie Mellon U.; Corinne Bendersky, U. of California, Los Angeles; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Anupama Phene, George Washington U.; Timothy Michael Devinney, AGSM-Australian School of Business; Alison E Barber, Michigan State U.; Elizabeth Wolfe Morrison, New York U.

Saturday 1:30PM

276 (ICW) Journal of Management Education Editorial Board Meeting 1:30pm - 2:30pm Swissôtel Chicago: Montreux Salon 1
Organizer: Jane Schmidt-Wilk, Mahanishi U.

277 (MSR, MED, OB) Meditation and Meaning @ Work (or: The Many Uses of Meditation) 1:30pm - 3:30pm Hyatt Regency Chicago: Skyway 261
Presenters: Gerald Biberman, U. of Scranton; Joan Marques, Woodbury U.; Satinder K Dhiman, Woodbury U.

278 (OM) Doctoral Consortium - Operations Management Division - Breakout session 2 1:30pm - 5:00pm Hyatt Regency Chicago: Hong Kong

Saturday 1:50PM

280 (ENT) Entrepreneurship Methods 1:50pm - 3:50pm Hyatt Regency Chicago: Sandburg
Starting from an interesting research question, how do you choose the appropriate research method? This PDW is by invitation only. If you have an interest in attending, please contact the organizers prior to the meetings. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: Chris Welter, Ohio State U.
Speakers: David Deeds, U. of St. Thomas; Kelly G Shaver, College of Charleston; Jeffrey J. Reuer, Purdue U.; Simon C Parker, Ivey School of Business; Joao Cunha, U. Nova de Lisboa

281 (IM, BPS) International Corporate Governance Research Project 1:50pm - 4:50pm Hyatt Regency Chicago: Skyway 265
This PDW is by invitation only. If you have an interest in attending, please contact the organizers prior to the meetings. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Participants: William Q Judge, Old Dominion U.; Till Talaucic, U. of Witten-Herdecke; Igor Filatotchev, City U. London; Alessandro Zattoni, SDA Bocconi - Parthenope U.

Saturday 2:00PM

284 (AAA) 2009 Session Chairs, Facilitators & Discussants Meeting 2:00pm - 3:00pm Sheraton Chicago: Mississippi Room
Program Chair: Susan E. Jackson, George Mason U.; Kathleen Getz, American U.
285: (AAM, OB, IM) More Explorations of Impact of Values on Work  
2:00pm - 4:00pm Swissotel Chicago: Vevey Salon 4  
Chair: Ping Ping Fu, Chinese U. of Hong Kong  
Presenters: Yanxia Li, Fudan U.; Ping Ping Fu, Chinese U. of Hong Kong; Carolyn P. Egri, Simon Fraser U.; David A. Ralston, U. of Oklahoma; Allen Amason, U. of Georgia; Guangtao Yu, Central U. of Finance and Economics  
Participant: Yong Kang Yang, Fudan U.  

286: (ICW) Executive Committee Meeting of the International Association for Chinese Management Research  
2:00pm - 5:00pm Sheraton Chicago: Lincoln Boardroom  
By invitation only.  
Organizer: Xin "Eva" Yao, U. of Colorado - Boulder  

287: (ONE, ENT, SIM) Corporate Sustainability and SE Case Writing Laboratory: What Makes an Excellent Case?  
2:00pm - 3:00pm Fairmont Chicago: Embassy Room  
Introduction: Kai N. Hockerts, Copenhagen Business School  
Facilitator: Michael Andre Aspin, Fordham U./Harvard U.  
Presenters: Kate Kearins, Auckland U. of Technology; Stefano Pogutz, Bocconi U.; Jose P Devasia, Indian Institute of Management, Bangalore; Gabriel Berger, U. of San Andres  

288: (PTC) Green Management Matters: A Carrotmob-Inspired Action Event  
2:00pm - 4:00pm Fairmont Chicago: Gold Room  
Chair: Nancy E. Landrum, U. of Arkansas, Little Rock  
Coordinators: Sandra Edwards, Northeastern State U.; John R Boatright, Loyola U. Chicago  

289: (SIM) Talking Shop: The Art of Teaching Business Ethics, A SIM/SBE collaboration (OFFSITE at the Society for Business Ethics conference)  
2:00pm - 3:30pm Offsite: Allerton Hotel  
This event will be held OFFSITE. The venue is Adler/Wright Room on the 4th floor at the Allerton Hotel, 701 N. Michigan Ave.  
Facilitators: Denis Collins, Edgewood College; Robbin Derry, U. of Lethbridge; Edward Freeman, U. of Virginia - Darden; Thomas J. Donaldson, U. of Pennsylvania  
Moderator: Joanne B Ciulla, U. of Richmond  

290: (SIM, MED) Ethics in Higher Education: The Cheating and Plagiarism Challenge (OFFSITE at the Society for Business Ethics conference)  
2:00pm - 3:30pm Offsite: Allerton Hotel  
This event will be held OFFSITE. The venue is Adler/Wright Room on the 4th floor at the Allerton Hotel, 701 N. Michigan Ave.  
Chair: Stephen C. Carlson, Piedmont College  
Presenters: Bahaudin Mujtaba, Nova Southeastern U.; William Bateman, Northwood U.; Robert Kitahara, Troy U.; John Fitzgerald, Keiser U.  

Saturday 2:20PM  

291: (BPS, OMT, IM, TIM) Alliances and Acquisitions: Identifying Commonalities and Setting a New, Cross-fertilized Agenda  
2:20pm - 5:20pm Hyatt Regency Chicago: Truffles  
Organizer: Xavier Castaño, U. of Lausanne  
Facilitators: Laurence Capron, INSEAD; Jeffrey J. Reuer, Purdue U.; Xavier Martin, Tilburg U.; Harbir Singh, U. of Pennsylvania  

2:20pm - 4:50pm Sheraton Chicago: Ontario Room  
Chair: Joanne Martin, Stanford U.  
Presenters: Debra Meyerson, Stanford U.; David A. Thomas, Harvard U.; Angela Hope, St. Mary’s U.; Marta B. Calas, U. of Massachusetts - Amherst; Linda Smircich, U. of Massachusetts, Amherst  

293: (HR, BPS) Developing Top Executive Talent: How Employers Do It.  
2:20pm - 5:20pm Hyatt Regency Chicago: Columbus KL  
Program Chair: Stephen J Cerrone, Sara Lee Corp  
Coordinator: Murray R. Barrick, Texas A&M U.  
Presenters: Douglas A. Patrick, Hyatt Hotels & Resorts; Richard Stephens, The Boeing Company; Jeffrey Bucklew, Accretive Health  

294: (HR, CAR) Still Lost in Translation? Responding to Reviewers Comments  
2:20pm - 5:50pm Sheraton Chicago: Missouri Room  
Participants should submit a review from a journal submission. The review and planned response will be critiqued, in groups, by participating editors. Reviews received from submission of a paper to a journal should be sent directly to jrichard@yorku.ca. Received reviews will be discussed with workshop participants and editors who will provide feedback on how the respective comments might be addressed. Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.  
Organizers: Julia Richardson, York U.; Stephen Leybourne, Boston U.; Deborah Blackman, U. of Canberra; Monica Therese Kennedy, U. of Canberra, Australia  

295: (MSR) Management, Spirituality, and Religion (MSR) Doctoral Student and New Faculty Consortium  
2:20pm - 7:50pm Hyatt Regency Chicago: Wrigley  
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.  
Hosts: Margaret Benefiel, Andover Newton Theological School; Kathy Lund Dean, Idaho State U.  
Distinguished Speaker: John H. Huntington, Woodstock Theological Center at Georgetown U.  
Chairs: Adela Jana McMurray, RMIT U.; Emmett E. Perry, Rockhurst U.; Freda Turner, Northcentral U.  
Speaker: Andre L Delbecq, Santa Clara U.
296 Teaching-oriented School Economics
Matthiesen
Presenters:
U. of Tennessee, Knoxville

297 Data Analysis Software: Comparing NVivo, QDA Miner and Atlas.ti
2:20pm - 6:20pm Swissôtel Chicago: Zurich B
Pre-registration required.
Organizer: Paula Marie O’Kane, U. of Ulster
Distinguished Speaker: Anand Narasimhan, IMD
Discussants: Carrie Blair, College of Charleston; Taylor L. Poling, U. of Tennessee, Knoxville
Presenters: Anne D. Smith, U. of Tennessee; Jane Kirsten Matthesen, Aston U.; Kavita Abraham, London School of Economics

298 Using Computer Assisted Qualitative Data Analysis Software: Comparing NVivo, QDA Miner and Atlas.ti
2:30pm - 4:30pm Swissôtel Chicago: Zürich A
Pre-registration is required.
Register is July 10, 2009.
Organizers: Sabine Junginger, Lancaster U.; Georges Romme, Eindhoven U. of Technology

299 International-oriented

300 Session Details – Saturday


302 Best Practices in Online Teaching
2:30pm - 4:30pm Sheraton Chicago: Huron Room
Participants: Barbara A. Ritter, Coastal Carolina U.; Laurie N DiPadova-Stocks, Park U.; Christina A. Hannah, U. of Maryland College; J Kay Keels, Coastal Carolina U.

303 (AAA) Conference Break
2:45pm - 3:15pm Hyatt Regency Chicago: Riverside Center - Break

304 Introduction to Social Networks Analysis
2:45pm - 5:15pm Hyatt Regency Chicago: Skyway 260
Register by e-mailing contact information to Chris Sterling at chris.sterling@uky.edu. Additional registration is required at https://secure.aomonline.org/PDWReg. The deadline to register online is July 10, 2009.
Organizer: Giuseppe Labianca, U. of Kentucky
Coordinators: Dan Halgin, U. of Kentucky; Rich DeJordy, Boston College; Maxim Sytch, Northwestern U.
Presenter: Chris Sterling, U. of Kentucky

305 Exploring Openness of Innovation: A Methodological Discourse
2:50pm - 4:20pm Hyatt Regency Chicago: Addams
Organizers: Kathrin M Moeslein, U. of Erlangen-Nuremberg; Anne-Katrin Neyer, U. of Erlangen, Nuremberg; Frank T. Piller, RWTH Aachen U.
Chairs: Anne S. Huff, Technical U. München; Ralf Reichwald, HHL - Leipzig Graduate School of Management
Speakers: Uwe Gross, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.; Marcus Koelling, HHL - Leipzig Graduate School of Management; Dennis Hlger, RWTH Aachen U.; Kathrin M Moeslein, U. of Erlangen-Nuremberg; Anne-Katrin Neyer, U. of Erlangen, Nuremberg; Christoph Ihl, RWTH Aachen U.; Tobias Fredberg, Chalmers U. of Technology; Maria Elmqist, Chalmers U. of Technology

306 Industry Studies Workshop on the Detroit Auto Crisis
3:30pm - 4:30pm Sheraton Chicago: Erie Room
As a whole, the workshop will showcase the work of the International Motor Vehicle Program (www.imvnet.org) and its members.
Organizer: Daniel Arturo Heller, Harvard U.
Facilitators: John Paul MacDuffie, Wharton School, U. of Pennsylvania; Glenn Mercer, International Motor Vehicle Program
Presenters: Frits Pil, U. of Pittsburgh; Susan Helper, Case Western Reserve U.; Jamie Winebrake, Rochester Institute of Technology; Shinya Orihashi, Tohoku Gakuin U.; Jianxi Luo, Massachusetts Institute of Technology; Hitodera Higashi, U. of Tokyo; Merlieke Stevens, U. of Cambridge; Anja Schulze, ETH Zurich

Saturday 2:30PM

Saturday 2:45PM

Saturday 3:00PM
Session Details – Saturday

307 (HCM) Green Management in Healthcare: Site Visit to Rush University Medical Center (OFFSITE)
3:00pm - 6:00pm Offsite: Rush University Medical Center
Participants will be picked up from the lobby of the Swissôtel Chicago at 3:00 pm Saturday, August 8, 2009 and will return at 6:00 pm. Space is limited and pre-registration is required. Contact Shital Shah by email at Shital.C_Shah@rush.edu for additional information. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizer: Shital Shah, Rush U.
Coordinator: Andrew N. Garman, Rush U.

308 (MEN, ENT) The Care and Feeding of Co-authors
3:00pm - 7:00pm Sheraton Chicago: Sheridan 2
Chair: Jill Kickul, New York U.
Participants: Lisa K Gundry, DePaul U.; Mark Griffths, Miami U. Ohio; Thomas A Wright, Kansas State U.; Karl Wennberg, Imperial College Business School; Shalei V. K. Simms, Rutgers U.; Evan John Douglas, U. of the Sunshine Coast; Justin Tan, York U.; Scott W Lester, U. of Wisconsin, Eau Claire; Matthew Liao-Troth, Western Washington U.

Saturday 3:10PM

309 (OB) OB Division New Member Networking and Research Forum
3:00pm - 5:00pm Sheraton Chicago: Colorado Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: Lucy L. Gilson, U. of Connecticut, Storrs; Robert Litchfield, Washington and Jefferson College; Daniel Scott DeRue, U. of Michigan; David M. Sluss, U. of South Carolina

310 (ENT) Setting a Research Agenda for Affect in Entrepreneurship
3:10pm - 5:40pm Hyatt Regency Chicago: DuSable
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Organizers: Gordon Kwesi Adomdza, Northeastern U.; Chien Sheng Richard Chan, U. of Washington; Tori Yu-wen Huang, City U. London
Facilitators: Robert Baron, Rensselaer Polytechnic Institute; Melissa S. Cardon, Pace U.; Maw-Der Foo, U. of Colorado, Boulder

311 (HCM, TTC, MED, NDSC) Green Management Matters: Finding Greener Learning Pastures with More Creative Teaching Tools
3:10pm - 5:10pm Swissôtel Chicago: St. Galen Salon 2
Coordinator: Jon Chilingarian, Brandeis U.
Presenters: Amy K. Yarbrough, U. of Alabama at Birmingham; Dawn Oetjen, U. of Central Florida; Renee Brent Hotchkiss, Georgia Southern U.; Jocelyn Louise Steward, U. of Alabama, Birmingham; Reid Oetjen, U. of Central Florida; Leonard H. Friedman, George Washington U.

Saturday 3:20PM

312 (BPS, OMT, ODC, TIM, IM) Organization Structure and Design: New Research and Insights
3:20pm - 6:50pm Hyatt Regency Chicago: Comiskey
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWReg. The deadline to register is July 10, 2009.
Distinguished Speaker: Richard M Burton, Duke U.
Chairs: Samina Karim, Boston U.; Charles Williams, Duke U.
Presenters: Christopher B. Bingham, U. of Maryland; Timothy N. Carroll, U. of South Carolina; Saikat Chaudhuri, U. of Pennsylvania; Felipe Czaszar, INSEAD; Sendil Ethiraj, U. of Michigan, Ann Arbor; Pranav Garg, U. of Michigan; Stephane Girod, Accenture; Marlo Goetting, London Business School; Dorthe Dejbak Haakonsson, Aarhus School of Business, Aarhus U.; Kent Wickstrom Jensen, U. of Southern Denmark; Mario Schijven, Texas A&M U.; Richard Whittington, Said Business School
Participant: Xavier Martin, Tilburg U.

313 (IM) International Management Division Meet the Editors for IM Junior Faculty and Doctoral Consortia ONLY
3:20pm - 4:50pm Hyatt Regency Chicago: Columbus IJ
This will be a joint session between the IM Junior Faculty and IM Doctoral Consortia
Coordinators: Mary Zeilmer-Bruhn, U. of Minnesota; Guenter Stahl, WU Vienna

314 (OB, ODC) Leadership in a Changing World: Moving Toward Authentic Leadership and its Implications
3:20pm - 7:20pm Sheraton Chicago: Arkansas Room
Chairs: Ethlyn Anne Williams, Florida Atlantic U.; Rajandini Pillai, California State U. San Marcos
Presenters: Bruce J. Avolio, U. of Washington; Bryan J. DePilma, Florida Atlantic U.; Dong-il Jung, San Diego State U.; Kevin B. Lowe, U. of North Carolina, Greensboro; Rajandini Pillai, California State U. San Marcos; Ethlyn Anne Williams, Florida Atlantic U.

315 (PNP, HR) Responsible Stewardship - Developing Your Own Personal Strategic Plan to Guide Work-Life Balance
3:20pm - 5:20pm Fairmont Chicago: Ambassador Room
Facilitator: Dean F. Eitel, DePaul U.

316 (RM, OB, ODC, MC) International Advances in Techniques and Methods of Academic-Practitioner Collaborative Research
3:20pm - 6:50pm Sheraton Chicago: Chicago 6
Participants are asked to fill in a short online survey that is used to frame questions for the workshop. The conference organizers will send them a link to the survey after they complete the additional registration that is needed for the workshop. Additional registration is
required at https://secure.aomonline.org/PDWR. The deadline to register online is July 10, 2009.
Organizers: Stefan Krummker, Leibniz U. Hannover; Holger Schiele, Jacobs U. Bremen; Rita Kowalski, Work Life Consulting LLC
Presenters: Jean M. Bartunek, Boston College; Jacqueline Fendt, ESCP-EAP European School of Management; Alfred Kieser, Mannheim U.; Marilee Adams, Inquiry Institute; Lyle Yorks, Columbia U.

Saturday 3:30PM
319: (CAR, ONE) Walk & Talk: Careers, Louis Sullivan, and Famous Chicago Architecture
3:40pm – 5:00pm Hyatt Regency Chicago: Skyway 272
Organizers: Susan E. Jackson, Rutgers U.; Valerie Navarro, Academy of Management

Saturday 3:40PM
320: (CAR, RM, OMT, OB, ENT) Using Biographical Data in Organizational Research: Learning from Our Own Experience
3:40pm – 5:00pm Sheraton Chicago: Superior A and B
Organizers: Gina Dokko, U. of California, Davis/New York U.; Jennifer Tosti-Kharas, San Francisco State U.

321: (GDO, IM) Fostering Research on International Gender and Diversity Issues
3:40pm – 5:00pm Sheraton Chicago: Superior A and B
Organizers: Dianna L. Stone, Linda C. Isenhour, Miguel Olivas-Lujan, Kimberly Lukaszewski
Participants: Linda C. Isenhour, Eastern Michigan U.; Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey

Facilitators: Stephanie E Newell, Eastern Michigan U.; David Knights, Keele U.; Donna Maria Blancker, National Society of Hispanic MBAs
Participants: Camilla Quental, HEC Paris

Saturday 4:00PM
322: (CMS, OMT, OB, ENT) A Teaching Workshop on Sources of Content for Courses and Classroom Use
4:00pm – 5:00pm Hyatt Regency Chicago: Skyway 251
Organizer: Vadeke Narayanan, Drexel U.
Participants: John E. Ettlie, Rochester Institute of Technology; Gina Colarelli O’Connor, Rensselear Polytechnic Institute; Christopher L Tucci, EPFL; Deepak Somaya, U. of Illinois at Urbana Champaign

323: (HR) Charting an Impactful Career
4:00pm – 5:00pm Sheraton Chicago: Michigan A and B
Chair: Sandy J. Wayne, U. of Illinois, Chicago

324: (ICW) Editorial Board Meeting for the Journal of Leadership and Organizational Studies
4:00pm – 5:00pm Hyatt Regency Chicago: Field
Organizer: Julia Teahan, Baker College

325: (ICW) Management and Organization Review Board Meeting
4:00pm – 5:00pm Sheraton Chicago: Illinois Boardroom
Invitation only.
Organizer: Xin “Eva” Yao, U. of Colorado - Boulder

326: (IM, HR, ODC) Going Beyond International HRD: Challenges of Conducting Cross-cultural & Sub-cultural Research!
4:00pm – 6:00pm Hyatt Regency Chicago: Toronto
Five scholars from four different cultural backgrounds will share their experiences and challenges faced in conducting cross-cultural research works
Organizer: AAhad Osman-Gani, Nanyang Technological U.
Participants: Yoguisun Paik, Loyola Marymount U.; Gary N. McLean, Texas A&M U.; AAhad Osman-Gani, Nanyang Technological U.; Alexandre Ardichvili, U. of Minnesota; K Peter Kuchinke, U. of Illinois at Urbana Champaign

327: (RM, OMT, OB) Approaching Qualitative Research
4:00pm – 6:00pm Sheraton Chicago: Ohio Room
Chair: Robert P. Gephart, U. of Alberta
Session Details – Saturday

Saturday 4:10PM

328 (ENT) Data for Entrepreneurship Research
4:10pm - 6:10pm Hyatt Regency Chicago: Columbus H
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 10, 2009.
Participants: Alicia Robb, U. of California, Santa Cruz; Denny Dennis, NFIIB

329 (OB, IM, BPS, HR) Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research
4:10pm - 7:10pm Sheraton Chicago: Mayfair Room
Pre-registration is required. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register is July 10, 2009.
Chairs: Glad Chen, U. of Maryland; D. Brent Smith, London Business School
Facilitators: Donald C. Hambrick, Pennsylvania State U.; Timothy A. Judge, U. of Florida; Miriam Erez, Technion Israel Institute of Technology; Anil K Gupta, U. of Maryland, College Park; Bradley L. Kirkman, Texas A&M U.

330 (ODC) Learning From the ODC Division Founders
4:10pm - 6:10pm Swissotel Chicago: Zurich C
W. Warner Burke, Mike Beer, Frank Friedlander, Larry Greiner, Robert Golembiewski, Carig Lundberg, Tony Raia
Coordinator: Glenn Varney, Bowling Green State U.

Saturday 4:20PM

331 (MED, NDSC, ITC) The Green Professor: Questions, Answers, and Advice on Careers, Teaching and Dissertations.
4:20pm - 6:20pm Hyatt Regency Chicago: McCormick
Coordinator: Thomas P. Bradley, Tarleton State U.
Participants: Michael J. Provitera, Barry U.; Toni Ungaretti, Johns Hopkins Carey Business School; Eric G Kirby, Texas State U.; Joann Krauss Williams, Jacksonville State U.; Rosa Nelly Trevino-Rodriguez, Tecnologico de Monterrey, Campus Monterrey; Kenneth S Rhee, Northern Kentucky U.; Benjamin C. Powell, Appalachian State U.

332 (MED, OM, OB, TIM) Virtual Worlds (Second Life) In Management Education & Research
4:20pm - 6:20pm Hyatt Regency Chicago: Columbian

Saturday 4:30PM

333 (RM, BPS, OMT, ODC, OB, ENT, TIM, OM, MH) Process Research Methods Workshop
4:30pm - 8:30pm Sheraton Chicago: Chicago 10
Pre-registration is required for both Part 1 and Part 2. To register online please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is July 10, 2009. You will need an approval code to register for Part 2.
Chair: Ann Langley, HEC Montreal
Facilitators: Julia Balogun, Lancaster U.; Robert A Burgelman, Stanford U.; Mark de Rond, Cambridge U.; Andrew H. Van de Ven, U. of Minnesota
Coordinator: Clive Smallman, Lincoln U., New Zealand

Saturday 4:40PM

335 (RM) Methods for Integrating Moderation and Mediation
4:40pm - 6:40pm Sheraton Chicago: Erie Room
Presenter: Jeffrey R. Edwards, U. of North Carolina

336 (SIM) Thinking about New Ideas and Topics: SIM Research Roundtables
4:40pm - 6:10pm Fairmont Chicago: State Room
No pre-registration required. See the SIM & OB listservs in Spring 2008 for more information. Contact David Waldman (waldman@asu.edu).
Organizer: David Waldman, Arizona State U.
Facilitators: David V. Day, U. of Western Australia; Janet M. Dukerich, U. of Texas, Austin; Glen E. Kreiner, Pennsylvania State U.

337 (TTC, BPS, GDO) Simple and Inexpensive Methods to Teach Abstract Concepts in Strategy
4:40pm - 6:40pm Sheraton Chicago: Huron Room
Facilitator: Sherman Chin, RMIT U.
Coordinator: Nigel Patrick Munro-Smith, RMIT U.

Saturday 5:00PM

338 (IAM) Iberoamerican Academy of Management Business Meeting
5:00pm - 7:00pm Sheraton Chicago: Mississippi Room
Organizer: Julio DeCastro, Instituto de Empresa Business School
Saturday 5:10PM

342  (BPS, OMT, ODC, PNP): The Energy Challenge: A Strategic Management of Knowledge Perspective
5:10pm - 7:10pm Hyatt Regency Chicago: Hong Kong
Chair: Charles Wankel, St. John's U., New York
Facilitators: Mary Ann Glynn, Boston College; Barbara Townley, U. of St Andrews; Rodolphe Durand, HEC Paris; Candace Jones, Boston College

Saturday 5:20PM

345  (IM, SIM): Myth or Reality? The impact of Base-of-the-Pyramid initiatives on poverty alleviation
5:20pm - 7:20pm Hyatt Regency Chicago: Acapulco
Chair: Miguel Rivera-Santos, Babson College
Presenters: Aneel Karmani, U. of Michigan, Ann Arbor; Ans Kolk, U. of Amsterdam; Ted London, U. of Michigan; Patricia Marquez, U. of San Diego; Carlos Rufin, Suffolk U.; Sushil Vachani, Boston U.

Saturday 5:30PM

346  (AAA): New Member Orientation: Session 2
5:30pm - 7:00pm Sheraton Chicago: Sheraton 4
Organizers: James Calvin, Johns Hopkins U.; Kerry Ignatz, Academy of Management

347  (AAM): Asia Academy of Management Committee Meeting
5:30pm - 6:30pm Swissôtel Chicago: Zurich G
Organizer: Daphne W. Yu, Chinese U. of Hong Kong

348  (BPS, OMT, ENT, RM, SIM): Creating and Sustaining Competitive Advantage: Implications of the Environment?
5:30pm - 7:30pm Hyatt Regency Chicago: Truffles
Pre-registration is strongly encouraged. To register, please visit https://secure.aomonline.org/PDWRreg. The deadline to register online is July 10, 2009. Onsite walk-ins welcome based on space availability.
Organizers: Craig E. Armstrong, U. of Alabama; Paul Louis Orneville, U. of Alabama; Scott L. Newbert, Villanova U.
Distinguished Speakers: Thomas Brush, Purdue U.; West Lafayette; Russell Coff, Emory U.; Erwin Danneels, Worcester Polytechnic Institute; Glenn Hoetker, U. of Illinois, Urbana-Champaign; Michael J Leiblein, Ohio State U.; Jeffrey A. Martin, U. of Texas, Austin; Steven Postrel, U. of California, Los Angeles; Richard Reed, Washington State U.

349  (CMS): "Dark-Side VIII" Case-Writing Competition
5:30pm - 7:30pm Hyatt Regency Chicago: Columbus KL
Organizers: Jessica Heineman-Pieger, George Mason U.; Mary Godwyn, Babson College

5:30pm - 7:30pm Sheraton Chicago: Missouri Room
Facilitator: Ellen Ernst Kossek, Michigan State U.
Participant: Nancy A. Woolever, Society for Human Resource Management
351: (OB) OB/HR Members Welcome Reception
5:30pm - 7:00pm Sheraton Chicago: Chicago 5
This is a reception jointly sponsored by the OB and HR divisions to welcome our current and prospective members to the 2009 Annual Meeting.
Organizers: Maria Kraimer, U. of Iowa; Jacqueline A-M. Coyle-Shapiro, London School of Economics
Chairs: Sandy J. Wayne, U. of Illinois, Chicago; Blake E. Ashforth, Arizona State U.

352: (PTC) Why don’t things happen? – Hurdles to green practices
5:30pm - 6:30pm Fairmont Chicago: Ambassador Room
Organizer: Edeltraud Guenther, Technische U. Dresden
Facilitators: Martina K. Linnenluecke, U. of Queensland; Lutz Preuss, Royal Holloway, U. of London; Kai N. Hockerts, Copenhagen Business School; Anne-Karen Hueske, Technische U. Dresden

353: (SIM) Social Issues in Management Division/Society for Business Ethics Joint Keynote Speaker & Reception
(OFFSITE AT the Society for Business Ethics conference)
6:30pm - 8:00pm Offsite: Allerton Hotel
This event is OFFSITE. The location is Buckingham Ballroom, Allerton Hotel, 701 N Michigan Ave. Keynote is Prof. Deirdre McCloskey. Reception follow
Organizers: Ian Maitland, U. of Minnesota; Jeremy Moon, Nottingham U.
Keynote Speaker: Deirdre McCloskey, U. of Illinois - Chicago
Chair: Ian Maitland, U. of Minnesota

Saturday 5:40PM

354: (OMT, RM) Modeling Phenomena in Organization Theory: Commonalities in Heterogeneous Approaches
5:40pm - 7:40pm Hyatt Regency Chicago: San Francisco
Organizer: Simon A. Rodan, San Jose State U.

Saturday 6:00PM

355: (BPS) Mid-Career Workshop
6:00pm - 9:00pm Hyatt Regency Chicago: Burnham
Professional Development Workshop Chair: S Trevis Certo, Arizona State U.

356: (BPS) Meet the BPS Officers
6:00pm - 6:30pm Hyatt Regency Chicago: Gold Coast
Division Chair: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign
Division Chair-Elec.: Joanne Oxley, U. of Toronto
Program Chair: Tammy L. Madson, Santa Clara U.
Professional Development Workshop Chair: Nicholas Argyres, Washington U. in St. Louis
Past Chair: Russell Coff, Emory U.

357: (CAR) Careers Division PDW Social and Show
6:00pm - 8:00pm Fairmont Chicago: Moulin Rouge
Join us at the Careers Division PDW social event, with this year only an entertainment by the Careering Troubadours, directed by Kerr Inkson.
Presenters: Michael B. Arthur, Suffolk U.; Wolfgang Mayrhofer, WU Vienna; Julia Richardson, York U.; Joy A. Schneer, Rider U.; Maury Peiperl, IMD
Author: Kerr Inkson, U. of Waikato

358: (CMS) Critical Management Studies Division Welcome Social
7:00pm - 9:30pm Hyatt Regency Chicago: Toronto
Host: Craig Prichard, Massey U.

359: (ENT) ENT Social Event (Fadó Irish Pub)
6:00pm - 11:00pm Offsite: Fado Irish Pub
Saturday 8th August 6-11pm at Fadó Irish Pub 100, West Grand Avenue, Chicago, IL 60610 (on the corner of Clark and West Grand Avenue) http://www.fadoirishpub.com/chicago/ For details and how to register go to http://ent.aomonline.org/
Professional Development Workshop Chair: Mike Wright, U. of Nottingham

360: (HCM) HCM Saturday Night Networking Social
6:00pm - 8:00pm Swissôtel Chicago: Zurich E
This event is OFFSITE. The location is Buckingham Ballroom, Allerton Hotel, 701 N Michigan Ave. Keynote is Prof. Deirdre McCloskey. Reception follow
Organizers: Ian Maitland, U. of Minnesota; Jeremy Moon, Nottingham U.

361: (ICW) MMD Debriefing #2, CBS
6:00pm - 7:30pm Hyatt Regency Chicago: Skyway 260
Organizer: Mette Halborg, Copenhagen Business School

362: (ICW) Baker College Doctoral Student Seminar Saturday
6:00pm - 9:00pm Hyatt Regency Chicago: Skyway 272
Organizer: John Coulter Vinton, Baker College

363: (IM) International Management Division PDW Reception
6:00pm - 8:00pm Fairmont Chicago: Crystal Room

364: (Paper Session) - (MED) New Doctoral Student Consortium (NDSC) & Management Education and Development Division (MED) Reception
6:00pm - 8:00pm Sheraton Chicago: Sheraton 1

365: (NDSC) New Doctoral Student Consortium (NDSC) & Management Education and Development Division (MED) Reception
6:00pm - 8:00pm Sheraton Chicago: Sheraton 1
Join us for the joint reception of the NDSC and the Management Education and Development Division (MED). All members of NDSC and MED are welcome.

366: (OCS) OCIS Welcome Reception
6:00pm - 8:00pm Hyatt Regency Chicago: Columbus IJ

367: (ODC) ODC Founders Social
6:00pm - 8:00pm Swissôtel Chicago: Zurich F
368 (ONE, SIM, ENT) Green Microfinance Matters: How it informs research and teaching on alleviating poverty 6:00pm - 8:00pm Fairmont Chicago: Regent Room Organizers: Lisa Jones-Christensen, U. of North Carolina - Chapel Hill; Geoff Archer, Oregon State U. Participant: Joshua Ault, U. of South Carolina

Saturday 6:10PM

369 (MSR) Credible Scholarship and Publication in MSR 6:00pm - 7:40pm Hyatt Regency Chicago: Columbus G Guidance for scholars concerned that publication in the new arena of interest will be difficult or academically risky. Presenters: Andre L. Delbecq, Santa Clara U.

Saturday 6:20PM


Saturday 6:30PM

371 (ICW) Human Relations Reviewers’ Reception 6:30pm - 8:30pm Sheraton Chicago: Superior A and B Organizer: Claire Castle, Human Relations

Saturday 7:00PM

372 (AAA) President’s Reception for New and International Members 7:00pm - 9:00pm Sheraton Chicago: Chi Bar Host: Angelo DeNisi, Tulane U.

373 (AAM) Asia Academy of Management Reception 7:00pm - 9:00pm Swissotel Chicago: Zurich B Organizer: Daphne W. Yiu, Chinese U. of Hong Kong

374 (ICW) International Association for Chinese Management Research Reception 7:00pm - 9:00pm Sheraton Chicago: Sheraton 3 All are welcome. Organizer: Xin “Eva” Yao, U. of Colorado - Boulder

Saturday 8:00PM

375 (AAA) Showing of Al Gore’s "An Inconvenient Truth" 8:00pm - 10:00pm Sheraton Chicago: Sheraton 2

To honor this year’s theme “Green Management Matters”, please join us for this special showing of former Vice President Al Gore’s movie, “An Inconvenient Truth”, which offers a passionate and inspirational look at one man’s fervent crusade to halt global warming’s deadly progress in its tracks by exposing the myths and misconceptions that surround it. Program Chair: Susan E. Jackson, Rutgers U.

376 (GDO) All in the Family: Annual Reception for LGBTQ Persons and Friends at the Academy 8:00pm - 10:00pm Sheraton Chicago: Chicago 6 Allies, friends, gay, lesbian, bisexual and transgendered persons invited. Sponsored by the University of Utah. (http://group.aomonline.org/gibt/) Organizers: Ron Ophir, York U.; Gerardo Okhuysen, U. of Utah


378 (ONE) ONE Welcoming Reception 8:00pm - 10:30pm Fairmont Chicago: Chancellor Room

Saturday 9:00PM

379 (ICW) ANZAM Dessert Reception 9:00pm - 11:00pm Fairmont Chicago: Crystal Room Organizer: Neil M. Ashkanasy, U. of Queensland
### Session Details – Sunday

#### Sunday 7:00 AM

**380: (MSR) MSR MORNING MEDITATION SESSION**
7:00am - 8:00am Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

#### Sunday 8:00 AM

**382: (AAA) AOM Membership**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: James Calvin, Johns Hopkins U.

**383: (AAA) Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

**384: (AAA) Conference Exhibits**
8:00am - 5:00pm Hyatt Regency Chicago: Riverside Center

**385: (AAA) Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: Lisa K Gundry, DePaul U.; Margaret Posig, DePaul U.

**386: (AAA) All-Academy Welcome Breakfast**
8:00am - 9:00am Sheraton Chicago: Chicago 8-10
Please join us at this event where you can network, reconnect with old friends, and make new ones. And you can do all of this over a cup of coffee and breakfast pastries.

**387: (ICW) Organization Studies Editorial Board Meeting**
8:00am - 10:30am Hyatt Regency Chicago: Addams
Organizer: Michael Lounsbury, U. of Alberta

**388: (ICW) 'Career Development International' Editorial Advisory Board meeting**
8:00am - 9:30am Sheraton Chicago: Arkansas Room
The publisher (Emerald Group Publishing Limited) and the editors, Professor Jim Jawahar and Dr Hetty van Emmerik, invite all Editorial Board Members to a journal meeting. Full agenda to follow by email shortly.
Organizer: Nancy Rolph, Emerald Group Publishing Limited

#### Sunday 8:30 AM

**389: (AAA) Placement Services**
8:30am - 4:30pm Hyatt Regency Chicago: Grand Suite 3
Placement Services - Registration and Information
Organizers: James Hamilton Dulebohn, Michigan State U.; Wendy Kramer, Keystone College

#### Sunday 9:00 AM

**390: (AAA) Academy of Management Presidential Address and Awards Ceremony**
9:00am - 11:00am Sheraton Chicago: Sheraton Chicago Ballroom

**391: (AAA) Midwest Academy of Management Officers Meeting**
10:30am - 12:00pm Sheraton Chicago: Ontario Room

**392: (AAA) Midwest Academy of Management Officers Meeting**
11:00am - 12:30pm Hyatt Regency Chicago: Columbus G

**393: (AAA) Eastern Academy of Management Officers Meeting**
10:00am - 12:00pm Sheraton Chicago: Huron Room

#### Sunday 10:00 AM

**394: (AAC) Southwest Academy of Management Officers Meeting**
10:30am - 12:00pm Sheraton Chicago: Missouri Room

**395: (AAC) Conference Break**
10:15am - 10:45am Hyatt Regency Chicago: Riverside Center-Break

#### Sunday 10:15 AM

**396: (AAC) Meeting with Incoming Division/Interest Group Chairs (2009-2010)**
11:15am - 12:15pm Hyatt Regency Chicago: Addams
Organizer: Susan E. Jackson, Rutgers U.

**397: (AAC) Academy of Management Perspectives Editorial Board Meeting**
11:00am - 12:30pm Sheraton Chicago: Mayfair Room

**398: (ICW) Journal of Management Inquiry Editorial Board Meeting**
11:00am - 12:30pm Hyatt Regency Chicago: Columbian
Organizer: Marvin Washington, U. Alberta

**400: (ICW) Organization Studies editorial board meeting**
11:00am - 12:30pm Hyatt Regency Chicago: Gold Coast
Organizer: Alan Maloney, Sage Publications, U.K.

#### Sunday 10:30 AM

**401: (ICW) Morning Meditation Session**
11:00am - 11:30am Hyatt Regency Chicago: Southport G
Organizer: Gerald Biberman, Keystone College

**402: (AAC) Creating Sustainable Work: Research Insights and Strategies for Action**
11:30am - 12:30pm Hyatt Regency Chicago: Columbus G
Organizer: Katherine A DeCelles, U. of Michigan
Discussant: Max H. Bazerman, Harvard U.
The Egoism and Altruism of Intergenerational Behavior | Kimberly A Wade-Benzoni, Duke U.; Leigh Plunkett Tost, Duke U.
You Are How You Eat: the Unexpected Effects of Fast Food Culture | Chen-Bo Zhong, U. of Toronto; Sanford Ely DeVoe, U. of Toronto; Xiao Chen, U. of Toronto

**403: (AAC) Individuals and the Natural Environment**
11:30am - 12:00pm Hyatt Regency Chicago: Columbus G
Organizer: Katherine A DeCelles, U. of Michigan
Discussant: Max H. Bazerman, Harvard U.
The Egoism and Altruism of Intergenerational Behavior | Kimberly A Wade-Benzoni, Duke U.; Leigh Plunkett Tost, Duke U.
You Are How You Eat: the Unexpected Effects of Fast Food Culture | Chen-Bo Zhong, U. of Toronto; Sanford Ely DeVoe, U. of Toronto; Xiao Chen, U. of Toronto

You Are How You Eat: the Unexpected Effects of Fast Food Culture | Chen-Bo Zhong, U. of Toronto; Sanford Ely DeVoe, U. of Toronto; Xiao Chen, U. of Toronto
11:30am - 1:00pm Hyatt Regency Chicago: Columbus H
Chair: Amy Wrzesniewski, Yale U.
Work Process and Quality of Care in Early Childhood Education: The Role of Job Crafting | Carrie R. Leana, U. of Pittsburgh; Eileen Appelbaum, Rutgers U.; Iryna Shevchuk, U. of Pittsburgh
Lighthearted Fun in Heartbreaking Work: Sustaining Meaningfulness through Playfulness | Adam M. Grant, U. of Pennsylvania; Justin Berg, U. of Pennsylvania
Fashioning Provisional Jobs: How Workers Stuck In Low-Status Jobs Cope | Sandra Spataro, Cornell U.; Lisa Ellen Cohen, London Business School
Overcoming Barriers in the Crafting of Sustainable Jobs | Justin Berg, U. of Pennsylvania; Amy Wrzesniewski, Yale U.; Jane E. Dutton, U. of Michigan
Motivating Proactive Behavior to Achieve a Sustainable Career: The Power of the Future Work Self | Karoline Straus, U. of Sheffield; Mark A. Griffin, U. of Sheffield
Sustaining a Calling Over Time | Teresa Cardador, U. of Illinois, Urbana-Champaign; Brianna Barker Caza, U. of Illinois, Urbana-Champaign

404 (AAT) Building From the Ground Up II: Green Management and Sustainable Enterprise and Why They Matter
11:30am - 2:30pm Hyatt Regency Chicago: Columbus U

405 (AAT) What You Measure Is What Gets Done: The Importance of Developing Appropriate Sustainability Metrics
11:30am - 1:00pm Hyatt Regency Chicago: Columbus KL
Organizers: Suji Sur, Dalhousie U.; Carol-Ann Tetrauld Sirsly, Concordia U.
Moderator: Irene Henriques, York U.
Presenters: Sanjay Sharma, John Molson School of Business; Michael Toffel, Harvard U.; John Peloza, Simon Fraser U.; Peter Kinder, KLD Research & Analytics Inc.

406 (AAT) Building Sustainable Business Programs
11:30am - 2:30pm Hyatt Regency Chicago: Grand A
Participants: Eric Orts, U. of Pennsylvania; Magali Delmas, UCLA; Erica Plambeck, Stanford U.; Michael Lenox, U. of Virginia; Daniel Esty, Yale U.; Thomas P Lyon, U. of Michigan

407 (AAT) Greening Management Education: Educating for Global Responsibilities, Sustainability, and Ethics
11:30am - 2:00pm Hyatt Regency Chicago: Grand B
Organizers: Andreas Rasche, U. of Warwick; Sandra Waddock, Boston College; Patricia Werhane, DePaul U.; Juliane Iannarelli, AACSB International
Speakers: James E. Post, Boston U.; Ron Nahser, DePaul U.; Liz Maw, Net Impact; Rich Leimindsay, Aspen Institute Center for Business Education; Carolyn Woo, U. of Notre Dame

408 (AAT) Greening Matters: Shaping and Sustaining a New Vision of the Future
11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
Moderator: Benyamin B. Lichtenstein, U. of Massachusetts, Boston
Coordinator: Sandra Waddock, Boston College
Speakers: Peter M. Senge, Society of Organizational Learning; Sanjeev Khagram, Harvard U.; Malcolm McIntosh, Griffith U.; Sandra Waddock, Boston College; Erica L. Steckler, Boston College

409 (AAT) Issues Surrounding the Emergence and Diffusion of Technologies for Renewable Energy Generation
11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
Chairs: Ann Terlaak, U. of Wisconsin, Madison; Yan Gong, U. of California, Irvine
Analytical Learning and Technology Adoption: The Thin-Film Photovoltaic Cell Industry | Ann Terlaak, U. of Wisconsin, Madison; Yan Gong, U. of California, Irvine
Local Institutions and the Emergence of Cleantech | Suzanne Gladys Tillemann, U. of Oregon; Michael V. Russo, U. of Oregon
The Movements of Wind | W Chad Carlos, Cornell U.; Wesley Sine, Cornell U.; Brandon H. Lee, London Business School
Clean Technology Development under Cap-and-Trade Abatement Programs | Margaret Taylor, U. of California, Berkeley

410 (AAT) Bringing Practice Back into our Scholarship: Delivering the Agenda for Action
11:30am - 2:00pm Hyatt Regency Chicago: Grand E
Organizers: Elena P. Antonacopoulou, U. of Liverpool; Kuo Frank Yu, City U. of Hong Kong
Distinguished Speaker: Anne S. Huff, Technical U. München
Facilitators: Emmanuel A. Aбегунин, Capella U.; A. D. Amar, Seton Hall U.; Thomas G. Cummings, U. of Southern California; Jean M. Bartunek, Boston College; Philippe Nicolas Baumard, CRG Ecole Polytechnique; David Coghlan, Trinity College Dublin; Jay Conger, Claremont McKenna College; Craig D. Crossley, U. of Nebraska/Strawberry U.; Murray Dalziel, U. of Liverpool; Paul N. Friga, North Carolina U., Chapel Hill; Wolfgang H. Guettelt, U. of Hamburg; Roger Klev, Norwegian U. of Science and Tech; David Knights, Keele U.; Saku Mantere, Swedish School of Economics and Business Administration; Par Martensson, Stockholm School of Economics; Alan N. Miller, U. of Nevada, Las Vegas; Susan A. Mohrman, U. of Southern California; Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey; Jone L. Pearce, U. of California, Irvine; Yvon Pesqueux, CNAM Paris (France); Andrew M Pettigrew, U. of Oxford; V Seshan, Pepperdine U.; Georg Schreyogg, Freie U. Berlin; Torkild Thamem, Stockholm U.; Mary Uhl-Bien, U. of Nebraska; Robin Wensley, U. of Warwick; Tom Cannon, U. of Liverpool
Session Details – Sunday

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<th>Session</th>
<th>Topic</th>
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<th>Location</th>
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<tbody>
<tr>
<td>412</td>
<td>(AAA) 2010 Professional Development Workshop</td>
<td>12:00pm - 1:30pm</td>
<td>Hyatt Regency Chicago: Field</td>
</tr>
<tr>
<td>413</td>
<td>(AAA) Division Treasurers’ Meeting</td>
<td>12:00pm - 2:30pm</td>
<td>Hyatt Regency Chicago: McCormick</td>
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<tr>
<td>414</td>
<td>(ICW) Entrepreneurship Theory and Practice Editorial Luncheon</td>
<td>12:00pm - 2:00pm</td>
<td>Hyatt Regency Chicago: Wrigley</td>
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<tr>
<td>415</td>
<td>(ITC) International Theme Committee Meeting</td>
<td>12:00pm - 2:00pm</td>
<td>Hyatt Regency Chicago: Wrigley</td>
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<tr>
<td>416</td>
<td>(AAA) Academy of Management Review Editorial Board Meeting</td>
<td>12:30pm - 2:00pm</td>
<td>Sheraton Chicago: Superior A and B</td>
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<tr>
<td>417</td>
<td>(AAC) Eastern Academy of Management International Advisory Board</td>
<td>12:30pm - 2:00pm</td>
<td>Sheraton Chicago: Haron Room</td>
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<tr>
<td>418</td>
<td>(ICW) Group &amp; Organization Management Editorial Board Meeting</td>
<td>12:30pm - 2:00pm</td>
<td>Hyatt Regency Chicago: Atlanta</td>
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<tr>
<td>419</td>
<td>(AAA) Academy Leadership Forum: Workshop for Division Officers and Board Members</td>
<td>1:00pm - 3:00pm</td>
<td>Hyatt Regency Chicago: Comiskey</td>
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<tr>
<td>420</td>
<td>(AAA) AOM Fellows Group Committee on Membership Meeting</td>
<td>1:00pm - 2:00pm</td>
<td>Sheraton Chicago: Michigan A and B</td>
</tr>
<tr>
<td>421</td>
<td>(AAC) Mentoring Committee Meeting</td>
<td>1:00pm - 2:30pm</td>
<td>Sheraton Chicago: Ohio Room</td>
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<tr>
<td>422</td>
<td>(AAT) Trading in Good and Evil? Challenges and Opportunities of Market Solutions to Environmental Problems</td>
<td>1:00pm - 2:30pm</td>
<td>Hyatt Regency Chicago: Acapulco</td>
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Sunday 12:30PM

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<tbody>
<tr>
<td>423</td>
<td>(AAT) What Does It Mean to Be Green? Strategic Focus, Social Consciousness and Profit Motivation</td>
<td>1:00pm - 2:30pm</td>
<td>Hyatt Regency Chicago: Columbus G</td>
</tr>
<tr>
<td>424</td>
<td>(AAT) Environmentally Friendly Worker Behaviors</td>
<td>1:00pm - 2:30pm</td>
<td>Hyatt Regency Chicago: Columbus G</td>
</tr>
<tr>
<td>425</td>
<td>(AAT) Managing the Global Financial Crisis: Creatively, Reliably, Sustainably</td>
<td>1:00pm - 2:30pm</td>
<td>Hyatt Regency Chicago: Columbus G</td>
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Sunday 1:00PM

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<tr>
<th>Session</th>
<th>Topic</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>426</td>
<td>(AAT) Substitution and Sustainable Development: Towards a Research Agenda</td>
<td>1:00pm - 2:30pm</td>
<td>Hyatt Regency Chicago: Acapulco</td>
</tr>
</tbody>
</table>
10:00 - 2:30pm Hyatt Regency Chicago: Grand C North

Chairs: Steve Maguire, McGill U.; Jennifer Howard-Grenville, U. of Oregon

Substituting Production Techniques: The Emergence and Diffusion of Green Chemistry | Jennifer Howard-Grenville, U. of Oregon; Andrew Nelson, U. of Oregon

Substitution via Sustainable Development Innovation: An Evolutionary Perspective | Jeremy K Hall, Simon Fraser U.; Stelvia Matos, Simon Fraser U.

Public Policy, Substitution Effects, and Alternative Energy | Michael V. Russo, U. of Oregon

Theorizing Risk: Organization, Technology and Stakeholders | Steve Maguire, McGill U.; Nelson Phillips, Imperial College London

Participants: Jeremy K Hall, Simon Fraser U.; Stelvia Matos, Simon Fraser U.; Michael V. Russo, U. of Oregon; Nelson Phillips, Imperial College London; Andrew Nelson, U. of Oregon

427 (AAT) Sustainability in Practice: The Capabilities Needed to Move from Ideal to Reality | 1:00pm - 2:30pm Hyatt Regency Chicago: Grand D North

Distinguished Speaker: Peter M. Senge, Society of Organizational Learning

Moderator: Thomas A. Stewart, Booz & Company

Participant: Adriana Villasenor, PepsiCo, Inc

428 (AAT) Overcoming Obstacles to the Green Transformation: Insights from Company Sustainability Leaders | 1:00pm - 2:30pm Hyatt Regency Chicago: Toronto

Chairs: Nancy B Kurland, California State U. Northridge; Deone Maria Zell, California State U. Northridge

Participants: Mark Buckley, Staples; Kit Cole, Waste Management; Brandon Gabriel, LA Graphic; Scott Mattoon, Sun Microsystems; Michelle Plotkin, Global Inheritance; Jennifer Regan, AEG

429 (ICW) Organization editorial board meeting | 1:00pm - 2:30pm Hyatt Regency Chicago: Gold Coast

Organizer: Alan Maloney, Sage Publications, U.K.

430 (ICW) CGIR Editorial Board Meeting | 1:00pm - 2:30pm Fairmont Chicago: Embassy Room

This meeting is only open to members of the editorial staff for CGIR as of August, 2009 (current Associate Editors, Screening Editors, Editorial Review Board, and Editorial Advisory Board).

Organizer: William Q Judge, Old Dominion U.

Sunday 1:15PM

431 (SIM) SIM Division Executive Committee | 12:30pm - 1:45pm Fairmont Chicago: State Room

Sunday 1:30PM

432 (AAA) Program Developer Training Session for PDW Chairs | 1:30pm - 3:00pm Hyatt Regency Chicago: Field

Presenters: Valerie Navarro, Academy of Management; Gabriel Bramson, Academy of Management

433 (ICW) Organization Management Journal Editorial Board & Meet the Editor Session | 1:30pm - 2:30pm Hyatt Regency Chicago: McCormick

Organizer: William P. Ferris, Western New England College

434 (ICW) 'Journal of Managerial Psychology' Editorial Advisory Board meeting | 1:30pm - 2:30pm Sheraton Chicago: Ontario Room

The publisher (Emerald Group Publishing Limited) and the editor, Dr Dianna Stone (University of Texas at San Antonio), invite all Editorial Board Members to a journal meeting. Full agenda to follow by email shortly.

Organizer: Nancy Rolph, Emerald Group Publishing Limited

435 (MED) MED Executive Committee Meeting | 1:30pm - 3:00pm Hyatt Regency Chicago: Skyway 269

Division Chair: Alvin Hwang, Pace U.

Division Chair-Elect: Katherine A. Karl, Marshall U.

Program Chair: Kenneth R Thompson, DePaul U.

Professional Development Workshop Chair: Jon Billsberry, Coventry U.

436 (OM) OM Executive Committee and Officers Meeting | 1:30pm - 2:30pm Hyatt Regency Chicago: Addams

Program Chair: Amelia Carr, Bowling Green State U.

Professional Development Workshop Chair: Thomas F. Gattiker, Boise State U.

Sunday 2:00PM

437 (AAA) Academy of Management Journal Editorial Board Meeting | 2:00pm - 3:30pm Sheraton Chicago: Mayfair Room

438 (AAA) AMR Editors Only Meeting | 2:00pm - 3:30pm Sheraton Chicago: Superior A and B

439 (AAC) Western Academy of Management Officers Meeting | 2:00pm - 3:30pm Sheraton Chicago: Missouri Room

440 (ICW) The Journal of Applied Behavioral Science Editorial Board Meeting | 2:00pm - 3:30pm Hyatt Regency Chicago: Atlanta

The editorial board of the Journal of Applied Behavioral Science will meet to discuss the journal and editorial policy.

Organizer: Leah Fargotstein, Sage Publications

441 (ICW) POS Gathering: Connecting with Others Interested in Positive Organizational Scholarship | 2:00pm - 3:30pm Sheraton Chicago: Chicago 9

Come and connect with other researchers and teachers interested in Positive Organizational Scholarship and Positive Organizational Behavior. See POS friends and meet new colleagues with interests similar to your own. After reviewing new POS developments over the last year, we will have an opportunity to discuss research, teaching, and/or practice interests. We are seeking to create a forum in which scholars can get acquainted and make meaningful connections that will help them to develop in their work. Our hope is that everyone will come away with an energizing insight about their POS interest, such as a research question, research idea, teaching idea, reference, funding source, research site, positive practice.

Organizer: Jane E. Dutton, U. of Michigan

442 (ICW) Organization Science Senior Editors’ Meeting
Sunday 2:30PM

444  (AAT) What can our Theories Tell us about Climate Change?
2:30pm - 4:00pm Hyatt Regency Chicago: Acapulco
Chairs: Nardia Haigh, U. of Michigan; Ray Zammuto, U. of Queensland
Discussant: Andrew Griffiths, U. of Queensland
Speakers: Max H. Bazerman, Harvard U.; Scott Sonenshein, Rice U.; Monika Winn, U. of Victoria; Bettina Beata Wittneben, U. of Oxford; P Devereaux Jennings, U. of Alberta

445  (AAT) Putting the Behavior Back into Green Behavior: Encouraging Pro-Environmental Actions at Work
2:30pm - 4:00pm Hyatt Regency Chicago: Columbus G
Organizers: Rose Challenger, U. of Leeds; Matthew C. Davis, U. of Leeds; Helen P. N. Hughes, U. of Leeds
Chair: Chris W. Clegg, U. of Leeds
Facilitator: Chris W. Clegg, U. of Leeds
Implementing Green Initiatives: Practical Limitations of a Techno-centric Mindset | Chris Jofeh, ARUP
Promoting Pro-Environmental Behavior in the Workplace: Reframing the Green Issue | Matthew C. Davis, U. of Leeds; Rose Challenger, U. of Leeds
Methodological Approaches to the Study of Green Behavior: Can Agent Based Modeling Save the Day? | Helen P. N. Hughes, U. of Leeds
A Review of Interventions to Encourage Pro-Environmental Behavior | Wokje Abrahamse, U. of Surrey
The Role of Emotions and Values as Drivers of Pro-Environmental Behavior | Sally V. Russell, Griffith U.; Neal M. Ashkanasy, U. of Queensland
Encouraging Pro-Environmental Behaviors in the Workplace: An Interactive Discussion | Chris W. Clegg, U. of Leeds

446  (AAT) Organization Design and Leadership for Sustainability
2:30pm - 4:00pm Hyatt Regency Chicago: Columbus H
Organizer: Chris Worley, U. of Southern California
Achieving Sustainable Functioning in the Health Care Sector: A Complex Systems Perspective | Susan A. Mohrman, U. of Southern California; Peter Docherty, Chalmers U. of Technology; Svante Lifvergren, Chalmers U. of Technology
SEER: An Action Research Project in Support of Sustainable Development | Hilary Bradbury, U. of Southern California
Governance for Sustainability: Building the Cuyahoga River Valley Organization | Chris Worley, U. of Southern California; Sally Parker, Currere
Organizing for Sustainability: Themes and Framework | Ann E. Feyerherm, Pepperdine U.; Susan A. Mohrman, U. of Southern California
Presenters: Ann E. Feyerherm, Pepperdine U.; Susan A. Mohrman, U. of Southern California; Peter Docherty, Chalmers U. of Technology; Hilary Bradbury, U. of Southern California; Svante Lifvergren, Chalmers U. of Technology; Sally Parker, Currere

447  (AAT) Modern Agricultural Processes
2:30pm - 4:00pm Hyatt Regency Chicago: Columbia IJ
Organizers: Brandon H. Lee, London Business School; Wesley Sine, Cornell U.
Routes to Roots: The Role of Tradition in the Production of Sustainable Products | Tina Dacin, Queen’s U.; Rasha Nasra, Queen’s U.; Melissa Leithwood, Queen’s U.
Crescive Standardization and Its Impact in the U.S. Organic Food Industry | Brandon H. Lee, London Business School; Wesley Sine, Cornell U.; Pamela S. Tolbert, Cornell U.

448  (AAT) Making Business Education Sustainable for Future Scholars and Managers; In Search of Answers
2:30pm - 5:00pm Hyatt Regency Chicago: Grand A
Organizers: Vlad Vaiman, Reykjavik U.; Nancy K Napier, Boise State U.; Sully Taylor, Portland State U.
Facilitators: Sliawomi Magala, Erasmus U.; Mark Starik, George Washington U.; Torben Andersen, Southern Denmark U.; Michael Morley, U. of Limerick; R Scott Marshall, Portland State U.; Arno Haslberger, Webster U.

449  (AAT) Doing Research on Business and the Environment: Perspectives from Several Disciplines
2:30pm - 4:00pm Hyatt Regency Chicago: Grand B
Chair: Michael Toffel, Harvard U.; Andrew King, Dartmouth U./Harvard U.
Discussant: Andrew King, Dartmouth U./Harvard U.
Participants: Thomas P Lyon, U. of Michigan; Kimberly A Wade-Benzi, Duke U.; Leigh Plunkett Tost, Duke U.; Magali Delmas, UCLA; Michael Lenox, U. of Virginia

450  (AAT) The Art and Science of Sustainable Value Chains
2:30pm - 4:00pm Hyatt Regency Chicago: Grand C North
Coordinator: Jason Jesurum Jay, Massachusetts Institute of Technology
Participants: Peter M. Senge, Society of Organizational Learning; Jason Clay, World Wildlife Fund; Richard Locke, Massachusetts Institute of Technology; Mark Lundy, International Centre for Tropical Agriculture
451 (AAT) Industrial Symbiosis: Collective Action for Sustainable Material and Energy Use
2:30pm - 5:00pm Hyatt Regency Chicago: Grand E North
Chairs: Jennifer Howard-Grenville, U. of Oregon; Dayna Simpson, Oregon State U.
Facilitators: Raymond L. Paquin, Concordia U.; Sara B. Soderstrom, Northwestern U.; Brent A. McKnight, U. of Western Ontario
Participants: John Ehrenfeld, International Society for Industrial Ecology; Marian Chertow, Yale U.; Joseph Sarkis, Clark U.; William Hoffman, Chicago Manufacturing Center

452 (AAT) Hot Topics in Environmental Management
2:30pm - 5:00pm Hyatt Regency Chicago: Grand E
Chair: Peter McKiernan, U. of St. Andrews

453 (AAT) Greening the Built Environment: New organizational designs in practice and construction.
2:30pm - 4:00pm Hyatt Regency Chicago: Toronto
Organizers: Rebecca Henri, U. of Michigan; Linda Forbes, Franklin & Marshall College
Moderators: Rebecca Henri, U. of Michigan; Linda Forbes, Franklin & Marshall College
Participants: Candace Jones, Boston College; David Orr, Oberlin College; Susan Sznasy, Metropolis Magazine; Marilyn Engwall, City of Chicago; Boyd Black, U. of Chicago

454 (ICW) Editorial Board Meeting - Journal of Management *by invitation only
2:30pm - 5:00pm Hyatt Regency Chicago: Truffles
Organizer: Talya N. Bauer, Portland State U.

455 (AAA) Conference Break
2:45pm - 3:15pm Hyatt Regency Chicago: Riverside Center: Break

456 (ICW) Management and Organizational History editorial board meeting
3:00pm - 4:30pm Hyatt Regency Chicago: McCormick
Organizer: Alan Maloney, Sage Publications, U.K.

457 (ICW) Meeting for Association of Korean Management Scholars and Doctoral Student Consortium
3:00pm - 6:00pm Sheraton Chicago: Chicago B
Organizer: Shung Shin, Washington State U.

458 (OM) JOM Best Paper Session
3:00pm - 4:30pm Hyatt Regency Chicago: Water Tower
Chair: Ken Boyer, Ohio State U.
"Understanding behavioral sources of process variation following enterprise system deployment" | Elliot Bendoly, Emory U.; Mark Cottaleze, Marquette U.
"Creating consumer durable retailer customer loyalty through order fulfillment service operations" | John T. Mentzer, U. of Tennessee; Theodore Stank, U. of Tennessee; Elizabeth Davis-Sramek, U. of Louisville


459 (TTC) Teaching Theme Committee Meeting
3:00pm - 4:30pm Sheraton Chicago: Huron Room
Organizer: Barbara A. Ritter, Coastal Carolina U.
### Session Details – Sunday

#### 467: (GDO) GDO Executive Committee Meeting
3:30 pm - 5:00 pm Sheraton Chicago: Arkansas Room
- **Division Chair:** Jeanette N. Cleveland, Pennsylvania State U.
- **Division Chair-Elect:** Quintetta Roberson, Villanova U.
- **Program Chair:** David A. Kravitz, George Mason U.
- **Past Chair:** Marc R. Harmon, Portland State U.
- **Professional Development Workshop Chair:** Diana Bilmoria, Case Western Reserve U.

#### 468: (HCM) HCM Executive Committee Meeting
3:30 pm - 5:00 pm Swissôtel Chicago: Vevey Salon 3
- **Division Chair:** Christy Harris Lemak, U. of Michigan
- **Division Chair-Elect:** Robert Weech-Maldonado, U. of Alabama at Birmingham (UAB)
- **Program Chair:** Eric S. Williams, U. of Alabama
- **Past Chair:** Timothy Hoff, State U. of New York, Albany

#### 469: (HR) HR Executive Committee Meeting
3:30 pm - 5:00 pm Sheraton Chicago: Ontario Room
- **Division Chair:** Sandy J. Wayne, U. of Illinois, Chicago
- **Division Chair-Elect:** Howard J. Klein, Ohio State U.
- **Program Chair:** John E. Delery, U. of Arkansas
- **Professional Development Workshop Chair:** Trish Reay, U. of Alberta
- **Past Chair:** Timothy Hoff, State U. of New York, Albany

#### 470: (IM) International Management Division Committee Meeting (Invitation Only)
3:30 pm - 5:00 pm Hyatt Regency Chicago: New Orleans
- **Organizer:** Tatianna Kostova, U. of South Carolina

#### 471: (MC) MC Executive Committee Meeting
3:30 pm - 5:00 pm Hyatt Regency Chicago: Skyway 265

#### 472: (MH) MH Executive Committee Meeting
3:30 pm - 5:00 pm Swissôtel Chicago: Montreux Salon 1

#### 473: (MSR) MSR Executive Committee Meeting
3:30 pm - 5:00 pm Hyatt Regency Chicago: Addison
- **Division Chair:** Kathy Lund Dean, Idaho State U.
- **Division Chair-Elect:** Keiko Krahne, U. of Northern Colorado
- **Program Chair:** Debu Mukerji, Macquarie U.
- **Professional Development Workshop Chair:** Arthur L. Jue, U. of Phoenix / Oracle Corp.
- **Past Chair:** Margaret Benefiel, Andover Newton Theological School
- **Treasurer:** Matthew L. Sheep, Illinois State U.

#### 474: (OB) OB Executive Committee Meeting
3:30 pm - 5:00 pm Sheraton Chicago: Erie Room
- **Program Chair:** Carrie R. Leana, U. of Pittsburgh
- **Professional Development Workshop Chair:** Jason Colquitt, U. of Florida

#### 475: (OCIS) OCIS Executive Committee Meeting
3:30 pm - 5:00 pm Hyatt Regency Chicago: Burnham
- **Program Chair:** Brian S. Butler, U. of Pittsburgh
- **Professional Development Workshop Chair:** Manju K Ahuja, U. of Louisville

#### 476: (ODC) ODC Executive Committee Meeting
3:30 pm - 5:00 pm Swissôtel Chicago: Vevey Salon 1
- **Program Chair:** Ronald Fry, Case Western Reserve U.
- **Professional Development Workshop Chair:** Inger G. Stensaker, Norwegian School of Econ. and Bus. Admin.

#### 477: (OMT) OMT Executive Committee Meeting
3:30 pm - 5:00 pm Hyatt Regency Chicago: Columbus

#### 478: (PNP) PNP Executive Committee Meeting
3:30 pm - 5:00 pm Fairmont Chicago: Ambassador Room
- **Program Chair:** Neil M. Boyd, Lycoming College
- **Professional Development Workshop Chair:** Leisha DeHart-Davis, U. of Kansas

#### 479: (RM) Research Methods Division Executive Committee Meeting
3:30 pm - 5:00 pm Sheraton Chicago: Ohio Room
- **Division Chair:** Charles A. Pierce, U. of Memphis
- **Division Chair-Elect:** Timothy Hinkin, Cornell U.
- **Program Chair:** Stephanie L. Castro, Florida Atlantic U.
- **Professional Development Workshop Chair:** Mark A. Griffin, U. of Sheffield
- **Past Chair:** Mark Gavin, Oklahoma State U.

#### 480: (TIM) Technology and Innovation Management Executive Committee Meeting
3:30 pm - 5:00 pm Hyatt Regency Chicago: Field
- **Division Chair:** Paul Almeida, Georgetown U.
- **Division Chair-Elect:** Shawn M. Carracher, Cameron U.
- **Program Chair:** Fernando Suarez, Boston U.
- **Professional Development Workshop Chair:** Paul M Olk, U. of Denver
- **Past Chair:** Lori Rosenkopf, U. of Pennsylvania
- **Webmaster:** BJ Zirger, U. of Cincinnati
- **Treasurer:** Patricia M. Norman, Baylor U.

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**Sunday 3:45PM**

#### 481: (ICW) Business & Society Editorial Board Meeting
3:45 pm - 5:15 pm Fairmont Chicago: State Room
- **Organizer:** Duane Windsor, Rice U.

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**Sunday 4:00PM**

#### 482: ➔: (AAT) Green Management: Do We Need New Objective Functions to Manage Sustainably?
4:00 pm - 5:30 pm Hyatt Regency Chicago: Acapulco
- **Organizer:** Michael Andreas Pirson, Fordham U./Harvard U.
- **Discussants:** Mark B. Milstein, Cornell U.; Claudia Verena Peus, Ludwig Maximilians U.
- **Presenters:** Anant Sundaram, Dartmouth College; Andrew C Wicks, U. of Virginia; Wayne Norman, Duke U.

#### 483: ➔: (AAT) Corporate Social Responsibility From the Ground Up: Cultivating an Employee-Centered Perspective
4:00 pm - 5:30 pm Hyatt Regency Chicago: Columbus G
- **Organizers:** Marc Hoffman Lavine, Boston College; Ryan L. Raffaelli, Boston College; Erica L. Steckler, Boston College
- **Chair:** Erica L. Steckler, Boston College
- **Discussant:** Philip H. Mirvis, Center for Corporate Citizenship
Involving Employees in CSR: Mapping the Barriers, Identifying the Levers | Jean-Pascal Gond, Nottingham U.

In Good We Trust: CSR Promotes Commitment through Giving | Adam M. Grant, U. of Pennsylvania

Corporate Branding, Employee Identity, and CSR | Mary Jo Hatch, Copenhagen Business School

Does Making a Difference Make a Difference? Role of CSR in Work Meaningfulness and Job Attitudes | Marc Hoffman Lavine, Boston College

Letting Your Employees Walk the Talk: CSR & Employee Engagement | Ryan L. Raffaelli, Boston College

Presenters: Jean-Pascal Gond, Nottingham U.; Adam M. Grant, U. of Pennsylvania; Mary Jo Hatch, Copenhagen Business School; Marc Hoffman Lavine, Boston College; Ryan L. Raffaelli, Boston College

484 (AAT) Social Design for Sustainability: Exploring the Design Characteristics of the Organizational Ecology
4:00pm - 5:30pm Hyatt Regency Chicago: Columbus H
Chairs: David DuBois, PSRI; Cathy DuBois, Kent State U.
Discussants: Dianne Dillon-Ridgley, Interface; David DuBois, PSRI

The Next Ascent: Engaging Leadership Teams in Sustaining the Sustainability Journey | Mona Amodeo, U. of Southern Mississippi & idgroup
Using Appreciative Inquiry in Community Design for Sustainability | Katherine E Holt, Peakinsight LLC
Goal Setting Feedback and Green Sustainability: Importance of Making Invisible Information Visible | Elise Amel, U. of St. Thomas; Christie Manning, Macalester College; Britain Scott, U. of St. Thomas

Sustainability and Implications for Management Practice: Emerging Needs in Central America | John C Hollwitz, Fordham U.
Presenters: Katherine E Holt, Peakinsight LLC; Elise Amel, U. of St. Thomas; John C Hollwitz, Fordham U.; Mona Amodeo, U. of Southern Mississippi & idgroup

485 (AAT) Classical Sociologists Confront our Environmental Crisis
4:00pm - 6:00pm Hyatt Regency Chicago: Columbus U.
Chair: Paul Adler, U. of Southern California

Participants: Richard Mares, California State U. Sacramento; Thorbjorn Knudsen, U. of Southern Denmark; Markus C. Becker, U. of Southern Denmark; Stella M. Nkomo, U. of South Africa; Ad Van Ixworth, Maastricht U.; Pamela S. Tolbert, Cornell U.; Shon R Hiatt, Cornell U.; Charles Heckscher, Rutgers U.; Peer C. Fiss, U. of Southern California

486 (AAT) The Environment in Troubling Times
4:00pm - 6:00pm Hyatt Regency Chicago: Columbus KL
Chair: Therese F. Yaeger, Benedictine U.
Presenter: Peter Sorensen, Benedictine U.
Participants: Ghazala Ovaice, Abbott Laboratories; Philip Terry Anderson, Johnson-Diversey; Timothy W. Goodly, CNN Worldwide; Paolo Goelzer, IGA Institute; Richard W. Woodman, Texas A&M U.

487 (AAT) Multidisciplinary Teaching Perspectives
4:00pm - 6:00pm Hyatt Regency Chicago: Grand B
Organizers: Anna B. Kayes, Stevenson U.; D Christopher Kayes, George Washington U.; William H. Prado, Green Mountain College; Mark Starik, George Washington U.
Presenters: Mark Starik, George Washington U.; Carolyn P. Egri, Simon Fraser U.; Anna B. Kayes, Stevenson U.; Bruce Paton, Monterey Institute of International Studies; D Christopher Kayes, George Washington U.; Murray Silverman, San Francisco State U.; Ora Freedman, Stevenson U.; Marty Freedman, Towson U.; William H. Prado, Green Mountain College

488 (AAT) Greening the Academy
4:00pm - 6:30pm Hyatt Regency Chicago: Toronto
Moderator: Mark Starik, George Washington U.
Speakers: Gordon P. Rand, Western Illinois U.; Thomas G. Cummings, U. of Southern California; Sandra Waddock, Boston College; James E. Post, Boston U.

489: (ICW) HRM Editorial Meeting and Reception
4:00pm - 5:30pm Sheraton Chicago: Michigan B
Organizer: Leslie Wilhelm, U. of Michigan

490: (ICW) Organization Science Editorial Review Board Meeting & Reception
4:00pm - 5:00pm Sheraton Chicago: Sheraton 4
Organizer: Jennifer Kukawa, Carnegie Mellon U.

491: (ONE) ONE Executive Committee Meeting
4:00pm - 5:30pm Falmont Chicago: Embassy Room
Program Chair: Magali Delmas, UCLA
Professional Development Workshop Chair: Jorge Rivera, George Washington U.

492: (SIM) SIM Division Best Dissertation Award Finalists
4:00pm - 5:00pm Falmont Chicago: Regent Room
Ben Wempe is chair.
Chair: Ben Wempe, Erasmus U.

Sunday 4:30PM

493: (OM) OM Division General Business Meeting
4:30pm - 5:30pm Hyatt Regency Chicago: Water Tower
All members of the OM Division are encouraged to attend. Guest interested in the OM Division are welcome to attend.

Sunday 5:00PM

494: (AAA) Academy of Management Perspectives Editors Only
5:00pm - 6:30pm Sheraton Chicago: Mississippi Room

495: (CM) Conflict Management Division Business Meeting
5:00pm - 6:00pm Sheraton Chicago: Sheraton 5
Off-site social follows meeting.
Division Chair: Thomas M. Tripp, Washington State U.
Division Chair-Elect: Kathleen O’Connor, Cornell U.
Program Chair: Deanna Geddes, Temple U.
Professional Development Workshop Chair: Barry M Goldman, U. of Arizona
Past Chair: Susan E. Brodt, Queen’s U.
Session Details – Sunday

500: *(SIM) SIM Salon: CSR1, CSR2, CSR3, CSR4, CSP, CC, or CS RIP? The Academic Uses of CSR Talk
5:15pm - 6:15pm Fairmont Chicago: Regent Room
Leading scholars in SIM debate & discuss the academic utility of the CS concepts. Do scholars need more varieties of CS talk to understand the world
Moderator: Barry M Mitnick, U. of Pittsburgh
Speakers: Jeremy Moon, Nottingham U.; Donna J Wood, U. of Northern Iowa

501: *(ICW) IABS Executive Board Meeting
5:30pm - 6:30pm Fairmont Chicago: State Room
Organizer: Kathleen Rehbein, Marquette U.

502: *(CMS) The Politics of Sustainable Coffee
5:45pm - 7:10pm Hyatt Regency Chicago: Toronto
Chair: Roy Stager Jacques, Massey U. Auckland

503: *(BPS) The 2009 Irwin Outstanding Educator Award in Honor of Will Mitchell
6:00pm - 8:00pm Hyatt Regency Chicago: Trufflees
A reception will follow the award presentation and remarks by Will Mitchell.
Hosts: Jeff Furman, Boston U.; Idalene F. Kesner, Indiana U.; J. L. Stimpert, Colorado College
Distinguished Speaker: William G Mitchell, Duke U.

Sunday 6:00PM

504: *(HR) HR Division Business Meeting
6:00pm - 7:00pm Sheraton Chicago: Sheraton 1
Division Chair: Sandy J. Wayne, U. of Illinois, Chicago
Division Chair-Elect: Howard J. Klein, Ohio State U.
Program Chair: John E. Delery, U. of Arkansas
Professional Development Workshop Chair: Murray R. Barrick, Texas A&M U.
Past Chair: John Hollenbeck, Michigan State U.

505: *(ICW) Management Faculty of Color Association Business Meeting
6:00pm - 7:00pm Hyatt Regency Chicago: Columbus G
Organizer: Joseph E Garcia, Western Washington U.

506: *(ICW) Richard Ivey School of Business, PhD Alumni Reception
6:00pm - 8:00pm Hyatt Regency Chicago: Gold Coast
This is the third annual reception of the Ivey community at AOM – an event not to miss. We have had a wonderful response from alumni in our first two years. New this year is the opportunity for a ring ceremony for those PhDs that missed their graduation. Appetizers and refreshments will be made available. Attention IVEY Alumni! This event will also provide a great opportunity to reconnect with Ivey faculty, former classmates, and to meet current PhD students in order to build our Ivey PhD alumni network.
Organizer: Michael Wood, Richard Ivey School of Business, The U. of Western Ontario

507: *(ICW) The Hong Kong Polytechnic University Reception - Department of Management and Marketing
6:00pm - 8:00pm Hyatt Regency Chicago: Skyway 272
Organizer: John Coulter Vinton, Baker College

508: *(ICW) MMD Debriefing #3, CBS
6:00pm - 7:30pm Hyatt Regency Chicago: Skyway 260
Organizer: Mette Halborg, Copenhagen Business School

509: *(ICW) Baker College Doctoral Student Seminar Sunday
6:00pm - 8:00pm Hyatt Regency Chicago: Skyway 272
Organizer: John Coulter Vinton, Baker College

510: *(ICW) The Aspen Institute Center for Business Education 2009 AOM Cocktail Reception
6:00pm - 8:00pm Sheraton Chicago: Mayfair Room
Organizer: Justin Goldbach, Aspen Institute Business and Society Program

511: *(ICW) Journal of Applied Psychology, Editorial Board Meeting and Reception
6:00pm - 8:00pm Sheraton Chicago: Michigan A
Organizer: Steve W. J. Kozlowski, Michigan State U.

512: *(ICW) The Leadership Quarterly Board Meeting
6:00pm - 7:00pm Sheraton Chicago: Superior A and B
Organizer: Michael Mumford, U. of Oklahoma

513: *(ICW) International Family Enterprise Research Academy Meet & Greet Cocktail
6:00pm - 8:00pm Fairmont Chicago: Ambassador Room
Organizers: Lloyd P Steier, U. of Alberta; Sanjay Goel, U. of Minnesota, Duluth


Section D

170
514: (ICW) Singapore Management University
Management Reception
6:30pm - 8:30pm Hyatt Regency Chicago: Gold Room
Organizer: Priscilla Kumari Anggamuthu, Singapore Management U.

515: (MC) MCD Business Meeting
6:00pm - 7:00pm Hyatt Regency Chicago: Columbus H

516: (MOC) MOC Executive Committee Meeting
6:00pm - 7:00pm Hyatt Regency Chicago: Atlanta
Division Chair: Luis Martins, Georgia Institute of Technology
Division Chair-Elect: Richard Blackburn, U. of North Carolina, Chapel Hill
Program Chair: Gerard P. Hodgkinson, U. of Leeds
Professional Development Workshop Chair: Mark J. Martinko, Florida State U.

517: (MSR) MSR BUSINESS MEETING
6:00pm - 7:00pm Hyatt Regency Chicago: Grand D North
Join us for our annual MSR Business Meeting where we will discuss our status and plan programming. Meet our officers and provide input. All invited.
Organizers: Adela Jana McMurray, RMIT U.; Freda Turner, Northcentral U.
Hosts: Richard Perego, U. of Dallas Graduate School of Management; Yochanan Altman, London Metropolitan U.
Division Chair-Elect: Keiko Krahne, U. of Northern Colorado
Program Chair: Debu Mukerji, Macquarie U.
Professional Development Workshop Chair: Arthur L. Jue, U. of Phoenix / Oracle Corp.
Coordinator: Eve Poole, Ashridge
Presenters: Kathy Lund Dean, Idaho State U.; Emmett E. Perry, Rockhurst U.
Past Chairs: Charles J. Fornaciari, Florida Gulf Coast U.
Participants: Charles J. Fornaciari, Florida Gulf Coast U.
Past Chairs: Margaret Benefiel, Andover Newton Theological School; Gerald Biberman, U. of Scranton; Robert A Giacalone, Temple U.; Judith A. Neal, U. of New Haven; David Trott, St. Edward's U.; Marjolein Lips-Wiersma, U. of Canterbury; Sandra Kauanui, Florida Gulf Coast U.
Secretary: Lee Robbins, Golden Gate U.
Treasurer: Mathew L. Sheep, Illinois State U.

518: (OM) OM Division Reception
6:00pm - 7:00pm Hyatt Regency Chicago: Wrigley
Open to OM Division Members and Guests.

Sunday 6:30PM
519: (CM) Conflict Management Division Social
6:30pm - 9:00pm Offsite social TBA
Off-site social TBA.

520: (ICW) The Business Journal of Hispanic Research Reception
6:30pm - 9:30pm Hyatt Regency Chicago: Grand C North
Organizer: Maru Tapia, The Business Journal of Hispanic Research

521: (IM) International Management Division Executive Committee Meeting (Invitation Only)
5:15pm - 6:45pm Hyatt Regency Chicago: New Orleans
Division Chair: Tatiana Kostova, U. of South Carolina
Division Chair-Elect: Anil K Gupta, U. of Maryland, College Park
Program Chair: Seung Ho "Sam" Park, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: Mary Yoko Brannen, INSEAD/ San Jose State U.

Sunday 7:00PM
522: (HR) HR Division Reception
7:00pm - 8:30pm Sheraton Chicago: Sheraton 2
Division Chair: Sandy J. Wayne, U. of Illinois, Chicago
Division Chair-Elect: Howard J. Klein, Ohio State U.
Program Chair: John E. Delery, U. of Arkansas
Professional Development Workshop Chair: Murray R. Barrick, Texas A&M U.
Past Chair: John Hollenbeck, Michigan State U.

523: (ICW) Management Faculty of Color Association Reception and Social
7:00pm - 9:00pm Hyatt Regency Chicago: Columbus IJ
Organizer: Joseph E Garcia, Western Washington U.

524: (ICW) Network of Leadership Scholars Award Presentation
7:00pm - 8:00pm Sheraton Chicago: Sheraton 4
Sponsored by: Elsevier
Organizer: Mary Uhl-Bien, U. of Nebraska

525: (ICW) Bocconi University Reception
7:00pm - 9:30pm Fairmont Chicago: Moulin Rouge
Reception organized by Bocconi University. Food and drinks. Free entry.
Organizer: Giovanni Valentini, Bocconi U.

526: (MC) MCD Social Hour
7:00pm - 8:00pm Hyatt Regency Chicago: Columbus KL

527: (MSR) MSR SOCIAL
7:00pm - 8:00pm Hyatt Regency Chicago: Grand D North
Annual social for friends of MSR. Open to all. Come network with us, renew friendships, and learn more about this rapidly growing area of AOM.
Hosts: Richard Perego, U. of Dallas Graduate School of Management; Yochanan Altman, London Metropolitan U.; Emmett E. Perry, Rockhurst U.; Adela Jana McMurray, RMIT U.; Freda Turner, Northcentral U.; Eve Poole, Ashridge; Andre L Delbecq, Santa Clara U.
Division Chair: Kathy Lund Dean, Idaho State U.
Division Chair-Elect: Keiko Krahne, U. of Northern Colorado
Program Chair: Debu Mukerji, Macquarie U.
Professional Development Workshop Chair: Arthur L. Jue, U. of Phoenix / Oracle Corp.
Participants: Charles J. Fornaciari, Florida Gulf Coast U.
Past Chairs: Margaret Benefiel, Andover Newton Theological School; Robert A Giacalone, Temple U.; David Trott, St. Edward's U.; Marjolein Lips-Wiersma, U. of Canterbury; Sandra Kauanui, Florida Gulf Coast U.; Judith A. Neal, U. of New Haven; Gerald Biberman, U. of Scranton
Secretary: Lee Robbins, Golden Gate U.
Treasurer: Mathew L. Sheep, Illinois State U.

Sunday 7:30PM
528: (CMS) Critical Management Studies Social Evening
Sunday 8:00PM

529: (ICW) The Reception hosted by the Hong Kong University of Science and Technology
6:00pm - 10:00pm Hyatt Regency Chicago: Crystal A
Organizer: Jiatao Li, Hong Kong U. of Science and Technology

530: (ICW) Network of Leadership Scholars Reception
8:00pm - 9:00pm Sheraton Chicago: Sheraton 5
Sponsored by: Elsevier
Organizer: Mary Uhl-Bien, U. of Nebraska

531: (Paper Session) - (SIM) SIM "Push Panel": 2009
Focus: Edwin Epstein’s The Corporation in American Politics -- 40 Years Old and Still Pushing the Frontier of Studying Business and Government
8:00pm - 9:30pm Fairmont Chicago: Crystal Room
This is a SIM Division Panel of a new design. Participants present cite-able academic nuggets that suggest new ways to push/develop a piece or narrow
Organizer: Barry M Mitnick, U. of Pittsburgh
Distinguished Speaker: Edwin M. Epstein, U. of California, Berkeley
MONDAY

### Monday 7:00AM

**532 : (ICW) AOM Christian Management Scholars Breakfast**
7:00am - 8:00am Sheraton Chicago: Chicago B
Christian Management Scholars holds an annual breakfast on Monday from 7-8 am. All faculty and graduate students interested in fellowshipping and networking with Christians in the management field are welcome to come. Please RSVP to Mitchell_Neubert@baylor.edu, so we can get an accurate count for catering.

Organizer: Molly Frye Wilmington, Hankamer School of Business, Baylor U.

**533 : (IM) International Management Division Welcome**
7:00am - 8:00am Hyatt Regency Chicago: Crystal B
Come and get an overview of the IMD program and meet IMD ECmembers & Track Chairs. An excellent opportunity for networking with other IMD members.

Division Chair: Tatiana Kostova, U. of South Carolina
Division Chair-Elect: Anil K Gupta, U. of Maryland, College Park
Program Chair: Seung Ho “Sam” Park, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: Mary Yoko Brannen, INSEAD/San Jose State U.

Chairs: Lorraine Eden, Texas A&M U.; Jean-Francois Hennart, Tilburg U.; Alain C. Verbeke, U. of Calgary; Yves Doz, INSEAD; Marjorie A Lyles, Indiana U.; Christopher Earley, U. of Connecticut; Ravi Ramamurti, Northeastern U.

**534 : (MSR) MSR MORNING MEDITATION SESSION**
7:00am - 8:00am Hyatt Regency Chicago: Skyway 261
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.

Organizer: Gerald Biberman, U. of Scranton

**535 : (OM) OM Division Welcome and Breakfast**
7:00am - 8:00am Hyatt Regency Chicago: San Francisco
Division Chair: Elliot Bendoly, Emory U.

**536 : (TIM) Technology & Innovation Management Welcome Breakfast**
7:00am - 8:00am Hyatt Regency Chicago: Columbus H
Division Chair: Paul Almeida, Georgetown U.
Division Chair-Elect: Shawn M. Carracher, Cameron U.
Program Chair: Fernando Suarez, Boston U.
Professional Development Workshop Chair: Paul M Olk, U. of Denver
Past Chair: Lori Rosenkopf, U. of Pennsylvania
Webmaster: BJ Zirger, U. of Cincinnati
Treasurer: Patricia M. Norman, Baylor U.

### Monday 7:30AM

**391 : (AAA) Current and Incoming Heads and Members of Academy Committees.**
7:30am - 8:30am Sheraton Chicago: Parlor F
Organizer: James P. Walsh, U. of Michigan, Ann Arbor

**537 : (AAA) When Knowledge Wins: Reflections on and Reactions to Adler and Harzing’s (2009) Article**

### Monday 8:00AM

**538 : (AAA) AOM Membership**
8:00am - 9:00pm Hyatt Regency Chicago: Grand Foyer-Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: James Calvin, Johns Hopkins U.

**539 : (AAA) Conference Registration**
8:00am - 5:00pm Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

**540 : (AAA) Conference Exhibits**
8:00am - 5:00pm Hyatt Regency Chicago: Riverside Center

**541 : (AAA) Chicago 2009 LAC**
8:00am - 5:00pm Hyatt Regency Chicago: Skyway 273
Organizers: Lisa K Gundry, DePaul U.; Margaret Posig, DePaul U.

**542 : (Paper Session) - (BPS) Strategy Process & Change: Individuals, Expertise & Strategy Formation**
8:00am - 9:30am Hyatt Regency Chicago: Addams
Chair: Steven W Floyd, U. of St. Gallen
Discussant: Michael A. Roberto, Bryant U.

- Aligning Strategy Formation Mode, Forecasting, and Objective Setting in Pursuit of Firm Growth | Varkey K Titus, Indiana U.; Bloomington; Jeff Covin, Indiana U.; Dennis P Slevin, U. of Pittsburgh
- What Makes Strategic Initiatives Survive the Firm’s Internal Selection Environment? | Marcus M Keupp, U. of St. Gallen; Steven W Floyd, U. of St. Gallen; Oliver Gassmann, BI Norwegian School of Management
- Social Identity and Talent War Business Models: Surviving Narrative and Performance Tests | Peter McNamara, UCD Dublin; Simon Peck, Case Western Reserve U.; Amir Sasson, IAE de Toulouse; Basak Yakis-Douglas, Oxford U.

**543 : (Paper Session) - (BPS) Innovation & Strategic Renewal: Resources and Performance**
8:00am - 9:30am Hyatt Regency Chicago: Atlanta
Chair: Jennifer Walske, Boston U.
Discussant: Benjamin A. Campbell, Ohio State U.

- Organizational Decline and Innovation: Closing the Loop | Scott Latham, U. of Massachusetts, Lowell; Michael Braun, U. of Montana
544 (Paper Session) -(BPS) Industry Dynamics: Competitive Dynamics
8:00am - 9:30am Hyatt Regency Chicago: Burnham
Chair: Vladislav Maksimov, Georgia State U.
Discussant: Paul M Vaaler, U. of Minnesota
- Resources, Actions and Performance: Investigating a Mediated Model | Hermann Achidi Ndofor, Texas A&M U.; David G. Simron, Texas A&M U.; Xiaoming He, Texas A&M U.
- Escalation and competition for resources: Insights from firms’ responses to resource deregulation | Miguel Angel Campo-Rembado, Dartmouth College

545 (Paper Session) -(BPS) Alliances & Networks: Understanding Biotech Alliances
8:00am - 9:30am Hyatt Regency Chicago: Columbus G
Chair: Ryan Michigan, Columbia U.
Discussant: Shalini Rogbeer, Vienna U. of Economics and Business Administration
- Geographic and Social Contexts on Alliance Governance in Biotechnology-Pharmaceutical Firm Alliances | Joanne L Scilitoe, Michigan Technological U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Michael D Santoro, Lehigh U.

546 (Paper Session) -(BPS) Corporate Governance: How CEOs Matter
8:00am - 9:30am Hyatt Regency Chicago: Comiskey
Chair: Beverly B. Tyler, North Carolina State U.
Discussant: Karen Schnatterly, U. of Missouri-Columbia
- Why Do CEOs Matter More in Some Countries than Others? Managerial Discretion at the National Level | Craig Crossland, U. of Texas at Austin
- Top Management Team Diversity and Innovation: Disentangling Constructive and Destructive Mechanisms | Byungchae Jin, U. of Maryland, College Park; Jihoon Kim, San Francisco State U.; Patrick G. Maggitti, Villanova U.; Ken G. Smith, U. of Maryland; Paul E. Tesluk, U. of Maryland
- Does Environmental Uncertainty Moderate the Successor-International Involvement Change Relationship? | Yunsheng Liu, National Yunlin U. of Science and Technology; Wen-Ting Lin, Tunghai U.; Kuei-Yang Cheng, National Taiwan U.
- Do You Get What You Pay For? Compensation of New CEOs Hired in Turnaround Situations | Guoli Chen, INSEAD

Rent, profit, and value: Resource-based theory for the knowledge economy | J.W. Stoelhorst, U. of Amsterdam; Flore Bridoux, Rotterdam School of Management, Erasmus U.

Is Market Segmentation Really Dead? A Review of the Evidence on its Effect on Performance Outcomes | Adina Poenaru, ESCP-EAP European School of Management

Resource Momentum Strategies: A New Concept For Hypercompetitive Strategic Environments | Thomas Keil, Helsinki U. of Technology; Tomi M. M. Laamanen, Helsinki U. of Technology; Rita Gunther McGrath, Columbia U.

Geographical Cluster Size and Firm Performance | Adrian T.H. Kuah, U. of Bradford School of Management

Financial Performance And The Fortune Reputation Data | David J. Flanagan, Western Michigan U.; Timothy B Palmer, Western Michigan U.; KC O'Shaughnessy, Western Michigan U.

Information, Complementarity, and Resource Complexity in Strategic Factor Markets | Anthony Scime, Purdue U.; West Lafayette; Mona Bahs, Purdue U., West Lafayette

Typical Suspects: Categorical Determinants of Accounting Profitability, 1984-1994 | Christopher Wheat, Massachusetts Institute of Technology


competence upgrading, Business Configuration, and Risk-Return Relationship: An Empirical Study | Chia-Wen Hsu, Yuan Ze U.; Ji-Ren Lee, National Taiwan U.

The Antecedents and Consequences of Organizational Capabilities | Aaron Chatterji, Duke U.; Kira Fabrizio, Duke U.

R&D Returns Causality: Absorptive Capacity or Organizational IQ | April Franco, U. of Toronto; MB Sarkar, U. of Central Florida; Rajshree Agrawal, U. of Illinois, Urbana-Champaign; Raj Echambadi, U. of Central Florida

Fast-Mover Advantages | Goncalo Pacheco-de-Almeida, New York U.; Ashton Hawk, New York U.; Bernard Yeung, New York U.

Firm Capabilities and Experience Quality | Scott Rockart, Duke U.; Nilanjana Dutt, Duke U.


Journal Quality Rankings and the Contribution of Management Research: An Editor Perspective | Timothy Clark, Durham U.; Mike Wright, U. of Nottingham


Value of Research: Weak Measures, Dissensus, and Making a Difference | William H Glick, Rice U.

Speakers: Kim Peters, U. of Exeter; William H. Starbuck, U. of Oregon; Timothy Clark, Durham U.; William H Glick, Rice U.

Participants: S. Alexander Haslam, U. of Exeter; Mike Wright, U. of Nottingham

Strategic Management and Language | Nelson Phillips, Imperial College London

Understanding Strategy Process Through a Discursive Lens | Loizos Th. Heracleous, U. of Warwick

Language Games and Metaphoric Struggles In and Around Strategy Discourse | Saku Mantere, Swedish School of Economics and Business Administration; Eero Vaara, Hanken School of Economics


Presenters: Loizos Th. Heracleous, U. of Warwick; Saku Mantere, Swedish School of Economics and Business Administration; Eero Vaara, Hanken School of Economics; Dalvir Samra-Fredricks, Nottingham Trent U.; Hugh Willmott, U. of Cardiff

Session Details – Monday

MONDAY

8:00am - 9:30am Hyatt Regency Chicago: Acapulco

Discussant: Constance E Helfat, Dartmouth College

How Do Firms “Use” Users?: Collaborative Innovation in the Medical Device Industry | Aaron Chatterji, Duke U.; Kira Fabrizio, Duke U.

Best Paper Proceedings

Developing and Accommodating Self-Directed Careers: Academic and Corporate Perspectives | Jon P. Briscoe, Northern Illinois U.

Self-directedness During the Early Career: The Role of Organizational Interventions | Ans De Vos, Vlerick Leuven Gent Management School

The Protean/Boundaryless Matrix – An Empirical Analysis of IT Career Orientations in Europe | Martin Gubler, Loughborough U.
Contemporary Careers: A Practitioners’ Perspective | Rosina M. Gasteiger, Allianz SE; Philipp Rathjen, European Aeronautics Defence and Space Company (EADS)
Making it Happen: Using Organization Development to Drive the New Career | Angela Hills, Blessing White
Toward a Self-sustaining Career: Being and Becoming Protean through Career Learning | Jon P. Briscoe, Northern Illinois U.; Douglas T. Hall, Boston U.

555 CAU: (CAU) Strengthening Ties among Researchers Interested in the Latin American Region
8:00am - 9:30am Hyatt Regency Chicago: Skyway 283
Coordinators: Nathalie Castano, Wayne State U.; Mary F. Sully De Luque, Thunderbird
Participants: Leonel Prieto, Texas A&M U.; Almarie Esther Munley, Julio De Castro, Instituto de Empresa Business School; Marcus W. Dickson, Wayne State U.; Mary B Teagarden, Thunderbird School of Global Management

556 CAU: (CAU) Behavioral Integrity Research Incubator -- Supporting individual and collaborative research projects
8:00am - 9:30am Hyatt Regency Chicago: Skyway 284
This caucus is designed for people who are interested in conducting behavioral integrity research. We will discuss open questions around behavioral integrity, troubleshoot each others’ research collaborations, meet each other, network, and plant the seed for future efforts. And plot for how we will take the academy by storm.
Coordinator: Tony L. Simons, Cornell U.
Participants: Rangaripoya Kannan-Narasimhan, UCLA Anderson School of Management; Hanses Leroy, Katholieke U. Leuven; Gretchen Vogelgesang, State U. of New York, New Paltz; Ed Tomlinson, John Carroll U.; Sim B. Sitkin, Duke U.; Anneloes Raes, U. of St. Gallen; Ray Friedman, Vanderbilt U.; Ying-Yi Hong, Nanyang Technological U.; Wei Hua, Singapore Management U.; Sandra Cha, McGill U.; Roxanne Zolin, Queensland U. of Technology; Donald L. Ferrin, Singapore Management U.; Michael E. Palanski, Rochester Institute of Technology

557 CAU: (CAU) Metatheory in Management
8:00am - 9:30am Hyatt Regency Chicago: Skyway 285
Organizer: Steven E. Wallis, Foundation for the Advancement of Social Theory

558 (Paper Session) - (CM) Sensitivity or Collision? Varying Approaches to Conflict and Negotiation
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV CM 1
Presented on Panels 12-16
⇒ When Conflicts Do Not Escalate: The Buffering Effect of Conflict Characteristics | Sonja Rispens, Eindhoven U. of Technology
⇒ When Task and Relationship Conflict Collide: Trait Influences on Teammates’ Responses | Jana L. Raver, Queen’s U.; Jaclyn M. Jensen, George Washington U.; Jung Hyun Lee, George Washington U.
⇒ In Whose World? Status and Domain Effect on Negotiation Outcomes | Adam Wood, U. of Southern California; Jennifer R. Overbeck, U. of Southern California; David Traum, USC/ICT

559 (Paper Session) - (CM) External Forces vs. Individual Differences: Factors Impacting Our Mind, Health, and Performance
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV CM 2
Presented on Panels 17-20
⇒ Emotional Intelligence (EI) and Conflict: Implications for Employee Health | Mui Dora Luk, City U. of Hong Kong; Ben Shaffer, United International College; Doan E. Winkel, U. of Wisconsin, Milwaukee
⇒ How Competence Curtails Cooperation: Envy, Warmth, and Schadenfreude | Simone Moran, Ben Gurion U. of the Negev; Maurice Schweitzer, U. of Pennsylvania; Michal Miller, Ben Gurion U.
⇒ The Role of Political Ties on Conflict Resolution Choices of Chinese Private Entrepreneurs | Guofeng Wang, U. of Electronic Science and Technology of China; Tae-Hyun Kim, Northwestern U.; Ray Friedman, Vanderbilt U.; Runtian Jing, U. of Electronic Science and Technology of China
⇒ Unions and Firm Performance: Examining the Interaction Effects of Market Structure, R&D and Capital | Patrice Laroche, U. of Nancy 2; Heidi Wechtl, U. Paris 1 Sorbonne / Institut d’Administration des Enterprises

560 (Paper Session) - (CMS) Development Politics and Management
8:00am - 9:30am Hyatt Regency Chicago: Field
Chair: Mary Reidy, Case Western Reserve U.
⇒ Organizational Accounting in Non-Governmental Organizations: Between Text, Experience and Modernity | Sadhvi Dar, Queen Mary U. of London
⇒ Restoring the Authority of Public Strategists and Administration | Alex Faria, EBAPE-FGV; Takeyoshi Imasato, EBAPE-FGV; Richard Mares, California State U. Sacramento
⇒ The Dark Heart of the Dark Continent: Postcolonial Feminist Analysis of Immigrant Education | Viktorija Kalonaityte, Växjö U.
⇒ Best Paper on International Business

561 (Paper Session) - (ENT) Entrepreneurial Human Resource Management
8:00am - 9:30am Hyatt Regency Chicago: Field
Strategic Human Resource Management in Emergent and Developing Small Entrepreneurial Firms | Mario Krenn, Louisiana State U.
⇒ Entrepreneurial orientation and firm innovation: the moderating effects of SHRM and environment | Li-Qun Wei, Hong Kong Baptist U.; Longzeng Wu, Hong Kong Baptist U.; Jun Yang, Nankai U.
Family Influence and Nonfamily Employees’ Perceptions of Justice: Normative Stakeholder Perspective | Esra Memili, Mississippi State U.; John C. Shaw, Mississippi State U.

HRM and the Role of the Entrepreneurial Founder in Fast-Growth Firms | Vincent Giuca, Monash U.; Susan E Mayson, Monash U.; Rowena Barrett, Monash U.

562 (ENT) The Many Faces of Small and New Ventures: Implications for Research and Economic Development
8:00am - 9:30am Hyatt Regency Chicago: Grand D North
Chair: Amanda Brickman Elam, Babson College
Presenters: Todd Saxton, IU Kelley School of Business; Mathew R Allen, Northeastern U.; David Audretsch, Max Planck Institute of Economics; Mark Lange, Edward Lowe Foundation; M Kim Saxton, IU Kelley School of Business

563 (GDO) Sociological Perspectives on Entrepreneurship
8:00am - 9:30am Hyatt Regency Chicago: Grand D North
Chair: Amanda Brickman Elam, Babson College

The Networks Don’t Lie: Social Ties and Various Forms of Entrepreneurship | Jason Greenberg, Massachusetts Institute of Technology
Networks, collective action, and new venture performance in emerging organizational communities | Wouter Stam, Hong Kong U. of Science & Technology; Tina Dacin, Queen’s U.

564 (ENT) New Venture Finance
8:00am - 9:30am Hyatt Regency Chicago: New Orleans
Chair: Juan Florin, U. of New Hampshire

The Influence of Firm’s and Owner’s Characteristics on Bank Financing and Trade Credit Use | Alenka Slavec, U. of Ljubljana, Faculty of Economics; Igor Prodan, U. of Ljubljana, Faculty of Economics
Private Equity for SME: A Behavioural Model of the Demand-Side Perspective | Wolfgang Brenker, RWTH Aachen U.; Philipp Espe, RWTH Aachen U.; Florian Heinemann, RWTH Aachen U.; Bastian Winkenbach, RWTH Aachen U.
The Dynamics of Venture Capital Decision Making | Jeffrey Scott Petty, Faculty of Business and Economics, U. of Lausanne
How the quest for resources and capabilities shapes inter-organizational networks in VC Financing | Christian Hopp, U. of Vienna

565 (GDO) Small Business Management and Growth
8:00am - 9:30am Hyatt Regency Chicago: Skyway 260
Chair: Janna Kaarina Heinonen, Turku School of Economics

Innovation capabilities and performance among established versus young firms | Ana Cristina O Siqueira, U. of Cambridge and MIT; Andy Cosh, U. of Cambridge
External Succession in Small and Medium-sized Enterprises and the Role of Intangible Assets | Susanne Durst, U. of Liechtenstein; Stefan Guedenberg, U. of Liechtenstein
Managers’ Growth Intentions and Actual Growth in UK Small Companies | Natalia Isachenkova, Kingston U.
An Evolutionary Game Theoretic Approach to Entrepreneurship | Graciela Kuechle, Witten/Herdecke U.

566 (Paper Session) - (GDO) Global Teams and Values
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 21-27
Comparing the Incomparable: Values, Commitment, and OCB among Chinese and Israeli Employees. | Aaron Cohen, U. of Haifa; Ying Liu, Renmin U.
Cultural Dissimilarity’s Visibility and Separation Effects on Social Self-Regulation and Performance | Yves R. F. Guillaume, Aston U.; Felix Brodbeck, Ludwig Maximilians U.
The Influence of Team Members’ Family Involvement on Team Performance | Lieke Laura ten Brummelhuis, Utrecht U.
National Diversity Effects on Team Performance – Evidence from a Controlled Field Experiment | Hartmut Haas, Towers Perrin; Stephan Nüssch, U. of Zurich
International Diversity Management: Differences in Human Resources, Social Categorization and Power | Jakob Lauring, Aarhus U.; Mai Skjett Linneberg, Aarhus U.; Morten Rask, Aarhus U.
Gender, Gender Role Ideology and Work-Family Conflict in India | Ujwala Arun Rajadhyaksha, Saint Mary’s College; Sofiya Velgach, Illinois Institute of Technology

567 (Paper Session) - (GDO) Effects of Employee and Leader Diversity on Firm Performance in Four Countries
8:00am - 9:30am Sheraton Chicago: Chicago 9
Chair: Eddy S. Ng, California State Polytechnic U.
Discussant: Martin N. Davidson, U. of Virginia
Age Diversity & Firm Performance in an Emerging Economy: Implications for Cross-Cultural HRM | Ji Li, Hong Kong Baptist U.; Chris WL Chu, Aston U.; Kevin C.K. Lam, Chinese U. of Hong Kong; Guitao Tang, Hong Kong Baptist U.
The Impact of Gender Diversity on Performance in Services and Manufacturing Organizations | Muhammad Ali, Melbourne Business School; Carol T. Kulik, U. of South Australia; Isabel Metz, U. of Melbourne
Best Student Paper Award. Sponsored by Emerald Publishers
Dorothy Harlow Best Paper Award. Sponsored by McGraw-Hill
Investing with Prejudice: Women Leaders and Company Performance | S. Alexander Haslam, U. of Exeter; Michelle Ryan, U. of Exeter; Clara Kulich, U. of Exeter; Grzegorz Trojanowski, U. of Exeter; Cate Atkins, U. of Exeter
Value Creation through Executive Diversity | Dana L. Haggard, Pennsylvania State U.; K. Stephen Haggard, Missouri State U.

568: (GDO) GDO Welcome Coffee & Tea
8:00am - 9:30am Sheraton Chicago: Ontario Room
The GDO Division would like to welcome all new, international and continuing members. We hope that you will join us!
Division Chair: Jeannette N. Cleveland, Pennsylvania State U.

569: (GDO, HR) Organizational Behavior and the Working Poor
8:00am - 9:30am Sheraton Chicago: Chicago 7
Organizer: Emily Steihl, U. of Pittsburgh
Discussant: Carrie R. Leana, U. of Pittsburgh
Poverty in Organizational Behavior: Understanding Turnover Intentions and the Working Poor | Emily Steihl, U. of Pittsburgh; Carrie R. Leana, U. of Pittsburgh; Vikas Mittal, Rice U.; Jules Rosen, School of Medicine, U. of Pittsburgh
Presenters: Ellen Ernst Kossek, Michigan State U.; Emily Steihl, U. of Pittsburgh; Jennifer E. Swanberg, U. of Kentucky; Moncia C. Worline, Emory U.

570: (Paper Session) - (HCM) Safety Culture in Healthcare: Influence on Employee and Patient Outcomes
8:00am - 9:30am Swissotel Chicago: Veyery Salon 4
Chair: Timothy Hoff, State U. of New York, Albany
Discussant: James D. Bramble, Creighton U.
Safety Culture as a Contemporary Healthcare Construct: Theoretical Research and Research Assessment | Patrick Albert Palmieri, Duke U.; Lori T. Peterson, Texas Tech U.
HCM Best Paper Award Nominee

571: (Paper Session) - (HR) Acquisition of Human Capital - Selection and Testing
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center W HR 1
Presented on Panels 60-65
Faking Affects Personality Factor Structure within Job Application Contexts: The Case of I6FP Select | Jinyan Fan, Hofstra U.; Corbin C. Wong, Hofstra U. & Deutsche Bank AG
Identifying Dishonest Job Candidates in Unproctored Internet Testing | Jing Guo, U. of Illinois at Urbana-Champaign; Louis Tay, U. of Illinois at Urbana-Champaign; Fritz Drasgow, U. of Illinois at Urbana-Champaign
Sales self-efficacy: Scale development and nomological validation | Sven Kepes, Virginia Commonwealth U.; Daniel C. Ganster, Colorado State U.; Nina Gupta, U. of Arkansas
The opportunity to upload cover letters and procedural fairness perceptions: A time series analysis | Michael Horvath, Cleveland State U.
Is Being Informative Enough? The Effect of Interviewer Impression Management on Applicant Attraction | Wei-Chi Tsai, National Chengchi U.; Tun-Chun Huang, National Taiwan U. of Science and Technology; Pang-Tien Lieu, National Taiwan U. of Science and Technology
Occupational Commitment Components and Ascribed Importance of Organizational Characteristics | Sheldene K. Simon, Trent U.; Msati Kalindaga, Trent U.

572: (Paper Session) - (HR) Fairness of Compensation and Benefits
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center W HR 2
Presented on Panels 66-69
Executive Compensation in American Unions | Kevin Hallock, Cornell U.; Felice Klein, Cornell U.
Psychological and Financial Incentives in Tournament Pay: An Artefactual Field Experiment | Fei Song, Ryerson U.; Bram Cadsby, U. of Guelph; Jim Engle-Warnick, McGill U.; Tony Fang, York U.
The Perceived Fairness of Human Resource Practices | Cody Logan Chullen, Purdue U., West Lafayette

573: (Paper Session) - (HR) Human Resource Management Influence on Innovation and Creativity
8:00am - 9:30am Sheraton Chicago: Erie Room
Chair: Corine Boon, Tilburg U. / Ermasmus U.
Discussant: Daniel J. Korys, DePaul U.
How CEO Compensation Moderates the Momentum of Technological Innovation? | CL Tien, Dayeh U.
Flexibility-Focused HRM Systems, Innovativeness, and Responsiveness: The Role of Absorptive Capacity | Song

Section D
MONDAY

Session Details – Monday

574 (HR) HR Division Welcome Breakfast and Awards Ceremony
8:00am - 9:30am Sheraton Chicago: Sheraton 4
Organizers: Theresa M. Glomb, U. of Minnesota; Hui Liao, U. of Maryland, College Park
Division Chair: Sandy J. Wayne, U. of Illinois, Chicago
Division Chair-Elect: Howard J. Klein, Ohio State U.
Program Chair: John E. Delery, U. of Arkansas
Professional Development Workshop Chair: Murray R. Barrick, Texas A&M U.
Distinguished Speakers: Benjamin Schneider, Valtera Corporation; Randy McDonald, IBM; Neal Schmitt, Michigan State U.

575 (HR, OB) New Directions in Workplace Aggression Research: Towards Organizational Interventions
8:00am - 9:30am Sheraton Chicago: Sheraton 3
Chair: Kara Anne Arnold, Memorial U. of Newfoundland
Understanding Emotional Labor and Preventing Workplace Aggression | Michelle Inness, U. of Alberta
Antecedents and Consequences of Collective Emotional Regulation by Customer Service Employees | Aaron C. H. Schat, McMaster U.; Akanksha Bedi, McMaster U.; Sheerin Thussu, U. of Western Ontario
Testing a Relational Model of Workplace Aggression | Sandy Hershcovis, U. of Manitoba; Tara Reich, U. of Manitoba
Understanding Subordinate Aggression: Abusive Supervision and Supervisor-Subordinate Interactions | Aria L Day, Saint Mary’s U.; Sarah A. Carroll, Hofstra U.; Kiboeun Lee, -; Tara Kathryn Kennedy, Saint Mary’s U.
Preventing and Mitigating the Negative Effects of Abusive Supervision: A Conceptual Framework | Kara Anne Arnold, Memorial U. of Newfoundland; Christine Ann Sprigg, U. of Sheffield; Kathryne Dupre, Memorial U. of Newfoundland; Lyle R Wetsch, Memorial U. of Newfoundland
Presenters: Michelle Inness, U. of Alberta; Aaron C. H. Schat, McMaster U.; Tara Reich, U. of Manitoba; Aria L Day, Saint Mary’s U.; Kathryne Dupre, Memorial U. of Newfoundland
Participants: Akanksha Bedi, McMaster U.; Sheerin Thussu, U. of Western Ontario; Sandy Hershcovis, U. of Manitoba; Sarah A. Carroll, Hofstra U.; Kiboeun Lee, -; Tara Kathryn Kennedy, Saint Mary’s U.; Christine Ann Sprigg, U. of Sheffield; Lyle R Wetsch, Memorial U. of Newfoundland

576 (ICW) Breakfast Reception of WU Vienna University of Economics and Business
8:00am - 10:30am Hyatt Regency Chicago: Grand F
Breakfast Reception Meeting of friends and affiliates of WU Vienna University of Economics and Business

Organizer: Barbara Sporn, WU Vienna U. of Economics and Business

577 (IM) National Culture and Innovation
8:00am - 9:30am Hyatt Regency Chicago: Crystal B
Chair: Jacqueline Fendt, ESCP-EAP European School of Management
Discussant: Fiona Xiaoying Ji, Virginia Tech
Antecedents and Consequences of Ideation in New Product Development: A Cross-Cultural Comparison | Simon Land, RWTH Aachen U.
Antecedents of New Product Development: National Culture and Situational Moderators | Andreas Engelen, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Dominik Austermann, RWTH Aachen U.
Effects of National Culture and Institutions on How Social Networks Influence Creativity | Robin Teigland, Stockholm School of Economics; Yunyun Chen, Peking U.; Carl Fey, Stockholm School of Economics
The Influence of National Culture on the Relation between Innovation and Performance in Foreign SBUs | Sjoertje Siemonsma, Rotterdam School of Management, Erasmus U.; Rene Olie, Rotterdam School of Management, Erasmus U.; Elko Klijn, Rotterdam School of Management, Erasmus U.

578 (IM) Emerging Market Issues
8:00am - 9:30am Hyatt Regency Chicago: Hong Kong
Chair: Ravi Ramamurti, Northeastern U.
Discussant: Jose De La Cerda, ITESO U.
The Strategic Response of Business Group Affiliates in Emerging Markets to Increased Inward FDI | Meghan Ayyagari, George Washington U.; Luis Alfonso Dau, U. of South Carolina; Jennifer Spencer, George Washington U.
IM Division Samsung Best Paper Award Finalist
Best Paper on Emerging Markets
Firms as Market Engineers: Market Design in China | Barbara Krug, Rotterdam School of Management; Hans Hendrichske, U. of New South Wales
Inertia versus Mimicry: An Empirical Investigation of Chinese MNCs’ Location | Lin Yuan, National U. of Singapore; Nitin Pangarkar, National U. of Singapore
Sub-national Policy Uncertainty and Foreign Investment Location Strategies in an Emerging Economy | Jiatao Li, Hong Kong U. of Science and Technology; Fiona Kun Yao, U. of California, Berkeley

579 (IM) International Corporate Governance
8:00am - 9:30am Hyatt Regency Chicago: Horner
Chair: Ali Taleb, HEC Montreal
Discussant: Barbara Zepp Larson, Harvard U.
How Valid is the Variety of Capitalism Perspective on the Globalisation of Business Practice? | Marcus Jacob, European Business School; Andrei Kuznetsov, U. of Central Lancashire
Board Composition and Firm Internationalization | Jose Luis Rivas, ITAM; Monika Hamori, IE Business School; Margarita Mayo, Instituto de Empresa Business School
Best Paper on Strategy / IB Theory
Session Details – Monday

580 🌐 (Paper Session) - (IM) Political, Legal, and Social Institutions
8:00am - 9:30am Hyatt Regency Chicago: McCormick
Chair: David A. Raiston, U. of Oklahoma
Discussant: Shaomin Li, Old Dominion U.
INGOS & NGOS: Work And Workarounds In Rwanda | Cheryl A. Baldwin, Case Western Reserve U.
The Strategic, Selective and Responsible Internalization of Societal Failures | Jean J Boddevyn, Baruch College
Institutional Transitions and Firms’ Political Behaviors | Kyeongrae (Kenny) Oh, U. of Missouri-St. Louis
Doug Nigh Award Finalist

584 🌐 (Paper Session) - (IM) MNC Location Choice
8:00am - 9:30am Hyatt Regency Chicago: Wrigley
Chair: Bernard M Wolf, York U.
Discussant: Hsi-Mei Chung, I-Shou U.
Spiky Globalization of Venture Capital Investments:Evidence and Influence of Human Networks | Akie Iriyama, State U. of New York, Buffalo; Yong Li, State U. of New York, Buffalo; Ravi Madhavan, U. of Pittsburgh
Country Distances and Experiential Learning: An Integrated Analysis of MNE Location Choice | Guo-Liang Frank Jiang, U. of Western Ontario; Guy Holburn, U. of Western Ontario
A Theoretical Framework of Venture Capital Firms’ International Location Choice | Xiaodan Wang, Texas Tech U.; William P. Wan, Texas Tech U.
Why Distance Matters: The Dynamics of Offshore Location Choices | Stephan Manning, Duke U.; Marja Roza, RSM Erasmus U.; Arie Y. Lewin, Duke U.

588 🌐 (Paper Session) - (IM) Intercultural Interaction
8:00am - 9:30am Hyatt Regency Chicago: Soldier Field
Chair: La Verne Hairston Higgins, Eastern Michigan U.
Discussant: Eileen Kaplan, Montclair State U.
The Determinants of Trust in Multicultural Global Virtual Teams | Audra I. Mockaitis, Victoria U. of Wellington; Elizabeth L. Rose, Helsinki School of Economics; Peter Zettinig, Turku School of Economics
Best Paper in OB / HRM / OT

589 🌐 (Paper Session) - (IM) Competition and Rivalry
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 1
Facilitator: Michelle A. Rogn, INSEAD
BPS: Competitive ties, competitive networks, and competitive advantage | Emery Yao, U. of Kentucky; Walter J Ferrier, U. of Kentucky; Tieying Yu, Boston College; Giuseppe Labianca, U. of Kentucky
BPS: Rivalry Diminishes with the Number of Rivals: A Psychological Perspective on Strategy | Stephen M Garcia, U. of Michigan; Avishalom Tor, Haifa U.

591 🌐 (Paper Session) - (IP) Research on Firm Capabilities
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 2
Facilitator: Michael R. Ray, U. of Melbourne
TIM: A Capability-based Framework for Open Innovation: Complementing Absorptive Capacity | Ulrich
Session Details – Monday

Lichtenenthal, WHU - Otto Beisheim School of Management; Eckhard Lichtenenthal, Swiss Federal Institute of Technology
TIM: Jackpot or Fool's Gold: Services as a Dynamic Capability in Product Firms | Phillip C Anderson, Massachusetts Institute of Technology

BPS: All Past Equal? The Differing Effects of Alliance Governance on Building Firm Capabilities | Rui Wu, U. of Southern California


587: (Paper Session) - (IP) Advancing Research on Corporate Social Responsibility
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 3
Facilitator: William E Martello, St. Edward's U.
SIM: Family Control, Social Responsibility, and Firm Performance: Insight from China | Xiaoya Lian, Fudan U.; Xiongwu Lu, Fudan U.

SIM: "The Determinants of Corporate Social Responsibility Disclosure" | Lucrezia Songini, Bocconi U.; Luca Gnan, Tor Vergata U.; Anna Pistoni, Bocconi U.

SIM: CSR Examined Through the Key Social Context Theories in Organization Studies | Andromache Athanasopoulou, U. of Oxford

SIM: Corporate Ecology: Beyond the Metaphor of Corporate Citizenship | Dale Cyphert, U. of Northern Iowa; David H Saia, Duquesne U.


588: (Paper Session) - (IP) Research in Organizational Culture
8:00am - 9:30am Hyatt Regency Chicago: Grand E Table 4
Facilitator: Maribeth Kuenzi, Southern Methodist U.


IM: Blind Men Disagree on Elephants...Cultural Change from Divergent Theoretical Perspectives | Guilherme Azevedo, McGill U.


ODC: Designing, Creating and Sustaining Beautiful Organizations: A Research Agenda | Joan Ernst Van Aken, Eindhoven U. of Technology; Irene Lammers, Vrije U. Amsterdam; Mathieu Weggemann, Eindhoven U. of Technology

589: (Paper Session) - (IP) Individual Differences and Leadership
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 1
Facilitator: Kenneth R Thompson, DePaul U.
CM: A Structural Model of Personality, Conflict Management Style, and Leadership Effectiveness | John E Barbuto Jr. U. of Nebraska, Lincoln; Kelly A Phipps, U. of Nebraska, Lincoln; Ye Xu, U. of Nebraska, Lincoln

OB: Supervisor's Leadership and Extra Role Behaviors: The Role of Support and Distance | Michel Tremblay, HEC Montreal; Delphine Dupras, HEC Montreal; Olivier Doucet, HEC Montreal; Marie-Eve Lapalme, ESQ-UGAM

OB: The Validity of Behavior-based Competencies in Predicting Leadership Emergence | Babatunde Ogungofura, U. of Calgary; Joshua S Bourdage, U. of Calgary


590: (Paper Session) - (IP) Social Ties/Networks: You and Me
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 2
Facilitator: Sharron D Hunter-Rainey, North Carolina Central U.


MOC: Creativity Skills and Problem Solving Style: Impact on Creativity Social Network Position | Timothy Mark Basadar, U. of Illinois at Chicago; Min Basadar, McMaster U.

PNP: Dependence or Independence: The prospect of the development of a Russian style civil society | Sergei Ljubownikow, Aston U.; Jo Crotty, Aston U.; Peter W Rodgers, Aston U.

OB: Leadership through Social Networks: Mechanisms of individual influence on social process & structure | James K. Hazy, Adelphi U.

OCIS: A Cross-Cultural Examination of Student Attitudes and Gender Differences in Facebook Faux Pas | Katherine A. Karl, Marshall U.; Joy Van Eck Peluchette, U. of Southern Indiana; Christopher Schlaegel, Otto-von-Guericke U. Magdeburg

591: (Paper Session) - (IP) Strategic Issues in Green Management
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 3
Facilitator: Pascal Berrone, IESE Business School


OMT: Organizational Drivers of Corporate Social Responsibility: Disentangling Substance from Rhetoric | William D Schneper, Florida International U.; Moriah A. Meyskens, Florida International U.; M. Abraham Soleimani, Florida International U.; Sokol Celso, Florida International U.; Watcharaphong Leartsurawat, Florida International U.; Wei He, Florida International U.

IM: An Institutional Perspective of the MNC as a Social Change Agent: The Case of Environmentalism | Matthew C. Mitchell, U. of South Carolina

IM: "Green for Aliens"? - Contribution of Environmental Responsiveness to MNC Competitiveness | Jay Hyuk Rhee, Korea U.; Hye Sun Kang, Korea U.
Session Details – Monday

592: (Paper Session) - (IP) Understanding Family Businesses
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 4
Facilitator: Jeff Vanevenhoven, U. of Wisconsin, Whitewater

593: (Paper Session) - (IP) Institutional Theory Perspectives
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 1
Facilitator: James Douglas Orton, Project on National Security Reform

594: (Paper Session) - (IP) A Better Understanding of CEO Compensation
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 2
Facilitator: Maria Goranova, U. of Wisconsin Milwaukee

595: (Paper Session) - (IP) Knowledge-Based Resources
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 3
Facilitator: Pablo Martin de Holan, IE and INCAE

MOC: Knowledge as a Meta-Resource: Managerial Sensemaking about Knowledge as a Strategic Resource | Rajiv Nag, Georgia State U.; Dennis A. Gioia, Pennsylvania State U.

OMT: Towards a Multifaceted Theory of Organizational Knowledge Creation | Hammad Akbar, U. of East Anglia


596: (Paper Session) - (IP) Mergers & Acquisitions in a Global Context
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 4
Facilitator: Mohammad Faisal Ahammad, Nottingham Trent U.

BPS: Host Country Institutions and the Performance of Cross-border M&A | Hong Zhu, Chinese U. of Hong Kong; Laszlo Tihanyi, Texas A&M U.

IM: Effects of Absorptive Capacity on M&A: A Comparative Study of Two International Acquisitions | Ping Deng, Maryville U. of St. Louis; Dejun Cao, SWUFE, Chengdu, China; Tao Chen, GXUFE, Nanning, China

IM: Does Horizontal M&A Really Create Synergy? | Cheng Min Fong, National Sun Yat-sen U.; Chun-Ling Lee, National Sun Yat-sen U.

597: (Paper Session) - (IP) The Development of New Markets
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 1
Facilitator: Ming D. Leung, Stanford U.

ONE: The Environmental Governability of Bottom-of-the-Pyramid (BOP) Markets | Frank Wijen, Rotterdam School of Management, Erasmus U.

OMT: Turning Terrorism Into Market: How Calculability and Power Frame the Genesis of Markets | Laure Cabantous, U. of Nottingham; Jean-Pascal Gond, Nottingham U.

OMT: Linking Sufficiency and Business: Utility Systems Engineering in Producer-Consumer Networks | Andre Reichel, U. of Stuttgart, Germany; Frauke Goll, U. of Stuttgart, Germany; Lukas Scheiber, U. of Stuttgart, Germany

598: (Paper Session) - (IP) A Better Understanding of Intellectual Capital and Social Capital
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 2
Facilitator: Jayanth Narayanan, National U. of Singapore

PNP: A Qualitative Analysis of Intellectual Capital in Australian Social Service Nonprofit Organizations | Eric Kong, U. of Queensland; Gaby Ramia, U. of Sydney

TIM: Intellectual Capital and Innovation Performance | Hsi-AN Shih, National Cheng Kung U.; Su-Yueh Yang, National Cheng Kung U.; Yun-Hwa Chiang, Ming Chuan U.

599 | (Paper Session) - (IP) Cognition and the Individual  
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 3  
Facilitator: Jean-Francois Manzoni, IMD  
BPS: Consensus on Consensus: A New View for Understanding Consensus and its Strength | Nathan A. Bragaw, Penn State U.  
ENT: Entrepreneurs as Parallel Processors | Jeong-Nam Kim, Purdue U.; Iain Clelland, Radford U.; Seung Bai Bach, California State U. Sacramento  
CM: Analyzing Negotiation Procedures through Distributed Cognition | William Ross, U. of Wisconsin; Davide Secchi, U. of La Crosse

600 | (Paper Session) - (IP) Research on Ethics and Corruption  
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 4  
Facilitator: Daniela Truty, Northeastern Illinois U.  
OB: The Effects of Leadership on Follower Ethical Decision Making | Weichun Zhu, Claremont McKenna College  
CMS: Critical business ethics in economics and management | Jacob Dahl Rendtorff, Roskilde U.  
OB: If it Feels Right, Lie About It: Conscientiousness, Regulatory Focus, and Escalation of Corruption | Adam Barsky, U. of Melbourne; Michael Sankey, U. of Melbourne; Christina E. Shalley, Georgia Institute of Technology  
BPS: Corruption in Emerging Countries. A matter of Mimetism. | Bertrand Venard, Audencia Nantes School of Management  
SIM: Tales from the front: Mid-level managers & (un)ethical encounters | Kathy Lund Dean, Idaho State U.; Jeri Mullins Beggs, Illinois State U.; Timothy P. Keane, Saint Louis U.

601 | (Paper Session) - (IP) Workplace Civility Vs. Counterproductive Work Behavior  
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 1  
Facilitator: Lisa Schurer Lambert, Georgia State U.  
MOC: Automaticity in the Workplace: Influences on Counterproductive Workplace Behavior | Daniel L. Morrell, Middle Tennessee State U.

602 | (Paper Session) - (IP) Work-Family Conflict  
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 2  
Facilitator: Robert G. DelCampo, U. of New Mexico  
GDO: Personal and Managerial Use of Organizational Work-Life Initiatives | Ariane Ollier-Malaterre, Rouen School of Management  
GDO: Flexible Work Arrangements as a Source of Sustainability: Access and Impact Across Diverse Women | Stacy Blake-Beard, Simmons College; Regina O’Neill, Suffolk U.; Cynthia Ingols, Simmons College; Mary Shapiro, Simmons College  
CAR: Proactivity, Social Network, and Career Satisfaction: Is Work-Family Conflict Necessarily Bad? | Yin Yee Wong, City U. of Hong Kong; Victor P. Lau, Chinese U. of Hong Kong; Jonathan M. L. Kwok, City U. of Hong Kong

603 | (Paper Session) - (IP) Creativity in the Workplace  
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 3  
Facilitator: Judy Matthews, Queensland U. of Technology  
MED: Creativity, Design and Entrepreneurship: Management Education and Development for Innovation | Judy Matthews, Queensland U. of Technology  
OB: The Necessity of Others is the Mother of Innovation: Prosocial-Intrinsic Motivations and Creativity | Adam M. Grant, U. of Pennsylvania; James Berry, UNC-Chapel Hill / Kenan-Flagler; Ronald F. Piccolo, Crummer Graduate School of Business, Rollins College; Manuela Priesemuth, U. of Central Florida; David Mayer, U. of Michigan  
MC: Crisis Management: The Infusion of Creativity | Christine Pearson, Thunderbird; Amy Sommer, Harvard U.

604 | (Paper Session) - (IP) A Closer Look at Foreign Direct Investment  
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 4  
Facilitator: Mingkun Liu, Peking U.  
IM: Is No News Good News? Media Coverage and Foreign Firms’ Location Choices | Elena Kulchina, U. of Toronto  
IM: Taiwanese FDIs in Emerging Markets: The Role of Corporate Governance, Resources, & Entry Commitment | WB Kittilaksanawong Yu, Chulalongkorn U.

605 | (Paper Session) - (MED) Academic Integrity, Ethical Practices, and Education Approaches: Improving Values in Education  
8:00am - 9:30am Hyatt Regency Chicago: Buckingham  
Chair: Dawn Oetjen, U. of Central Florida  
Discussant: Darlene Alexander-Houle, Hewlett Packard  
Tchng BE Min GmB8tn(Teaching Business Ethics to the Millenial Generation) | Barbara W Keats, Arizona State U.; Dale Kalika, Arizona State U.  
Elegance vs. Relevance in Organizational Studies in the Aftermath of the Porter/McKibbin Report | Dan R. Dalton, Indiana U., Bloomington
Globalization of Business Schools and Business Education: How Far Have We Traveled? | Christopher Earley, U. of Connecticut

606 (Paper Session) - (MED) Thoughts on Teaching Ethics and Using Videos to Enhance Learning
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV MED 1
Presented on Panels 39-43

Using Video to Teach Diverse Student Groups | Amanda E.K. Budde-Sung, U. of Sydney; Anthony Fee, U. of Sydney
Providing Business Ethics Education – Within and Beyond Neoclassical Thinking | Andreas Butz, U. Zurich; Karl-Heinz Gerholz, U. of Paderborn
Recycling an Old Movie: Using Norma Rae to Teach Labor Relations | Vicki Fairbanks Taylor, Shippensburg U.; Michael J. Provitera, Barry U.
Moving from Functions and Tasks to Bigger Questions: The Integration of Ethics into HRM Education | Harry J Van Buren, U. of New Mexico; Michelle Greenwood, Monash U.

607 (Paper Session) - (MED) Ideas for In-Class Experiences, Transfer of Learning to the Career, and Building a Competence Portfolio
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV MED 2
Presented on Panels 44-48

Strategic Alliance Poker: Demonstrating Resource Complementarity and Trust in Strategic Alliances | Christopher Ray Reutzel, Utah State U.; Jamie D. Collins, Baylor U.; William J. Worthington, Baylor U.
Transfer of learning into work settings: A network view | Ernesto Gore, U. de San Andrés; Maria Fernanda Garcia, U. of Texas at El Paso
Kitty Hawk in the Classroom: A Simulation Exercise for Creative and Entrepreneurial Behavior | Reg Litz, U. of Manitoba; Dell McStay, Bond U.; Carolyn Birmingham, Jackson State U.; Sergio Janczak, U. of Western Ontario
Designing the Global Competence Development Portfolio | Iris Berdrow, Bentley U.

608 (Paper Session) - (MED, IM) Revisiting the Porter-McKibbin Report: Where do we Stand, and Where are we Going?
8:00am - 9:30am Hyatt Regency Chicago: Columbus KL
Chairs: Philip M. Podsakoff, Indiana U.; Nathan Philip Podsakoff, U. of Arizona
Summary of the Porter-McKibbin Report | Lyman W. Porter, U. of California, Irvine

609 (Paper Session) - (MH) Visualising Management History
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV MH 1
Presented on Panels 49-59

The Donner Party: An Organizational Analysis of a Disaster | Eric Patton, Saint Joseph’s U.
Integrating Barnard’s and Contemporary Views of Industrial Relations and HRM | Milorad M. Novicevic, U. of Mississippi; Leigh Ann Bynum, U. of Mississippi; Mario Hayek, U. of Mississippi; Tony Fang, York U.
The Concept of Alienation: Towards Conceptual Clarity | Nisha Nair, Indian Institute of Management, Ahmedabad; Neharika Vohra, Indian Institute of Management, Ahmedabad
Barnard’s Model of Decision Making: A Historical Foundation of Image Theory | Milorad M. Novicevic, U. of Mississippi; Russell W. Clayton, U. of Mississippi; Wallace Williams, U. of Mississippi; Miriam Moeller, U. of Mississippi
Generalized Exchange and Valuation: The Introduction of Performance Ranking of Fund Management Firms | Yally Avrampour, U. of Essex

610 (Paper Session) - (MH) Leadership, Strategy and Military History
8:00am - 9:30am Swissotel Chicago: St. Gallen Salon 1

Session Details – Monday

611: (Paper Session) - (MOC) Cognitive, Affective and Behavioral Processes in Leadership
8:00am - 9:30am Hyatt Regency Chicago: Truffles
Chair: Douglas L. Micklich, Illinois State U.
Discussant: Rhonda K. Reger, U. of Maryland
→ Contrasting Central Tendency with Ideal Leader Prototypes in Leader Categorization Processes | Niels van Quaquebeke, Erasmus U. Rotterdam; Matthias M Graf, Kienbaum Management Consultants; Tilman Eckloff, U. of Hamburg
→ Cognitive and Affective Antecedents of Followers’ Transformational Leadership Perceptions | Zhen Zhang, Arizona State U.; Richard D Arvey, National U. of Singapore

612: (Paper Session) - (MOC) Cognition in Work Groups and Teams: I
8:00am - 9:30am Hyatt Regency Chicago: Wright
Chair: Marissa Shaffer, ICF International
Discussant: Colin Eden, Strathtyde U.
→ A Glimpse of Eternity: Existential Concern in the Firm and Investment Decisions at the Top | Jean-Malik Dumas, Tilburg U.
→ Linking Workplace Deviance to Organizational Power: A Model of the Hewlett-Packard Spying Scandal | Randi L. Sims, Nova Southeastern U.
→ The Emergence of Group Cognitive Complexity and its Effects on Group Performance | Kyosang Choi, Seoulmyung Women’s U.; Corinne Coen, Case Western Reserve U.
→ Being Different or Being Better? Priming the Horizontal-Vertical Distinction | Jack Anthony Goncalo, Cornell U.; Sharon Kim, Cornell U.

613: (Paper Session) - (OB) Knowledge Sharing and Innovation
8:00am - 9:30am Sheraton Chicago: Arkansas Room
Chair: Colin M. Fisher, Harvard U.
Discussant: Rene Schalk, Tilburg U.
→ Information Sharing of Scientists: The Role of Economic and Social Factors and Their Interplay | Carolin Haeussler, U. of Munich
→ Understanding When Knowledge Sharing Benefits Knowledge Sources’ Creativity | Michele L Swift, Oregon State U.; Sharon F. Matusik, U. of Colorado, Boulder; Jennifer M George, Rice U.

614: (Paper Session) - (OB) Psychological Contracts
8:00am - 9:30am Sheraton Chicago: Colorado Room
Chair: Rebecca A. Bull, Illinois State U.
Discussant: Christopher C. Rosen, U. of Arkansas, Fayetteville
→ Work-family Policies, the Psychological Contract, and Work-family Outcomes | Pei-Chuan Wu, National U. of Singapore; Zhaoli Song, National U. of Singapore

615: (Paper Session) - (OB) Team Learning and Shared Mental Models
8:00am - 9:30am Sheraton Chicago: Mississippi Room
Chair: Albert E. Mannes, Duke U.
Discussant: Michael D. Johnson, U. of Washington
→ Transformational Leadership and Team Behavioral Integration: The Mediating Role of Team Learning | Chia-Yen Chiu, State U. of New York, Buffalo; Hao-Chieh Lin, National Chung Cheng U.; Michael S. Chien, National Sun Yat-sen U.
→ The Relationship Between Empowerment, Intragroup Conflict and Learning in School Management Teams | Bj Hjerte, Norwegian School of Management; Jan Merok Paursen, Hedmark U. College
→ Revisiting the Role of Transactive Memory in the Hidden Profile Paradigm | Y. Connie Yuan, Cornell U.; Poppy L Mcleod, Cornell U.

616: (Paper Session) - (OB) The Virtues: Humility, Empathy, Benevolence and Citizenship
8:00am - 9:30am Sheraton Chicago: Missouri Room
Chair: Robert Moorman, Creighton U.
Discussant: Sophia Vladimirova Marinova, U. of Illinois, Chicago
→ Humility in Organizations: Establishing Construct, Nomological, and Predictive Validity | Bradley Paul Owens, U. of Michigan


Section D

185
Session Details – Monday

Winner of OB Division Best Dissertation-Based Paper Award, sponsored by John Wiley & Sons on behalf of the Journal of Organizational Behavior

Taking Another’s Perspective and Feeling What Others Feel: Empathy and Organizational Behavior | Malissa Amy Clark, Wayne State U.; James M. LeBreton, Purdue U.

Seeing Through Others’ Eyes: Perspective Taking, Benevolence, and Performance | Michele Williams, Cornell U.; Ling Xia, Cornell U.

Leading by Example: The Case of Manager OCB | Tal Yaffe, Ben Gurion U. School of Management; Ronit Kark, Bar Ilan U.

617 μ: (Paper Session) - (OB) Leader Member Exchange
8:00am - 9:30am Sheraton Chicago: Sheraton 2

Chair: William N. Ruud, President - Shippensburg U.
Discussant: Raymond T Sparrowe, Washington U. in St. Louis
Socialization and Social Exchange: Leader-Member Exchange as Mediator between Tactics and Attachment | David M. Sluss, U. of South Carolina; Bryant Thompson, U. of South Carolina
Leaders in the Know: The Impact of the Leader’s Ties to Other Organizational Members on LMX | Vijaya Venkataramani, U. of Maryland - College Park; Stephen Green, Purdue U.; Deidra J Schleicher, Purdue U.; West Lafayette
Leader-Member Exchange Social Comparison: Effects of Perceived LMX Differentiation on Outcomes | Prajya Rakshit Vidyardhi, U. of Illinois at Chicago; Smriti Anand, U. of Illinois, Chicago; Robert C Liden, U. of Illinois, Chicago
Relative Leader-Member Exchange and Individual Performance and Job Satisfaction | Jia Hu, U. of Illinois at Chicago

618 μ: (OB) Energizing the Paradox Perspective: A Retrospective and Vision
8:00am - 9:30am Sheraton Chicago: Sheraton 5

Coordinators: Wendy K. Smith, U. of Delaware; Marianne W. Lewis, U. of Cincinnati
Participants: Kim Cameron, U. of Michigan; Robert E Quinn, U. of Michigan; Jean M. Bartunek, Boston College; Joshua D Margolis, Harvard U.

619 μ: JS (OB, HR) Challenging the Status Quo: Advances in Voice Behavior Research
8:00am - 9:30am Sheraton Chicago: Sheraton 2

Organizer: Wm. Matthew Bowler, Oklahoma State U.
Chair: Michael Lance Frazier, Oklahoma State U.
Discussant: James R. Detert, Cornell U.
Voice Climate in Organizations: A Group-Level Examination of Antecedents and Performance Outcomes | Michael Lance Frazier, Oklahoma State U.; Wm. Matthew Bowler, Oklahoma State U.
The Moderating Role of Voice on the Job Satisfaction and Turnover Relationship | Jessica Methot, U. of Florida; Jeffery LePine, U. of Florida

620 μ: JS: (OB, MOC) New Theoretical Perspectives and Empirical Insights on Proactiveness at Work
8:00am - 9:30am Sheraton Chicago: Mayfair Room

Chairs: Brenda E. Ghitulescu, Rochester Institute of Technology; Shalini Khazanchi, Rochester Institute of Technology
Discussants: Susan J. Ashford, U. of Michigan; Linn Van Dyne, Michigan State U.; Susie S. Cox, McNeese State U.

Predicting Helping and Voice: The Joint Effects of Social Exchange and Employee Motives | Dishan Kamdar, Indian School of Business; Linn Van Dyne, Michigan State U.

Presenters: Jessica Methot, U. of Florida; Dishan Kamdar, Indian School of Business; Laura Elizabeth Marler, Mississippi State U.
Authors: Bryan Fuller, Louisiana Tech U.; Jeffery LePine, U. of Florida; Linn Van Dyne, Michigan State U.; Susie S. Cox, McNeese State U.

621 μ: JS: (OB, SIM) "To Deviate, or Not to Deviate: That is the Question" Unmasking Constructive Deviance
8:00am - 9:30am Sheraton Chicago: Sheraton 1

Chairs: Bella L. Galperin, U. of Tampa; Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign
Discussants: Maureen L. Ambrose, U. of Central Florida; Rebecca J. Bennett, Louisiana Tech U.
Exploring the Antecedents of Constructive Deviance | Bella L. Galperin, U. of Tampa; Rebecca J. Bennett, Louisiana Tech U.
Auditor Independence: Deviating from Accounting Firm Interests in Favor of Professional Standards | Danielle E. Warren, Rutgers U.; Marietta Peytcheva, Lehigh U.
When Good Intentions Go Astray: An Investigation of Pro-Social Rule Breaking and Ethical Fading | Jason Dahling, College of New Jersey; Samantha Chau, Novo Nordisk; Jane Brodie Gregory, U. of Akron

Participants: Rebecca J. Bennett, Louisiana Tech U.; Jason Dahling, College of New Jersey; Samantha Chau, Novo Nordisk; Bella L. Galperin, U. of Tampa; Jane Brodie Gregory, U. of Akron;
Marietta Peytcheva, Lehigh U.; Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign; Danielle E. Warren, Rutgers U.

622 ▶ (Paper Session) - (OCIS) Working with THEM?!:
Difference and Conflict in Virtual Teams
8:00am - 9:30am Hyatt Regency Chicago: Crystal A
Chair: Robert M. Verburg, Delft U. of Technology
Discussant: Paul Hart, Florida Atlantic U.
Discussant: Linda M. Verbeck, Delft U. of Technology
Discussant: Mary F. Kirsch, North Carolina - Charlotte
How Do Differences Matter? Toward a Theoretical Framework of Subjective Diversity in Work Groups | Carol Jia Xu, Stanford U.; Pamela Hinds, Stanford U.
Understanding Conflict in Large Multi-Party Information Systems Development: The Role of Faultlines | Laurie J. Kirsch, U. of Pittsburgh; Sandra Slaughter, Georgia Institute of Technology; E. Ilana Diamant, U. of Pittsburgh; Liye Ma, Camgie Mellon U.; Mark H. Haney, U. of Pittsburgh
Extending Construal Level Theory to Distributed Teams | Jeanne M. Wilson, William & Mary; Brad Crisp, Abilene Christian U.; Mark Mortensen, Massachusetts Institute of Technology

623 ▶ (Paper Session) - (OCIS) Arghhh!!: Technology Induced Stress and Overload
8:00am - 9:30am Hyatt Regency Chicago: Water Tower
Chair: Norman A. Johnson, U. of Houston
Discussant: Susan Winter, Portland State U.
Work Stressors in Virtual Teams | Niina Nurmi, Stanford U.
Technology-Related Pressure and WFC: Main Effects and an Examination of Moderating Variables | Kenneth J. Harris, Indiana U., Southeast; Kent Maret, Mississippi State U.; Ranida B Harris, Indiana U., Southeast

624 ▶ (Paper Session) - (ODC) The Evolution of the Firm: Governance, Strategic Response, Entrepreneurship and Dynamicism
8:00am - 9:30am Swissotel Chicago: St. Galien Salon 2
Chair: Erik Monsen, Max Planck Institute of Economics
Discussant: Kira Kristal Reed, Syracuse U.
Co-evolution between Stages of Institutionalization and Agency: The Case of the Music Industry | Emilien Moyon, IAE de Lille; Xavier Leccocq, U. of Lille 1
An Exploratory Study on the Emergence of Corporate Governance Mechanisms | Raul Barroso, U. of Lausanne
Resources, Competencies and Dynamic Capabilities: Critical Review and Proposal of a New Taxonomy | Matthias Kramer, Reutlingen U.; Hermann Lassleben, Reutlingen U.; Melriona Kirrane, Dublin City U.
Unlocking the Growth Phenomena of Chinese New Ventures | Chunyan Jiang, Nanjing U.; Shuming Zhao, Nanjing U.

625 ▶ (Paper Session) - (ODC) Research in Organization Change and Development: Current Trajectories
8:00am - 9:30am Swissotel Chicago: Vevey Salon 3
Kick-off Session of ODC Division Program

Organizers: Richard W. Woodman, Texas A&M U.; William A Pasmore, Center for Creative Leadership; A.B. Rami Shani, California State Polytechnic U.
A New Horizon for Organizational Change and Development Scholarship | Reut Livne-Tarandach, Boston College
Long-Term Insider Action Research: Three Decades of Work at Kaiser Permanente | Michael W. Stebbins, California Polytechnic State U.; San Luis Obispo; Jean-Francois Coget, California Polytechnic State U.
Organizational Development for Social Sustainability in Work Systems | Peter Docherty, Chalmers U. of Technology
Coaching for Sustained Desired Change | Melvin L. Smith, Case Western Reserve U.
Melting the Glacier: Activating Neural Mechanisms to Create Sustainable Change | David H. Tobey, New Mexico State U.; Michael R. Manning, New Mexico State U.
Resistance to Change: A Re-examination and Extension | Jeffrey D Ford, Ohio State U.; Laurie Ford, Critical Path Consultants
Ethics and Justice in New Paradigm and Postmodern Organization Development and Change | Kevin C. Wooten, U. of Houston, Clear Lake
Elephant on a Treadmill: An Evaluation of Thematic Narrowness in Organizational Change Research | Gavin M. Schwarz, U. of New South Wales
Change Communication: Enabling Individuals to Act | Julie M Bjorkman, Benedictine U.

626 ▶ (Paper Session) - (OM) Cross-functional Integration and Supply Chain Management
8:00am - 9:30am Hyatt Regency Chicago: San Francisco
Chair: Peggy D. Lee, Pennsylvania State U., Great Valley
Supplier Integration in the Fuzzy Front End of the Innovation Process | Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH; Christian Rink, Bosch Rexroth AG
The Antecedents of Cross-functional Integration – How to Manage the Integration Challenge? | Virpi Turkulainen, Helsinki U. of Technology
The effects of business environments and information technology on value chain integration | Xiaosong (David) Peng, Texas A&M U.; Gregory Heim, Texas A&M U.; Rogelio Oliva, Texas A&M U.

627: (OMT) OMT Breakfast and Distinguished Scholar Presentation
8:00am - 9:30am Hyatt Regency Chicago: Grand A
Introduction: Matthias Kraatz, U. of Illinois
Division Chair: Henrich R. Greve, INSEAD
Program Chair: Royston Greenwood, U. of Alberta
Distinguished Speaker: Christine Oliver, York U.

628 ▶ (Paper Session) - (ONE) Sustainable Entrepreneurship
8:00am - 9:30am Fairmont Chicago: State Room
MONDAY

Session Details – Monday

8:00am - 9:30am Fairmont Chicago: Regent Room

Chair: Gary Hansen, UC Santa Barbara
Discussant: Erin Marie Reid, Harvard U.; Michael Toffel, Harvard U.

Sustainability, New Theoretical and Empirical Insights

Discussant: Gordon Kingsley, Georgia Institute of Technology

Presenters: Eric C. Martin, Eastern Connecticut State U.; Brian Fahey, Independent Consultant

Rolf Wuestenhagen, U. of St. Gallen

It's Not Easy Building Green: The Role of Entrepreneurship in the Adoption of Voluntary Standards

Chair: Michael Lenox, U. of Virginia
Discussant: Hockerts, Copenhagen Business School; Rolf Wuestenhagen, U. of St. Gallen


630 MONDAY | 631 MONDAY

632 MONDAY | 633 MONDAY | 634 MONDAY

Section D

188
The Effects of NGO Partner’s Knowledge and Reputation on CSR Program Performance | Byoungjo Kim, Seoul School of Integrated Sciences & Technologies; Junyong Im, Seoul School of Integrated Sciences & Technologies


Value Creation through Stakeholder Governance | Sybille Sachs, U. of Applied Sciences, Zurich; Edwin Ruhli, U. of Zurich; Claude Meier, U. of Applied Sciences Zurich

Is Small World a Useful Construct to Predict Performance? | Shih-Chang Hung, National Tsing Hua U.; Min-Fen Tu, National Tsing Hua U.

Building and Blocking: The Two Faces of Technology Acquisition | Christoph Grimpe, ZEW Centre for European Economic Research; Katrin Hussinger, U. of Maastricht

Is Meritocracy Associated with Higher Innovation? An Empirical Examination with Brazilian Firms | Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Henrique M. Barros, Insper Institute of Education and Research

Trading off Revealing and Appropriating in Drug Discovery: the Role of Trusted Intermediaries | Markus Perkmann, Imperial College London

Intangible Resources and Firm Performance in Emerging Economies: A Case in China | Qin Yang, Robert Morris U.; Sali Li, U. of Wisconsin Milwaukee; Crystal Xiangwen Jiang, Bryant U.; Yong Wang, Western New England College

Is Chaos Theory Useful in Describing Technological Change? | Shih-Chang Hung, National Tsing Hua U.; Min-Fen Tu, National Tsing Hua U.

Knowledge Exchange, Knowledge Acquisition and Innovation | Edward Levitas, U. of Wisconsin, Milwaukee

Leadership and Context in R&D Team Innovation | Jose Lejarraga, U. Carlos III de Madrid; Esther Martinez-Ros, U. of Applied Sciences, Madrid; Ester Martinez-Ros, U. of Applied Sciences, Madrid


Innovation, Capabilities and Innovation | Shu-Mi Yang, National Chung Hsing U.; Anne E Khoury, Chevron U.S.A.; Cynthia Grobmeier, Northern Illinois U.

Collaborative Benefits and Coordination Costs: Learning and Capability Development In Science | Metin Onal Vural, National Chung Hsing U.; Shih-Chieh Fang, National Cheng Kung U.; Shu-Mi Yang, National Chung Hsing U.; Shih-Chieh Fang, National Cheng Kung U.
Monday 8:30AM

390 (AAA) Breakfast with Academy of Management
Affiliates & Associates
8:30am - 10:00am Hyatt Regency Chicago: Tribes
AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM, AOM
Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, BAM,
IFSAM, ACACIA
Organizer: Angelo DeNisi, Tulane U.

642 (AAA) Placement Services
8:30am - 4:30pm Hyatt Regency Chicago: Grand Suite 3
Placement Services - Registration and Information
Organizers: James Hamilton Dulebohn, Michigan State U.; Wendy
Kramer, Keystone College

Monday 9:45AM

643 (AAT) Greening through Business, Non-Profit and
Government Initiatives: How Chicago Leaders are Doing It
9:45am - 11:15am Sheraton Chicago: Chicago 6
Moderator: Hamid Akbari, Northeastern Illinois U.
Speakers: Suzanne Malec-McKenna, Commissioner of the
Chicago Department of Environment; Burt Klein, PortonPac
Chemical Corporation; Peter Nicholson, Foresight Design Initiative

644 (Paper Session) - (BPS) Competitive Heterogeneity:
Temporary or Sustainable Advantage?
9:45am - 11:15am Hyatt Regency Chicago: Acapulco
Chair: Asli Musaoglu Arikan, Georgia State U.
Discussant: Govert Vroom, IESE Business School
Research: Shaking the Black Box: The Dynamics of Resource
Bundling and Sustaining Competitive Advantage | Renee
Rottner, U. of California, Irvine

Strategic Interactions and Sustainable Competitive
Advantage in Entry Decisions | Anup Menon Nandialath, The
Ohio State U.; Jaideep Anand, Ohio State U.
Temporary Competitive Advantage in Transition
Economies: Evidence from China’s Domestic Firms | Jiatao
Li, Hong Kong U. of Science and Technology; Weiping Liu,
Hong Kong U. of Science and Technology
Strategic focus and the quest for temporary advantage |
Nils Stieglitz, U. of Southern Denmark; Thorkjörn Knudsen,
U. of Southern Denmark; Markus C. Becker, U. of Southern
Denmark

645 (Paper Session) - (BPS) Strategy Process & Change:
Adaptation & Flexibility
9:45am - 11:15am Hyatt Regency Chicago: Addams
Chair: Rajiv Nag, U. of Arkansas, Fayetteville
Discussant: Richard J Arend, U. of Nevada, Las Vegas
Flexible Strategy Execution: A Matter of Options and
Capabilities | Ronald Klingebiel, U. of Cambridge
Convergent or Divergent: How Varied Attributions for
Surprise Influence Strategic Change | Christopher B.
Bingham, U. of Maryland; Jerayr M Halebian, U. of California, Riverside
If It Ain’t Broke: Strategy Process Capability in the Wake of
CEO Succession | David Gordon Cohen, U. of Massachusetts
Amherst; Bill Wooldridge, U. of Massachusetts, Amherst
Falling Back to Move Forward: A Study of Retrenchment,
Organizational Slack and Shareholder Wealth | Steven B
Adams, Nexus Business Consulting, Inc.; Alan B. Eisner, Pace
U.; Helaine J Korn, Baruch College; Noushi Rahman, Pace U.

646 (Paper Session) - (BPS) Innovation & Strategic
Renewal: Search and Learning
9:45am - 11:15am Hyatt Regency Chicago: Atlanta
Chair: Konstantinos Grigoriou, Georgia Institute of Technology
Discussant: Donald E. Hatfield, Virginia Tech
Search, Failure, and the Value of Moderate Patience |
Oliver Baumann, U. of Munich
Intrafirm Evolution of Technological Capabilities and
Innovation Search | Kun Liu, Washington State U.; Jonathan
State U.; Hongyan Yang, Hong Kong Polytechnic U.
Does Desperation lead to Opportunity? Sensing, Strategic
Emotion, and Star Employees | Andrew Hess, U. of Virginia;
Frank T. Rothaermel, Georgia Institute of Technology
Creation Theory: Framing the Product Invention-Product
Innovation Process | Joseph Paul O’Connor Jr., U. of Texas
at El Paso

647 (Paper Session) - (BPS) Industry Dynamics:
Adaptation
9:45am - 11:15am Hyatt Regency Chicago: Burnham
Chair: Giovanni Valentini, Bocconi U.
Discussant: Javier Gimeno, INSEAD
Environmental Jolts and Strategic Change in the U.S.
Airline Industry: Deregulation and 9/11/2001 | Irene Goll,
U. of Scranton; Abdul A Rasheed, U. of Texas, Arlington
Initial Conditions, Dynamic Changes, and Performance | Sonic
Wu, National Taiwan U.

Session Details – Monday

Post-liberalization Industry Shakeout in China, 1998-2006 | Sea Jin Chang, National U. of Singapore; Brian Wu, U. of Michigan, Ann Arbor

648 (Paper Session) - (BPS) Alliances & Networks:
Three’s A Crowd -- Alliances & Outsiders
9:45am - 11:15am Hyatt Regency Chicago: Columbus G
Chair: Jason Michael Pattit, Syracuse U.
Discussant: Michael J Leiblein, Ohio State U.

Third Parties in Coopetition Management: Enabling Collaborative Strategies in Adversarial Dyads | Sandro Castaldo, Bocconi U.; Guido Moellering, Max Planck Institute for the Study of Societies; Monica Grosso, Bocconi U.; Fabrizio Zerbini, Bocconi U.
Partner Selection in Horizontal Alliance Formation: A Competitive Dynamics Perspective | Junichiro Yamanoi, U. of Connecticut, Storrs
Relational Rents Meet Social Rigidity: Barriers to Pooling Network Resources in Alliances | Frederic Dalsace, HEC Paris; Bernard Garrette, HEC Paris; William G Mitchell, Duke U.
Support from Third Parties in the Licensing Agreements | Valerie Duplat, IAG, Louvain School of Management; John Hagedoorn, Maastricht U.

649 (Paper Session) - (BPS) Corporate Governance: CEO Succession
9:45am - 11:15am Hyatt Regency Chicago: Comiskey
Chair: Don Antunes, Cambridge U.
Discussant: Frances H. Fabian, U. of Memphis

When the Former CEO Remains Board Chair: Effects on Discretion, Organizational Change, & Performance | Timothy J Quigley, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.
Firm Performance, Industry Performance, and Optimal CEO Successor Selection: A Theoretical Framework | Donald Joseph Scheper, U. of Kansas

Performance Consequences of CEO Successions: Human Capital, Social Networks & Industry Environment | Zhiang “John” Lin, U. of Texas; Hao Chen, U. of Texas; Haibin Yang, City U. of Hong Kong
Executive Succession and Firm Performance - the Role of Position-Specific Skills | Torsten Wulf, HHL - Leipzig Graduate School of Management; Stephan Stubner, HHL - Leipzig Graduate School of Management; Dirk Schneider, Oliver Wyman

650 (Paper Session) - (BPS) Corporate Effects: Diversification & the Socio-Political Environment
9:45am - 11:15am Hyatt Regency Chicago: Grand C North
Chair: Margaret Dalziel, U. of Ottawa
Discussant: Thomas P. Moliterno, U. of South Carolina

Political Ties and Their Contingent Impact on Firms Being Acquired in Transition Economies | Weiting Zheng, Hong Kong Polytechnic U.; Kulwant Singh, National U. of Singapore; Chi-Nien Chung, National U. of Singapore

Subtle Decoupling in Ownership Restructuring plan: Combining Strategic and Institutional Perspective | Pengji Wang, National U. of Singapore
The European M&A Industry: Trends, Patterns and Shortcomings | Jose Campa, IESE Business School; Caterina Moschieri, Catholic U. of Portugal - FCEE

651 (Paper Session) - (BPS) Competitive Heterogeneity: Dynamic Organizational, Flexible and Collective Capabilities
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 51-62
Is One Dynamic Capability Better than Two? | Veronique Ambrosini, Cardifff U.; Cliff Bowman, Cranfield U.; Richard Schoenberg, Cranfield U.
Hierarchy, Team Familiarity, and Capability Development: Evidence from Indian Software Services | Bradley R Staats, Harvard U.
The Evolution of Capabilities: Strategic Windows and Firms Survival in the U.S. Brewing Industry | Lynn W Bakstran, Western New England College; Kenneth J. Hatten, Boston U.; Linda F. Edelman, Bentley U.
Managerial Cognition and Firm Capabilities: Evidence from Pirelli and Telecom Italia | Maria Cristina Cinici, U. of Catania; Giovanni Battista Dagnino, U. of Catania
Role of Dynamic Capabilities in Building Profitable Ventures for Serving the Bottom of the Pyramid | SANKARAN Manikutty, Indian Institute of Management, Ahmedabad; SHOUNAK Roychowdhury, Indian Institute of Management, Ahmedabad
Do Technological Capabilities Become Irrelevant, Eventually? | Ankush Chopra, Babson College
Distinctiveness and Flexibility of Resources: A Study of the Motion Picture Industry | Paolo Boccadelli, Luiss Guido Carlo U.; Christian Lechner, Groupe ESC Toulouse Business School; Mats Magnusson, Chalmers U. of Technology; Raffaele Orian, Luiss Guido Carlo U.
Towards a dynamic approach to the Resource Based View: Internationalizing R&D in the car industry | Aurelien Acquier, ESPC-EAP; Cedric Dalmasso, Ecole des Mines de Paris
Micro-foundations of time compression diseconomies | Stephen Billinger, U. of Southern Denmark; Kannan Srikanth, Indian School of Business
Where Do Firms’ Idiosyncratic Collective Resources Come From? A Psychological Interpretation | Flore Bridoux, Rotterdam School of Management, Erasmus U.; Regis Coeuretroy, U. de Louvain; Rodolphe Durand, HEC Paris
Capability Development and Performance Impact: Evidence from the Global Software Services Industry | Joydeep Chatterjee, Wharton School
652 ShCS: (BPS, ENT, TIM) Business Model Innovation and Industry Architectures
9:45am - 11:15am Hyatt Regency Chicago: Columbus IJ
Organizer: Anita McGahan, U. of Toronto
Discussant: Charles Baden-Fuller, City U. London
Designing Your Future Business Model: An Activity System Perspective | Christoph Zott, INSEAD; Raphael H Amit, U. of Pennsylvania
Business Models: A Discovery Driven Approach | Rita Gunther McGrath, Columbia U.
Business Model Innovation: Opportunities and Barriers | Henry Chesbrough, U. of California, Berkeley
Strategic Agility: A Key for Accelerating Business Model Renewal | Yves Doz, INSEAD
How the changes in financial services’ industry architecture led to the financial meltdown | Michael G. Jacobides, London Business School
Business-Model Innovation across the Vertical Industry Chain | Alfonso Gambardella, Bocconi U.; Anita McGahan, U. of Toronto

653 (CAR) Facing the Transition to Retirement: Now What?
9:45am - 11:15am Sheraton Chicago: Chicago 10
Chair: Robert C. Ford, U. of Central Florida
Discussant: Dianne Sundby, Private practice
Speakers: Joanne Martin, Stanford U.; Dov Eden, Tel Aviv U.; Richard T. Mowday, U. of Oregon

654 (CAU): (Paper Session) - (CAR) The Ties that Bind: Networks and Career Success
9:45am - 11:15am Sheraton Chicago: Huron Room
Chair: Mary Dunn, U. of Texas at Austin
Discussant: George Benson, U. of Texas, Arlington
The Relationship of Networking Behaviors to Job Satisfaction and Organizational Commitment | Shelly McCammon, Saint Mary’s U. of Minnesota; Monica L Forret, St. Ambrose U.
The dark side of social networks: career success and organizational demise | Lorenzo Bizi, HEC Montreal
Studying Superdevelopers: Advancing Research on Degree Centrality in Developmental Networks | Richard Donald Cotton, Boston College
Shaping Expectations and Career Success: The Relational Models of Developmental Networks | Richard Donald Cotton, Boston College

655 (CAU) Turning “Grey” into “Green” - Looking at Entrepreneurship in the Informal Economy
9:45am - 11:15am Hyatt Regency Chicago: Skyway 281

What can we learn from informal entrepreneurs? Where is the line between formal and informal entrepreneurship? What personal, socio-cultural, organizational, and/or policy-related factors determine this line? Can it be moved, so as to turn a part of this informal energy into formal energy? To turn “grey” into “green”, so to speak? And if yes, how? Some discussion points we wish to propose, but not limit ourselves to, are:• definitional aspects, from both an economic and social perspectives• urban and rural perspectives• nascence of informality, drivers of emergence, conditions favoring/discouraging in-formality• structure and nature of ‘informal’ enterprise• nature of employment, labor type, occupational range• macroeconomic impacts of informal activities• research approaches that link micro- and macro levels• NGOs’ contribution (e.g. in social and community services), to overall economic activity• implications for household vulnerability and ergo for social and physical mobility• role of informal health and education needs• bootstrapping methods and techniques• risk issues
Organizer: Sylvain P. Bureau, ESCP Europe
Chair: Jacqueline Fendt, ESCP-EAP European School of Management

656 (CAU): (CAU) Entering Our World: Sustainable Business in Action
9:45am - 11:15am Hyatt Regency Chicago: Skyway 283
Organizers: Robert Brent Anderson, U. of Regina; Pratima Bansal, U. of Western Ontario; David Crowther, De Montfort U.; Guler Aras, Yıldız Technical U.

657 (CAU): (CAU) China’s Domestic Private Enterprises: Growth path, entrepreneurship, and social performance
9:45am - 11:15am Hyatt Regency Chicago: Skyway 284
Organizers: Xiongwen Lu, Fudan U.; Xiaoya Liang, Fudan U.
Presenter: Jinyun Sun, Fudan U.

658 (CAU): (CAU) Public-Private Partnerships
9:45am - 11:15am Hyatt Regency Chicago: Skyway 285
Organizer: Maria Jesus Belizon, IESE Business School
Introductions: Guido Stein, IESE Business School; Pablo Cardona, IESE Business School
Coordinators: Lourdes Susaeta, IESE Business School; Pin Jose Ramon, IESE Business School
Speakers: Raul Lagomarsino, -; Alejandro Moreno, INALDE, U. de la Sabana

659 (CM): (Paper Session) - (CM) Accounts, Apologies, and Other Facets of Uncertainty Management
9:45am - 11:15am Sheraton Chicago: Chicago B
Chair: Tyler G. Okimoto, Yale U.
The Unintended Consequences of Social Accounts: When Excuses Come at the Expense of the Team | Anthony Cobb, Virginia Tech; Rebecca S Lau, City U. of Hong Kong
But I Said I Was Sorry! On the Importance of Matching Apologies to Victim Self-Consturals | Ryan Fehr, U. of Maryland, College Park; Michele J. Gelfand, U. of Maryland
Winner of CM Division Best Paper Award - New Directions
660: (CMS, OMT) Knowledge Unbound: The Postcolonial Ferment and Critical Management Scholarship
9:45am - 11:15am Hyatt Regency Chicago: Toronto
Organizer: Anshuman Prasad, U. of New Haven
Chair: Anshuman Prasad, U. of New Haven
Toward a Postcolonial Reading of Globalization: Revisiting the East Asian Financial Crisis | Anshuman Prasad, U. of New Haven
The "Diversity Threat" to Epistemological Hegemony: Postcolonial Theory and Organizational Knowledge | Roy Stager Jacques, Massey U. Auckland
Discourse and Materiality: Postcolonial Imaginations and the Veil in the Scandinavian Workplace | Pushkala Prasad, Skidmore College
Interrogating Corporate Citizenship: Postcolonial Lessons for Organizational Theory | Raza A Mir, William Paterson U.
Presenters: Anshuman Prasad, U. of New Haven; Roy Stager Jacques, Massey U. Auckland; Pushkala Prasad, Skidmore College; Raza A Mir, William Paterson U.

661: (Paper Session) - (ENT) Initial Public Offerings (IPO) Issues
9:45am - 11:15am Hyatt Regency Chicago: Field
The Relative Importance of VC Certification in the Mitigation of Information Asymmetry at IPOs | Markus A. Fitza, U. of Colorado, Boulder; Thomas J Dean, Colorado State U.
How R&D and Venture Capital Affect IPO Underpricing from the Perspective of Technology Requirement | Anlin Chen, Department of Business Management, National Sun Yat-Sen U.; Lanfeng Kao, Department of Finance, National U. of Kaohsiung; Cheng-Shou Lu, Graduate Institute of Commerce, National Kaohsiung U. of Applied Sciences
The Impacts of Pre-IPO CEO Succession and Successor Origin on Underpricing and Post-IPO Performance | Shih-Chi Chiu, U. of Missouri, Columbia
Foreign IPO Capital Market Choice: Corporate Governance, Reputation, and Organizational Identity | Curt Moore, Texas Christian U.; Greg Bell, U. of Dallas; Igor Filatotchev, City U. London; Abdul A Rasheed, U. of Texas, Arlington

662: (Paper Session) - (ENT) Entrepreneurship Theory
9:45am - 11:15am Hyatt Regency Chicago: Grand B
Chair: Melissa S. Baucus, U. of Louisville
The Intraorganizational Ecology of Corporate Entrepreneurship | Christian H Czernich, carpima Invest; Ivo Zander, Uppsala U.
High Conforming Networks and Entrepreneurial Contagion | James M Bloodgood, Kansas State U.; Richard G. McFarland, Kansas State U.; Jeffrey S Hornsby, Kansas State U.
Contrasting and Integrating Kirzner's and Mises' Views of Entrepreneurial Action | Alexander McKelvie, Syracuse U.; Jeffery S. McMullen, Indiana U., Bloomington
Get Shorty: How New Project-based Firms Use Tie-order Strategies to influence Network Outcomes | Celina Smith, Imperial College Business School; Erkko Autio, Imperial College London

663: (ENT) Entrepreneurial Performance in nascent firms: First insights from the Kauffman Firm Survey (KFS)
9:45am - 11:15am Hyatt Regency Chicago: Grand D North
Chair: Fabrice L. Cavarretta, ESSEC Business School
Distinguishing Extreme vs. Average Performance in Nascent Firms | Fabrice L. Cavarretta, ESSEC Business School; Alicia Robb, U. of California, Santa Cruz
Testing Human Capital of Founding Team, Firm Resources, and Strategy on New Venture Performance | Qian Ye, U. of Louisville
Presenters: Alicia Robb, U. of California, Santa Cruz; Sheryl Winston Smith, Temple U.; Qian Ye, U. of Louisville; Jose M. Plehn-Dujowich, Temple U.

664: (Paper Session) - (ENT) Cross-Cultural Entrepreneurship Research
9:45am - 11:15am Hyatt Regency Chicago: New Orleans
Chair: David Watkins, Southampton Business School, U.K.
Social Influences and the Transition to Entrepreneurship | Erkko Autio, Imperial College London; Karl Wennberg, Imperial College Business School
Culture, Values, and Female Entrepreneurship | Michael Louis Troilo, U. of Tulsa; Katherine Terrell, U. of Michigan
Testing the Content Validity of the Narver & Slater Market Orientation Scale in Transition Economies | Jeroen Kraaijveld, U. of Twente; Mariska Roersen, U. of Twente, NIKOS; Aard J Groen, U. of Twente, NIKOS

665: (Paper Session) - (GDO) Assumptions and Reactions to Women Leaders
9:45am - 11:15am Sheraton Chicago: Chicago 9
Chair: Claudia Verena Peus, Ludwig Maximilians U.
Discussant: Susan Vinnicombe, Cranfield U.
Gender Differences in Leadership: Believe It or Not | Karsten Jonsen, IMD; Martha L Maznevski, IMD; Susan C. Schneider, HEC U. of Geneva
Differential Reactions to Men and Women's Interpersonal Unfairness | Suzette Caleo, New York U.; Madeline E. Heilman, New York U.
Lost Opportunity: Is Transformational Leadership Accurately Recognized & Rewarded in All Managers? | Catherine Loughlin, St. Mary's U.; Kara Anne Arnold, Memorial U. of Newfoundland; Janet Bell Crawford, St. Mary's U.
Section D

Session Details – Monday

9:45am - 11:15am Sheraton Chicago: Chicago 7
Organizers: Tina R. Opie, New York U.; Flannery G. Stevens, U. of Michigan
Discussants: Robin Ely, Harvard U.
Cracks in Top Management Teams? | Flannery G. Stevens, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
Managing Diversity vs. Leveraging Difference | Martin N. Davidson, U. of Virginia
Demographic Representativeness | Derek R. Avery, U. of Houston; Patrick F. McKay, Rutgers U.; Scott Tonidandel, Davidson College; Sabrina D Volpone, U. of Houston; Mark Allen Morris, JCPenny
Down with Diversity, Up with Social Justice | A. Jones, Harvard U.
Creating Service Quality in Healthcare Organizations | Dail Fields, Regent U.; Paul M. Roman, U. of Georgia
Presenters: Derek R. Avery, U. of Houston; Martin N. Davidson, U. of Virginia; Flannery G. Stevens, U. of Michigan; Tina R Opie, New York U.
Participants: Modupe Akinola, Harvard U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Katie R. Sullivan, U. of Utah; Patrick F. McKay, Rutgers U.; Scott Tonidandel, Davidson College; Sabrina D Volpone, U. of Houston; Mark Allen Morris, JCPenny; Carlos Eduardo de Sousa, U. of Utah; Tyler Russell Stockstill, U. of Utah

680 G42 JS: (HR) Employment, Growth, and Representation
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panels 63-69
Unions and Employment Growth: The Mysterious Effect | Scott Walsworth, U. of Saskatchewan
Contingent Workers and Organizational Performance: An Empirical Analysis | Lisa T. Stickney, U. of Baltimore
Choosing the option to maintain excess staff: The role that corporate governance measures play | Rebecca L Wylund, U. of Wisconsin Milwaukee; Mark X. James, U. of Wisconsin Milwaukee; Michael Freimark, Arch Aluminum
Towards Models to Test for a Business Case: A Review of the Flexible Working/Performance Link | Clare Keliiher, Cranfield U.; Lilian M. de Menezes, City U. London
Leading the flock: An exploration of employee partnership and new venture growth | Jake Messersmith, George Washington U.; Patrick L. McClelland, U. of Delaware
Pacta Sunt Servanda: Employee Relations and Firms’ Credit Risk | Daniel Hann, Maastricht U.; Rob Bauer, Maastricht U.; Jeroen Derwall, Erasmus U.

667 G1D (Paper Session) - (HCM) Creating Service Quality in Healthcare Organizations
9:45am - 11:15am Swissôtel Chicago: Vevey Salon 4
Chair: Myron D Fottler, U. of Central Florida
Discussants: Kathleen Montgomery, U. of California, Riverside
Total Quality Management and Performance of Substance Abuse Treatment Centers | Dail Fields, Regent U.; Paul M. Roman, U. of Georgia
HCRC Best Paper Award Nominee
Workplace Predictors of Service Quality in High/Low Contact Veterans Healthcare Service Environments | Dennis J Scotti, Fairleigh Dickinson U.; Joel I Harmon, Fairleigh Dickinson U.; Scott J Behson, Fairleigh Dickinson U.
Rework and Workarounds in Medication Administration Processes: Implications for Patient Safety | Jonathan R. B. Halbesleben, U. of Wisconsin - Eau Claire; Grant T. Savage, U. of Missouri; Douglas S Wakefield, U. of Missouri; Bonnie J. Wakefield, Harry S. Truman Memorial Veterans’ Hospital
HCRC Best Theory-to-Practice Paper Nominee

670 G31 JS: (HR, IM) Global Talent Management: Understanding the Contours of the Field and the Key Challenges for HRM
9:45am - 11:15am Sheraton Chicago: Erie Room
Chair: Paul Sparrow, Lancaster U.
Discussants: Chris Brewster, U. of Reading
Global Talent Management: An IHRM Perspective | Randall S. Schuler, Rutgers U.; Ibraiz Tarique, Pace U.
The Role of the Corporate HR Function in the Global War for Talent | Elaine Farndale, Tilburg U.; Hugh Scullion, NUI GALWAY, IRELAND; Paul Sparrow, Lancaster U.


MONDAY
The Global Flow of Talent: The Inpatriation of Global Managers | Michael G. Harvey, U. of MS. & Bond U. (Australia); Miriam Moeller, U. of Mississippi

Talent Pool Inclusion Within Multinational Corporations | Kristina Makela, Helsinki School of Economics; Ingmar Bjorkman, Swedish School of Economics and Business Administration; Mats Ehrnrooth, Hanken School of Economics

Participants: Ingmar Bjorkman, Swedish School of Economics and Business Administration; Mats Ehrnrooth, Hanken School of Economics; Michael G. Harvey, U. of MS. & Bond U. (Australia); Elaine Farndale, Tilburg U.; Kristiina Makela, Helsinki School of Economics; Miriam Moeller, U. of Mississippi; Randall S. Schuler, Rutgers U.; Hugh Scullion, NUI GALWAY, IRELAND; Ibraiz Tarique, Pace U.

671: (Paper Session) - (IM) Culture and Foreignness Issues
9:45am - 11:15am Hyatt Regency Chicago: Hong Kong
Chair: Karen Mostafo Leonard, Indiana U.- Purdue U., Ft. Wayne
Discussant: Nikhil Celly, Loyola U. New Orleans

The Moderating Impact of Age on Mitigating the Inherent Sources of Liability of Foreignness | Jörg Zimmermann, Max Planck Institute of Economics; Harry J Sapienza, U. of Minnesota

Cultural Determinants of Capital Structure | Swee-Sam Lam, National U. of Singapore; Reginald Reagan Chua Lee, Merrill Lynch (Singapore) Pte Ltd

672: (Paper Session) - (IM) Entry and Exit Decisions
9:45am - 11:15am Hyatt Regency Chicago: McCormick
Chair: Davina E. Vora, State U. of New York, New Paltz
Discussant: Ilgaz Arikann, Georgia State U.

The Impact of Anonymity and Conflict on Firms’ Entry Mode | Ilgaz Arikann, Georgia State U.; Oded Shenkar, Ohio State U.

Country Exit: The Role of Internationalization Speed, Rhythm and Cultural Diversity | Sylvie Verdier, EM Lyon

673: (Paper Session) - (IM) Expatriate Management
9:45am - 11:15am Hyatt Regency Chicago: Soldier Field
Chair: Schon Beecher, U. of Michigan
Discussant: Allan Bird, U. of Missouri, St. Louis

Personality and Culture as Predictors of Early Expatriate Assignment Termination | Anna Katherine Ward, U. of South Carolina

674: (Paper Session) - (IM) International Knowledge Development
9:45am - 11:15am Hyatt Regency Chicago: Wrigley
Chair: Wei Shen, U. of Florida
Discussant: Nandini Lahiri, U. of North Carolina, Chapel Hill

Best Paper on Emerging Markets
Governing the Federative MNC: A Knowledge Management Approach | Chia-Ching Fatima Wang, King’s College London

675: SHCS: (IM, BPS, OMT) MNEs from Emerging Countries: Would They Displace Multinationals from Developed Markets?
9:45am - 11:15am Hyatt Regency Chicago: Crystal B
Organizers: Ali Taleb, HEC Montreal, Rick Molz, Concordia U.

Advantages of Developing-Country Multinational Enterprises | Alvaro Cuervo-Cazurra, U. of South Carolina; Mehmet Erdem Genc, Baruch College
Emerging-Market Multinationals (EMNEs): Generic Strategies for Internationalization | Ravi Ramamurti, Northeastern U.

Outward Foreign Direct Investment from Emerging Markets: The Case of China | Rosalie L. Tung, Simon Fraser U.

Presidents: Alvaro Cuervo-Cazurra, U. of South Carolina; Ravi Ramamurti, Northeastern U.; Rosalie L. Tung, Simon Fraser U.; Daphne W. Yiu, Chinese U. of Hong Kong

676: (Paper Session) - (IP) Strategic Action and Firm Performance
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 1
Facilitator: Dara Szyliowicz, U. of the Pacific

BPS: Business-level Strategy and Performance – Evidence from Manufacturing Firms | Nandakumar Mankavil Kovil
Veet, Middlesex U.; Abby Ghobadian, Henley Management College; David Gleaner, Brunel U.


**OCIS:** Antecedents and Intermediaries Between Strategic Alignment and Firm Performance | Ra'ed Masa’deh, U. of Nottingham; George Kuk, U. of Nottingham

677: (Paper Session) - (IP) The Dynamics of Competition
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 2
Facilitator: Scott G. Johansen, Oklahoma State U.

**ONE:** Green benchmarking: green portfolio for competitive positioning of MIDA based clusters and projects | Elvira Lucy Haedzendorck, U. of Brussels (VUB); Michael Dooms, U. of Brussels (VUB); Alain C. Verbeke, U. of Calgary

**BPS:** Differentiation, competition, and pricing policy: Evidence from the Spanish hotel industry | Manuel Becerra, Instituto de Empresa Business School; Juan Santalo, Instituto de Empresa Business School; Rosario Silva, Instituto de Empresa Business School

678: (Paper Session) - (IP) Liability of Foreignness and Beyond
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 3
Facilitator: Daya Shanker, Deakin U.

**IM:** Liability of Foreignness: Knowledge-Based Resources and Competitive Dynamics in Emerging Industries | Sung Soo Kim, McGill U.

**IM:** Unpacking Foreignness: A Literature Review and Suggestions for Expanding Current Research | Jesper Edman, Hitotsubashi U.

**TIM:** Innovativeness of manufacturing subsidiaries of foreign firms versus domestic firms | C. Anrique Un, U. of South Carolina

**IM:** A Theory of Geographic Scope: Resolving Regionalization-Globalization Debate | Elitsa R. Banalieva, Northeastern U.; Charles Dhanaraj, Indiana U., Bloomington

679: (Paper Session) - (IP) Understanding Small and Medium-Sized Enterprises
9:45am - 11:15am Hyatt Regency Chicago: Grand E Table 4
Facilitator: Henri Burgers, Queensland U. of Technology/ RSM Erasmus U.

**HR:** HRM in SMEs: homogeneity or heterogeneity? | Chin-Ju Tsai, Royal Holloway, U. of London

**ENT:** Proactiveness, Legitimation and the Growth of SMEs in Emerging Economy | Yunzhou Du, Nankai U.; Bing Ren, Nankai U.; Yuli Zhang, Nankai U.; Zhongwei Chen, Anhui U. of Finance & Economics

**HR:** Led by an invisible hand: Complex Adaptive Systems and Employment System Creation in New Ventures | Marcus W. Y. Ho, Auckland U. of Technology; Marie Elaine Gee Wilson, Griffith U.; Shu-Yuan Wu, Auckland U. of Technology; Candice Harris, Auckland U. of Technology

**ODC:** The Impact of Learning Organization Practices on SMEs| Organizational Commitment and Effectiveness | Chien-Chi Tseng, U. of Minnesota

680: (Paper Session) - (IP) Developing Managers
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 1
Facilitator: Nicholas Mathys, DePaul U.

**HR:** Differences in Management Development between Australia and China | Brian D’Netto, Australian Catholic U.; Jie Shen, U. of South Australia

**CAR:** Impact of Career Complexity on Leadership Competencies: A Longitudinal Study of Senior Executives | Steven B. Wolff, Hay Group; Guorong Zhu, Hay Group; Douglas T. Hall, Boston U.; Miria Las Heras, Boston U.; Betzaluz Gutierrez, Hay Group

**MED:** The Challenges of Accelerated Leadership Development | Konstantin Korotov, ESMT; Manfred F.R. Kets De Vries, INSEAD

**MED:** Developing Global Leaders: Leading for Sustainability | Jason Azuma, Boston U.; John F. McCarthy, Boston U.

**ODC:** Cognitive Behavioral Executive Coaching: A Generative Merging of Practices | Darren Good, Case Western Reserve U.; Robin Yeganeh, Cognitive Behavior Therapy & Mindfulness Center; Bauback Yeganeh, American U.

681: (Paper Session) - (IP) New Knowledge: Exploration and Knowledge Sharing
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 2
Facilitator: Stanley M. Gully, Rutgers U.

**MOC:** The Making of Form: Exploring Aesthetic Knowledge in Product Design | Ileana Stigliani, Imperial College Business School

**OCIS:** Lost in Translation – The Role of Argument and Narration in Cross-boundary Knowledge Sharing | Daniel Geiger, Johannes Kepler U. Linz

**OMT:** A Literacy Perspective on Writing and Knowledge Sharing: Evidence from Letters | Anne-Laure Fayard, Politechnic Institute of New York U.; Anca Mitiu, ESSEC

**BPS:** Integrating acquisitions for knowledge exploration | Maria Iborra, U. of Valencia; Consuelo Dolz, U. of Valencia

682: (Paper Session) - (IP) Green Management: Sustainability, Risk, and Implementation
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 3
Facilitator: Johann Jaskari, Helsinki U. of Technology

**ONE:** Think twice about Risk: Challenges to the implementation of Green Chemistry | Antje Fritzsche, Technical U. Dresden; Edeltraud Guenther, Technische U. Dresden

**ONE:** Marine Extractive Reserves (MERs) as Strategy for Social and Environmental Conservation | Isabela Baleiro Curado, FGV-EAESP; Alexandre Zanarini Cordeiro, ICMBio; Rodrigo Leão Moura, conservation international

**ONE:** Environmental Sustainability in the Russian Federation: The Firm’s Perspective | Jo Crotty, Aston U.; Peter W Rodgers, Aston U.

**PNP:** The cities in sustainable development: The green management as innovation in public organizations | Rocío

**MONDAY**

**683 : (Paper Session) - (IP) Entrepreneurship in Adverse Environments**
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 4
Facilitator: Sameeksha Desai, U. of Missouri - Kansas City
ENT: Emergence and Early Growth of a New Venture in an Unfriendly Business Environment | Santiago Mingo, U. of Miami
ENT: Another Day, Another Dollar: Enterprise Resilience in Conflict | Oana Branzei, U. of Western Ontario; Samer Abdelnour, Ivey School of Business
ENT: Inner City Engagement and the University: Interaction, Emergence and Transformation | Michael H. Morris, Oklahoma State U.; Verona P. Edmond, Syracuse U.; Minet Schindelhutte, Syracuse U.; Craig Watters, Syracuse U.
ENT: Entrepreneurship in Postconflict Reconstruction | Sameeksha Desai, U. of Missouri - Kansas City

**684 : (Paper Session) - (IP) Institutionalization and Roles**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 1
Facilitator: Rich DeJordy, Boston College
OM: HRM within Intra-Firm Supply Relationships: An Institutional Perspective | Marie Koulkoff-Souviron, CERAM; Alan Harrison, Cranfield U.
MED: Management Education: Classifying Business Curricula and Conceptualizing Transfers and Bridges | Davar Rezania, Grant MacEwan College; Mike Henry, Grant MacEwan College
OMT: Institutional Work Taken Literally: How Logics Shift as Banking Lawyers ‘Get the Deal Done’ | Michael Smets, Said Business School
CMS: The production of normative social roles by texts: An inquiry into an investment procedure | Claire Dambrin, HEC Paris; Anne Pezet, U. Paris-Dauphine, DRM

**685 : (Paper Session) - (IP) The Influence of Knowledge on Work Teams**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 2
Facilitator: Mary J. Waller, York U.
MOC: Team Member Responses to Non-contributors: Influence of Knowledge Similarity and Attribution | Naina Gupta, Nanyang Technological U.
OB: Coordinated action and decision-making quality in teams: The role of expertise meta-perception. | Hanneke Grutterink, U. of Groningen; Gerben S. Van Der Vegt, U. of Groningen; Eric Molleman, U. of Groningen
TIM: Innovativeness of Technological Innovations: A Knowledge and Team Process Perspective | Debabrata Chatterjee, IIM Kozhikode, India; Bharatendu Nath Srivastava, Indian Institute of Management, Calcutta

**686 : (Paper Session) - (IP) The Discovery Process**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 3
Facilitator: Reethi Andrew Brymer, Texas A&M U.
ENT: Beyond discovery: A review of the critique of the discovery view of opportunities | Steffen Korsgaard, Aarhus U.
OMT: Strategic Inquiry as Virtual Selection: A Logic of Organizational Discovery | Mihtnea Calin Moldoveanu, U. of Toronto
TIM: Towards a Model of Discovery | Gajendran Kandasamy, Imperial College Business School; Gerard George, Imperial College London

**687 : (Paper Session) - (IP) Industrial Clusters**
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 4
Facilitator: James Welch, Kentucky Wesleyan College
ENT: Cluster Emergence and Technology-Based Venturing: A Study of Dublin's Software Industry | Rory P. O'Shea, College Dublin; Frank Roche, U. College Dublin
BPS: Inter-firm Heterogeneity in Accessing Knowledge-Related Benefits within Technology Clusters | Andac Arikan, Florida Atlantic U.
TIM: Performance Feedback Model Revisited: Evidence from an Emerging Market-based Industrial Cluster | Yiyi Su, Peking U.; Changhai Zhou, Peking U.
BPS: Co-opetition Analysis of Industrial Clusters Evolution in a Region | ChiaHan Yang, National Chiao Tung U.; Joseph Z. Shyu, National Chiao Tung U.

**688 : (Paper Session) - (IP) Issues in Measurement**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 1
Facilitator: Anne Parmigiani, U. of Oregon
RM: The Concept of Objectivity in Organization Studies | Alexander Styhre, Chalmers U. of Technology
OB: Longitudinal Measurement Invariance of Elliot and McGregor’s (2001) Achievement Goal Questionnaire | Dina Krasikova, Purdue U., West Lafayette; Reeshad Sam Dalal, George Mason U.
RM: How Similar is Similar Enough? | Kevin Carlson, Virginia Tech; Andrew O. Herdman, East Carolina U.
RM: Nonrandom Missing Data: Evaluation Of Missing Data Techniques For Handling a Missing Salary Variable | Alison Wall, Louisiana Tech U.; Marcia Simmering, Louisiana Tech U.

**689 : (Paper Session) - (IP) Power and Politics: Political Actions of Nonprofit Organizations**
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 2
Facilitator: Urewaa Tsolmon, Brigham Young U.
PNP: Tilt-For-Tat in Action: How Immigrant Nonprofit Coalitions Cooperate and Confront the Public Sector | Angel Saz-Carranza, ESARDE
SIM: Challenges from within: The role of covert political conflict in nonprofit organisations | May Seitanidi,
MONDAY

Brunel Business School; Adam Lindgreen, U. of Hull Business School

- PNP: The Case of Gawad Kalinga: Defying Traditional Western Nonprofit Models | Ralph Brower, Florida State U.; Lily Domingo, U. of the Philippines

690: (Paper Session) - (IP) Insights on Student Learning
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 3
Facilitator: Toni Ungaretti, Johns Hopkins Carey Business School
MED: International Students in U.S. Higher Education | Christina P.C. Tay, National Chengchi U.
MED: Student Learning in Business Simulation | Yang Xu, Pennsylvania State U.; Yi Yang, U. of Massachusetts Lowell
MED: Attendance, Formative and Summative Assessment, and cohort culture in two countries | Nathalie van Meurs, Middlesex U.

691: (Paper Session) - (IP) Personality Traits of Entrepreneurs
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 4
Facilitator: Dimo Dimov, U. of Connecticut
ENT: Why are entrepreneurs more risk-taking? | Andreas Hack, Technical U. Dortmund; Frauke Lammers, Otto Beisheim Graduate School of Management (WHU)
ENT: Beyond entrepreneurial intention: How personality distinguishes succession from start-up intention | Simone Chlotta, European Business School; Peter Jaskiewicz, U. of Alberta
ENT: Individual Entrepreneurial Orientation: Dimensions and Effects on Creative Performance | Tobias Kollmann, U. of Duisburg-Essen; Carina Lomberg, U. of Duisburg-Essen; Christoph Stöckmann, U. of Duisburg-Essen
ENT: The bond between international mobility and entrepreneurship: examining the role of personality | Peter Vander, Vienna U. of Economics and Business Administration

692: (Paper Session) - (IP) Person-Environment Fit
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 1
Facilitator: Todd C. Darnold, Creighton U.
HR: Status goggles: Organizational status, P-O fit, and organizational attraction | Tina L. Juillerat, U. of North Carolina, Chapel Hill; Daniel M. Cable, U. of North Carolina, Chapel Hill
OB: If You Take the Person out of P-O, What Do You Get? O-fit?: A Case Study | Mark Zajack, Clemson U.; Sharon Glazer, San Jose State U.
OB: The ASA Framework as Rhetoric | Patrick C. Nelson, Open U.; Jon Billsberry, Coventry U.
CAR: Integrating the Levels of Person-Environment Fit: The Roles of Vocational Fit and Group Fit | Ryan M. Vogel, U. of Georgia; Daniel Feldman, U. of Georgia
HR: Person&O#8217;Career Fit and Employee Outcomes among R&D Professionals | Jong-Seok Cha, Hansung U.; Youngbae Kim, KAIST; Tae-Yol Kim, City U. of Hong Kong

693: (Paper Session) - (IP) Prejudice, Stereotypes, and Status
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 2
Facilitator: Eddy S. Ng, California State Polytechnic U.
GDO: Low Status Tokens: Catalysts or Inhibitors of Group Integration? | Michelle Duguid, Cornell U.
OB: You're Not That Special, but I'll Still Do What You Say: Effects of Contempt on Status Conferral | Emily Tansuwan, U. of Southern California; Jennifer R. Overbeck, U. of Southern California
CM: Stereotypes and Cross-Cultural Negotiations | Yu Yang, Cornell U.; Catherine Tinsley, Georgetown U.; Jin Zhang, Tsinghua U.; Kathleen O'Connor, Cornell U.

694: (Paper Session) - (IP) Group Decision Making: Problems and Issues
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 3
Facilitator: Celile Iitur Gogus, Bilkent U.
OB: Groups Attenuate the Discussion Bias in Favor of Shared Information: A Meta-Analysis | Torsten Reimer, Purdue U.; West Lafayette; Andrea Reimer, U. Park; Uwe Czieslowski, Max Planck Institute for Human Development
MOC: Why Others Influence Us When We Neither Think They Do Nor Want Them To: Misperceptions of Influence | Andrew M. Carton, Duke U.; Richard Larrick, Duke U.; Wendy Wood, Duke U.
BPS: An Examination of the Inner Circle as a Reflection of the CEO | Ann C Mooney, Stevens Institute of Technology; Allen Amason, U. of Georgia

695: (Paper Session) - (IP) Understanding the Role of Emotions, Mood, and Affect
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 4
Facilitator: Donald E. Gibson, Fairfield U.
HCM: How do Nurse Managers use Emotional Labor? An Ethnographic Interpretation of an Organizing Framework | Frances Peart, U. of Queensland; Amanda Margaret Roan, U. of Queensland
BPS: How Middle Managers’ Emotions and Social Identities Influence the Implementation of a New Strategy | Quy Nguyen Huy, INSEAD
OB: Mood and Creativity: A Mood-Regulation Perspective Moderated by Goal Orientation | March L. To, U. of Queensland; Patricia Ann Rowe, U. of Queensland; Cynthia D Fisher, Bond U.

696: (MC) Distinguished Speaker: The State of the Consulting Profession -- Douglas Lattner, Chairman & CEO, Deloitte Consulting LLP
9:45am - 11:15am Swissôtel Chicago: Vevey Salon 1
Organizer: David Jamieson, Jamieson Consulting Group, Inc.


Chair: Ginka Toegel, IMD

**697** (Paper Session) - (MED) Approaches to Building Better Learning Assessments
9:45am - 11:15am Hyatt Regency Chicago: Buckingham
Chair: Iris Berdrow, Bentley U.
Discussant: Robert S. Rubin, DePaul U.

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The multiple benefits of using a centralized peer evaluation system in business school | Stephanie Brutus, Concordia U.; Magda Donia, Concordia U.


Assessing Knowledge in Dialogue: Undergraduate Synopsis-based Oral Examinations | Charles Thomas Tackney, Copenhagen Business School; Ole Strømø, Copenhagen Business School

**698** (MED) Preparing Business School Doctoral Students for Teaching: An Examination of Current Practices
9:45am - 11:15am Hyatt Regency Chicago: Columbus KL
Participants: A. Anthony Butterfield, U. of Massachusetts, Amherst; Robert Marx, U. of Massachusetts, Amherst; Joseph E Garcia, Western Washington U.; Judith R Gordon, Boston College; Mary Deane Sorcinelli, U. of Massachusetts Amherst; Roy J. Lewicki, Ohio State U.; Anne White Harrington, U. of Michigan

**699** (MED) Management Education Division Keynote Speaker
9:45am - 11:15am Hyatt Regency Chicago: Wght
Presiding: Alvin Hwang, Pace U.
The Possibility of Overcoming Corporate Scandals by Negative Organizational Learning and the Issue of Management Education | Tatsuya Ogawa, Tokyo Fuji U.

**700** (SHCS: (MH, ONE, IM) Windows on the World: Cultural Perspectives of Leadership Past-Present-Future
9:45am - 11:15am Sheraton Chicago: St. Gallen Salon 1
Chairs: Diana J. Wong-Millette, Eastern Michigan U.; Eric H Kessler, Pace U.
Facilitators: Eric H Kessler, Pace U.; Diana J. Wong-Millette, Eastern Michigan U.

**701** (MOC) MOC Welcome Session: Featuring Prof C. Marlena Fiol, 2009 MOC Distinguished Scholar
9:45am - 11:15am Hyatt Regency Chicago: Truffles
Division Chair: Luis Martins, Georgia Instute of Technology

Distinguished Speaker: C. Marlena Fiol, U. of Colorado, Denver
2009 MOC Distinguished Scholar Remarks | C. Marlena Fiol, U. of Colorado, Denver

**702** (Paper Session) - (MSR) Moral Self and Spiritual Attributes
9:45am - 11:15am Hyatt Regency Chicago: Haymarket
Chair: Marjolein Lips-Wiersma, U. of Canterbury

Relating religious beliefs & values: Ethical development, locus of control, & conscientiousness | Amber Hardesty, Premier, Inc.; Jim W. Westerman, Appalachian State U.

A Magnetic Pull on the Internal Compass: The Effects of Moral Self on Ethical Sensitivity | Denise Daniels, Seattle Pacific U.; Margaret Diddams, Seattle Pacific U.; Jeff Van Duzer, Seattle Pacific U.

A Virtue-Based Measure of Ethical Leadership | Ronald E. Riggio, Claremont McKenna College; Weichun Zhu, Claremont McKenna College; Christopher Reina, Claremont McKenna College; James Maroosis, Fordham U.


**703** (Paper Session) - (OB) Anger, Incivility, and Causin Harm
9:45am - 11:15am Sheraton Chicago: Colorado Room
Chair: Shimul Melwani, U. of Pennsylvania
Discussant: Kathi Miner-Rubino, Texas A&M U.

Incivility Among Coworkers: Its Relationship with Attitudes and Behaviors at Work | Maria Carmen Triana, U. of Wisconsin, Madison; Maria Fernanda Garcia, U. of Texas at El Paso

Observing Anger Can Enhance or Hinder Performance in Creative and Structured Tasks | Ella Miron-Spektor, Carnegie Mellon U.; Dorit Efrat, Technion Israel Institute of Technology; Orit Schwarz Cohen, Technion Israel Institute of Technology

Can CWB Help Employees Feel Better? The Negative Association Between CWB and Emotional Exhaustion | Mindy Kirscher, U. of Houston; Emily M Hunter, Hankamer School of Business, Baylor U.; Lisa Penney, U. of Houston

Social Comparison and Interpersonal Harming in Teams: A Social Relations Analysis | Catherine K Lam, Hong Kong Polytechnic U.; Gerben S. Van Der Vegt, U. of Groningen; Frank Walter, U. of Groningen; Xu Huang, Hong Kong Polytechnic U.

**704** (Paper Session) - (OB) Job Insecurity and Turnover
9:45am - 11:15am Sheraton Chicago: Colorado Room
Chair: Girish Chandra, U. of British Columbia
Discussant: Manjari Singh, Indian Institute of Management, Ahmedabad

A Multilevel Model of Turnover Among Outside Board Directors | Thomas Dalziel, U. of Cincinnati; Michael Bowerman, U. of Cincinnati; Peter Hom, Arizona State U.

The Effects of Perceived Insider Status and Job Insecurity on Behavioral Consequences of Work Status |
705 - (Paper Session) - (OB) Social Capital and Social Networks
9:45am - 11:15am Sheraton Chicago: Missouri Room
Chair: Mark Mortensen, Massachusetts Institute of Technology
Discussant: Giuseppe Labianca, U. of Kentucky
Social Identities, Social Capital, and the Emergence of Cooperative Norms in Multinational Groups | Stefan Volk, U. of St. Gallen
Winfried Ruigrok, U. of St. Gallen
The Interplay Between Work Identity and Polychronicity in R&D Professionals’ Social Networks | Fabiola Bertolotti, U. of Modena and Reggio Emilia; Janet M. Dukerich, U. of Texas, Austin; Diego Maria Macri, U. of Modena and Reggio Emilia
Elisa Mattarelli, U. of Modena and Reggio Emilia
Proactive Personality, Social Capital and Employee Creativity | Yaping Gong, Hong Kong U. of Science and Technology
Sally Siu Yin Cheung, Hong Kong U. of Science and Technology
Jia-Chi Huang, Sookchow U.
Motivation to Connect: The Role of Regulatory Focus in Brokerage and Closure | Peter Bryant, IE Business School

706 - (Paper Session) - (OB) Leaders Who Empower (and Those Who Don’t)
9:45am - 11:15am Sheraton Chicago: Ohio Room
Chair: Michael E. Palanski, Rochester Institute of Technology
Discussant: Arran Caza, U. of Illinois, Urbana-Champaign
CEO Authoritarian Leadership in China: Exploring Effects on Employee and Organizational Performance | Ting-Ju Chang, U. of Washington; An-chih Wang, National Taiwan U.; Xiao-Ping Chen, U. of Washington
When are Leaders Reluctant to Empower?: An Empirical Investigation | Jisun Shin, U. of Maryland, College Park; Debra L. Shapiro, U. of Maryland; Marshall Schminke, U. of Central Florida
The Influence of Trust and Epistemic Motivation on Leader Empowering Behavior | Natalia Hakimi, Rotterdam School of Management, Erasmus U.
Paternalistic Leadership and Work Behaviors: The Role of Fear, Gratitude, and Identification | Hanhua Xu, Hong Kong Polytechnic U.; Xu Huang, Hong Kong Polytechnic U.; Xue Hong Zhang, Hong Kong Polytechnic U.

707 - (OB) Positive Organizational Behavior: New Research Streams
9:45am - 11:15am Sheraton Chicago: Sheraton 5
Organizers: David Sweetman, U. of Nebraska-Lincoln; Kimberly Mathe, Oklahoma State U.
Longitudinal Study of the Relationship of Positive Psychological Resources to Workplace Performance |
712 : (Paper Session) - (OCIS) Organizing Collaborative Work
9:45am - 11:15am Hyatt Regency Chicago: Crystal A
Chair: Lihebie M Maruping, U. of Arkansas
Discussant: Yuqing Ren, U. of Minnesota
It’s a Network, Not an Encyclopedia: A Social Network Perspective on Wikipedia Collaboration | Gerald C Kane, Boston College
OCIS Best Paper Award - Finalist
Enterprise Architecture and Coordination: A Research Framework for Large-Scale Coordination | J. Alberto Espinosa, American U.; Wai Fong Boh, Nanyang Technological U.; Frank Armour, American U.
OCIS Best Paper Award - Finalist
IT Innovation Strategies and Value Creation: Evidence from the Recession of the Early 2000s | Changling Chen, U. of Waterloo; Jee-Hae Lim, U. of Waterloo; Theophanis C. Stratopoulos, U. of Waterloo
When Information Technology Matters: A Meta-analysis | Serkan Ada, State U. of New York, Buffalo; Prasad Balkundi, State U. of New York, Buffalo; Raj Sharman, State U. of New York, Buffalo
714 : (Paper Session) - (ODC) Dynamics of Social and Institutional Change
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ODC 1
Presented on Panels 1-5
Exploring the Interplay between Intentional and Emergent Organizing for Radical Social Change | Latha Poonamallee, Michigan Technological U.
Understanding the Use of Consumer Survey Feedback for Organizational Change in Behavioral Healthcare | Mary Nash Shawver, Fielding Graduate U.
Corresponding Factors of Successful TQM Implementation in Healthcare | Tamara Montag, Saint Louis U.; Edward Sabin, Saint Louis U.
715 : (Paper Session) - (OCIS) Greening the Organization: Antecedents and the Roles of Corporate Citizenship and Stakeholder Cultures
9:45am - 11:15am Swissôtel Chicago: St. Gallen Salon 2
Chair: Susan R. Madsen, Utah Valley U.
Discussant: Lindsey Godwin, Morehead State U.
Managing Sustainability: Predictors of Executive Performance | Kleo Akrivou, U. of Reading; Hilary Bradbury, U. of Southern California
Stakeholder Culture, Morality and Change: Critical Appreciative Inquiry and SME Greening | Aharon Factor, Swinburne U. of Technology
How does Doing Good Matter? Effects of Corporate Citizenship on Employee Behavior | Ante Glavas, Case Western Reserve U.
Green Management: Environmentally Sustainable Economic Growth of Oil and Natural Gas Corporation | Radha R. Sharma, Management Development Institute; Shoma Mukherjee, Management Development Institute
716 : (Paper Session) - (ODC) Re-Thinking Human Systems Change: New Perspectives and Theory Building
9:45am - 11:15am Swissôtel Chicago: Vevey Salon 3
Chair: Frances A Viggiani, Alfred U.
Discussant: Maury Peiperl, IMD
From Social Engineering to Community Transformation: Amul, Grameen Bank, and Mondragon | Dharm P. S. Bhawuk, U. of Hawaii, Manoa; Susan Mrazek, U. of Hawaii at Manoa; Vijayan P. Munusamy, Center for Creative Leadership
Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper
ODC Newman Award Nominee
How do organizations evolve, really? Evidence from the European Insurance Industry | Patricia Klanner, HEC Geneva
Organizational Becoming as the Unfolding of Disconcerting Events: A Deleuzian Perspective | Eleni Lampropoulos, London School of Economics; Haridimos Tsoukas, ALBA & Warwick Business School
The Pursuit of Engagement - An Illusion or Opportunity? | Satu Päivi Teeri-Kangas, Helsinki U. of Technology; Liisa Valikangas, Helsinki School of Economics
Session Details – Monday

717: (Paper Session) - (OM) Capacity and Supply Chain Uncertainty
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV OM 1
Presented on Panels 6-9
- Relational Absorptive Capacity: Learning to Innovate in Supply Chain Relationships | Desiree Knoppenn, Zaragoza Logistics Center; David Johnson, York U.; Maria Jesus Saez, Zaragoza Logistics Center
- Absorptive Capacity for Responsive Supply Chain Strategy Implementation | David Dobrzykowski, U. of Toledo; Paul Hong, U. of Toledo; William Doll, U. of Toledo
- Girls, Boys, Novices, Experts: Do Gender, Experience, and Cognitive Biases Catalyze Bullwhip Effect? | Candido Perez, IESE-Tulane U.
- Tiers and Strategic Groups: Defense from Supply Chain Disruptions | Christopher Robert Penney, Florida State U.

718: (Paper Session) - (OM) Supply Chain Relationships and Culture
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV OM 2
Presented on Panels 10-13
- Combining Calculation and Culture | Wayne Eastman, Rutgers U.
- Power used in Chinese supply chains: A taxonomy perspective | Baofeng Huo, X’ian Jiaotong U.; Xiande Zhao, Chinese U. of Hong Kong; Barbara B. Flynn, Indiana U.
- The Impact of Ownership on Relationship Commitment and Supply Chain Integration in China | Xiande Zhao, Chinese U. of Hong Kong; Baofeng Huo, X’ian Jiaotong U.; Willem Selen, Middle East Technical U. - Northern Cyprus Campus; Jeff Hoi Yan Yeung, Chinese U. of Hong Kong
- Linking Supply Chain Relations to Competitive Strategy | Ramesh Dangol, Purdue U.

719: (Paper Session) - (OM) International Operations and Manufacturing
9:45am - 11:15am Hyatt Regency Chicago: San Francisco
Chair: Angela D. Mitchell, Wilmington College
- International divestment: an overview and analysis | Harm-Jan Steenhuis, Eastern Washington U.; Erik J. de Bruijn, U. of Twente
- An Exploratory Study of Continuous Improvement in Vietnam: Lessons and Opportunities | Phuong Anh Nguyen, U. of Massachusetts - Amherst; Alan G. Robinson, UMASS - Amherst
- OM Division Chan Hahn Best Paper Award Finalist Suppliers Versus Lead Users: Examining Their Relative Impact on Product Variety | Zu’bi Mohammad Al-Zu’bi, U. of Jordan; Christos Tsiropoulos, Durham Business School

720: (Paper Session) - (OM) Institutional Entrepreneurship
9:45am - 11:15am Hyatt Regency Chicago: Columbian
Chair: John Matthew Amis, U. of Memphis
- Sustainable Tourism: The Interplay Between Institutional Entrepreneurs and Adopters | Jakomijn van Wijk, Maastricht School of Management; Frank G.A. De Bakker, Vrije U. Amsterdam
- Averting the “Tragedy of the Commons” | Shahzad Mumtaz Ansari, Erasmus U.; Frank Wijen, Rotterdam School of Management, Erasmus U.; Barbara Gray, Pennsylvania State U.
- Institutional Entrepreneurship in Health Care: Developing Pathways of Care in Cancer Treatment | Andy Lockett, U. of Nottingham; Graeme Currie, U. of Nottingham; Rachael Finn, York U.; Graham Paul Martin, U. of Nottingham
- Surfing on Institutions: Opportunistic Distortion by Temporary Peripheral Organizations | Amelie Boutinot, UMR GAEL INRA U.; Vincent Mangematin, INRA/UPMF

721: (Paper Session) - (OMT) Institutional Logics: Culture, Classification & Genres
9:45am - 11:15am Hyatt Regency Chicago: Columbus H
Chair: Patricia H Thornton, Duke U.
- Organization Building Amid Multiple Logics: The Case of Commercial Microfinance Organizations | Julie Battiliana, Harvard U.; Silvia Dorado, U. of Rhode Island
- Institutional Logics and Classification: From Constraints to Resources | Maxim Voronov, Brock U.; Dirk De Clercq, Brock U.; C.R. Bob Hinkins, U. of Alberta
- It’s All Rock & Roll to Me: Genres as Competing Institutional Logics in Popular Music, 1965-2003 | Joeri M. Mol, U. of Melbourne; Ming Ming Chiu, Chinese U. of Hong Kong; Ivan Orosa, Groningen U.; Nachoem M. Wijnberg, Amsterdam U.
- A Cultural Quest: A Study of Cultural Repertoire Enrichment! | Elena Dalpiaz, Bocconi U.; Davide Ravasi, Bocconi U.; Violina Rindova, U. of Texas, Austin

722: (Paper Session) - (OMT) Network Construction, Evolution and Decay
9:45am - 11:15am Hyatt Regency Chicago: DuSable
Chair: Ryan Michigan, Columbia U.
- How Can a Cluster Co-Evolve With Another Cluster? | Hsin-Mei Lin, National Chi Nan U.; Homin Chen, National Taiwan U.; Chih-Pin Lin, Aletheia U.
- The Purchase of Embeddedness: Can Venture Capital Firms Buy Network Embeddedness? | Benjamin L. Hallen, U. of Maryland, College Park
- Reconsidering Embeddedness: Asymmetric Network Ties and the Fate of Dependent Firms | Kenji Klein, U. of California, Irvine
- The Emergence of Citation Networks in Rap Music Production | Pacey Foster, U. of Massachusetts Boston

723: (Paper Session) - (OMT) Mechanisms of Institutional Change
9:45am - 11:15am Hyatt Regency Chicago: Homer
Chair: Markus A. Hölzerer, WU Wirtschaftsuniversität Wien
- Toward a Role-Based Theory of Institutional Change | Jina Mao, Boston U.
- Management Fashion, Movement and Reform: Three Mechanisms of Change in Organizational Fields | Tamar Parush, Said Business School
Translation of Institutional Rules: The Overseas Player in English County Cricket | April Lee Wright, U. of Queensland

Translating “Best Practice” in the Italian Public Sector: Between Homogeneity and Chaos | Davide Nicolini, U. of Warwick; Andrea Lippi, U. of Florence

724: (Paper Session) - (OMT) Interorganizational Collaboration
9:45am - 11:15am Hyatt Regency Chicago: Ogden
Chair: Michelle A. Rogan, INSEAD
A Model of Extant and Emergent Factors Associated with Effective Interorganizational Collaboration | Stephanie Thomas Solansky, U. of Houston, Victoria; Tammy E. Beck, U. of North Carolina at Charlotte; Deandra Travis, Indiana U.; Purdue U., Ft. Wayne
Uncertainty, Resource Complementarities and the Propensity of Organizations to Collaborate | Alessandro Lomi, U. of Lugano; Francesca Pallotti, U. of Lugano
Living in Two Worlds | Maxim Sytch, Northwestern U.
The Evolution of Collaborative Networks: The Dynamics of Social Structure and Knowledge Diffusion | Adam Tatarynowicz, Maastricht U.; Ranjay Gulati, Harvard U.; Maxim Sytch, Northwestern U.

725: (Paper Session) - (OMT) Alliances & Interorganizational Relationships
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 14-22
Cooperation Analysis in Strategic Alliances: Managing Resources and Risks | TK Das, City U. of New York
Alliance Structuring Behavior: Relative Influence of Alliance Type and Specific Alliance Experience | Noushi Rahman, Pace U.; Helaine J Korn, Baruch College
The Paralleling of Positive and Negative Trust Consequences in Interorganizational Relationships | Sara Thorgren, Luleå U. of Technology; Joakim Winecraft, Luleå U. of Technology
Relationship Transparency as the Link Between Trust and Contract in Interfirm Cooperation | Steven S. Lui, U. of New South Wales; Hang-yue Ngo, Chinese U. of Hong Kong; James A. Robins, Singapore Management U.
Linking Alliance Portfolio Configuration, Alliance Portfolio Management and Innovation Performance | Inge Neyens, K.U.Leuven; Dries Faems, U. of Twente
Collaboration in Creativity: The Case of the Brazilian Game Industry | Alexandre Souza Perucia, The U. of the Sinos Valley (UNISINOS); Alsonsos Balestrin, The U. of the Sinos Valley (UNISINOS); Jorge Renato de Souza Verschoore Filho, The U. of the Sinos Valley (UNISINOS)
Mascot Love: Common Educational Background and Alliance Formation | Cindi Baldi, U. of Texas at Austin; Janet M. Dukerich, U. of Texas, Austin

Atomized, Small, or Nested Worlds: The Hybrid World of the Indian Interorganizational Network | Dalhia Mani, U. of Minnesota

726: (Paper Session) - (OMT) Perspectives on Control
9:45am - 11:15am Hyatt Regency Chicago: Skyway 261
Chair: Maxine Robertson, Queen Mary U. of London
An Exploration of Indirect Management Control Antecedents: A Resource Dependence Theory Perspective | Uwe Voss, RWTH Aachen U.
Knowledge and Control: A Study of Community Forms | Stefano Borzillo, CERAM; Sebastian Raisch, U. of St. Gallen; Gilbert Probst, U. of Geneva
Control Mechanisms as Enhancers of International Joint Venture Performance | Ming-Chang Huang, Providence U.; Koong-Lian Kao, Chung Yuan Christian U.; Ting-Chun Lu, National Chengchi U.; Wei-Ping Pu, National Cheng Kung U.
How Do Formal and Informal Organizational Control Mechanisms Work Together to Regulate Behavior? | Peter Hwang, National U. of Singapore; Jaiho Chung, Korea U.

727: JS: (OMT, BPS, CMS) The Mortgage Meltdown: Organizational Explanations of the U.S. Housing Crisis
9:45am - 11:15am Hyatt Regency Chicago: Grand A
Organizer: Paul M. Hirsch, Northwestern U.
Presenter: Marcus Alexis, Former Chair, Federal Reserve Bank of Chicago/Northwestern U.
Participants: Gerald F Davis, U. of Michigan, Ann Arbor; Mitchell Abolafia, U. at Albany, SUNY; Donald A Palmer, U. of California, Davis; Paul M Hirsch, Northwestern U.
Authors: Razvan Lungeanu, Northwestern U.; Michael Maher, U. of California, Davis
Winner of OMT Division Best Symposium Proposal Award

728: JS: (OMT, HR, CAR) New Avenues of Attainment: Antecedents of Mobility and Rewards Among White-Collar Workers
9:45am - 11:15am Hyatt Regency Chicago: Gold Coast
Organizer: Forrest Briscoe, Pennsylvania State U.
Discussant: Jesper B Sorensen, Stanford U.
Open to the Market? Prior Relationships, Competition, and Project Assignments in the Staffing Sector | Isabel Fernandez-Mateo, London Business School; Zelia King, U. of Reading
Seeds of Success: Early Assignment and Later Performance for Workers in Flexible Employment Programs | Forrest Briscoe, Pennsylvania State U.; Katherine C. Kellogg, Massachusetts Institute of Technology
Progressing to the Center: The Antecedents and Consequences of Lateral Authority | Siobhan O'Mahony, Boston U.
Career Mobility in Women’s Intercollegiate Athletics: Ecological and Institutional Forces | Joseph Broschak, U. of Arizona; Emily S. Block, U. of Notre Dame
Participants: Isabel Fernandez-Mateo, London Business School; Katherine C. Kellogg, Massachusetts Institute of Technology; Emily S. Block, U. of Notre Dame; Zelia King, U. of Reading

729: (Paper Session) - (ONE) Renewable Energy and Climate Change
Session Details – Monday

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ONE 1
Presented on Panels 23-26

Investor Strategies in Cleantech | Anastasia Rose O’Rourke, Yale U.
Global Renewable Energy: Technology Adoption and Industry Opportunities | Gregory Theyel, California State U.
Assessing Organizational Adaptation and Resilience to Extreme Weather Events | Martina K. Linnenluecke, U. of Queensland
Legitimacy in the Solar Energy Sector: The Role of Entrepreneurs and Environmental Organizations | Desiree Pacheco, U. of Colorado, Boulder

730  (Paper Session) - (ONE) Environmental and Social Performance
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ONE 2
Presented on Panels 27-29

Going beyond Compliance to Gain Social Consent to Operate: Framework for land acquisitions in India | Raghu Ram Tata, XLRI Jamshedpur School of Business & Human Resources; Ram Kumar Kakani, XLRI Jamshedpur School of Business & Human Resources
Green versus good: Discriminating between corporate social and environmental performance | Jijun Gao, U. of Manitoba
Business Response to Environmental Challenges: Three Cases of Russian Industrial Companies | Oleg Vikhanskiy, Moscow State U.; Natalia Churkina, Institute for Complex Strategic Studies; Sergey Zaverskiy, moscow state U., graduate school of business

731  (Paper Session) - (ONE) Climate Change Strategies
9:45am - 11:15am Fairmont Chicago: Crystal Room
Chair: Laure Cabantous, U. of Nottingham

Climate: A Changing Environment for Business | Monika Winn, U. of Victoria; Andrew Griffiths, U. of Queensland; Manfred Kirchgeorg, Leipzig Graduate School of Management; Elmar Guenther, Schott AG; Martina K. Linnenluecke, U. of Queensland
Carbon Offsets: Paying to Pollute? | Kathy K. Dhanda, DePaul U.; Patrick J. Murphy, DePaul U.
Strategizing for Physical Climate Change? Sensemaking and Strategies in Response to Climate Impacts | Nardia Haigh, U. of Michigan
Companies’ participation in an emissions trading market | Martin Huth, U. of Hamburg

732  (ONE) Creating a Sustainable Future: New Models
9:45am - 11:15am Fairmont Chicago: State Room
Moderator: Vered Doctori-Blass, U. of California, Santa Barbara
Participants: John Ehrenfeld, International Society for Industrial Ecology; Renato J. Orsato, INSEAD; Jeana Wirtenberg, Fairleigh Dickinson U.

733  (Paper Session) - (ONE) Climate Change Management
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV PNP 1
Presented on Panels 30-38

An Empirical Analysis of NPM and Post-NPM Reform Drivers in the Civil Service | Sung Min Park, U. of Nevada, Las Vegas
Establishing a culture of performance management in the public sector | Pietro Michel, Cranfield U.; Andre Pavlov, Cranfield U.
Partnering for Change: Sectoral Perspectives on Partnerships for Sustainable Development | Annekathrin Ellersiek, Tilburg U.; Patrick Kenis, TiasNimbas Business School
Impact of NPM Reform on Administrative Staff Job Stress in Australian Universities | Stephen T.T. Teo, U. of Western Sydney, Melissa Yeung, U. of Technology Sydney
Korean Public Employee Agreeableness in the Effectiveness of Performance Management System | Yong Soo Kwon, Department of Public Administration, Konkuk U.; Dong Chul Shim, State U. of New York, Albany; Sung Won Hwang, Korea Institute of Public Administration
Toward Entrepreneurial Government for Improving Performance | Younhee Kim, East Carolina U.
Servant Leadership and Transformational Leadership in Church Organizations | Noelle F. Scuderi, George Washington U.
Impacts of Organizational Resources on Agency Performance: Evidence from Federal Agencies | Soo-Young Lee, U. of Georgia
Make and Buy – An Alternative to Make or Buy? An Investigation of Four Theoretical Explanations | Jesper Rosenberg Hansen, U. of Aarhus, School of Economics and Management; Niels Peter Mols, U. of Aarhus, School of Economics and Management; Anders Villadsen, Aarhus U.

734  (Paper Session) - (PNP) Network Structure & Connections in Non-Profits
9:45am - 11:15am Fairmont Chicago: Ambassador Room
Chair: David R Connelly, Utah Valley U.
Discussant: Kira Kristal Reed, Syracuse U.
Networks and Social Service Agency Performance: Empirical Links | Helen Liu, Indiana U.; David Reingold, Indiana U., Bloomington
Stimulating Advocacy in Charitable Nonprofits: Organizational, Network, and Managerial Factors | Angela L. Bies, Texas A&M U.
Towards a Framework for Profiling Member Outcomes in Multi-Sector Community Collaboratives | Branda Nowell, North Carolina State U.; Pennie Foster-Fishman, Michigan State U.

735  (Paper Session) - (PNP) Collaboration & Conflict Management
9:45am - 11:15am Fairmont Chicago: Regent Room
Chair: Eric C. Martin, Eastern Connecticut State U.
Discussant: Donald P. Moynihan, U. of Wisconsin, Madison
The Relationship Between Reproducing Ownership and Sustaining Non-Profit Collaboration | Nonie Brennan, Case Western Reserve U.
736 JS: (RM, IM, BPS) Making the Case: Rhetoric, Rigor and ‘Getting it Right’ with Case Study Research 9:45am - 11:15am Fairmont Chicago: Superior A and B Organizers: Rebecca Piekkari, Helsinki School of Economics; Jane E. Salk, U. of Texas at Dallas Participants: Catherine Welch, U. of Sydney; Gabriel Szulanski, INSEAD; Karen D Locke, College of William & Mary; Erlika Johanna Paavilainen, Turku School of Economics


Session Details – Monday

742: (Paper Session) - (TIM) Knowledge, Routines, Adaptation and Change
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 39-43
*Mechanisms of Aesthetic Expatriation in Artefact Design* | Santi Furnara, SDA Bocconi U.
*The Effects of Corporate Venture Capital on the Production of Familiar and Unfamiliar Knowledge* | Pek-Hooi Soh, Simon Fraser U.; Kwanghui Lim, U. of Melbourne
*An Agent-Based Model of Organizational Ambidexterity Decisions* | Christine Chou, National Dong Hwa U.; Steven O'Kimbrough, Wharton School, U. of Pennsylvania
*Complementarity in Explorative Strategies: Corporate Venture Capital and Corporate Diversification* | Laura Toschi, U. of Bologna; Federico Munari, U. of Bologna

743: (Paper Session) - (TIM) Human Capital, Culture and Innovation
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 44-50
*Determinants of Openness to External Knowledge: Evidence from Academic Research Departments* | Kremena Slavcheva Slavova, U. Carlos III de Madrid
*When Does Excess Human Capital Enhance Exploration?* | Daniel Tzabbar, U. of Central Florida; Terry Amburgey, U. of Toronto; Alex Vestal, U. of Central Florida
*The Influence of Human Resource Management on Innovation: the Mediating Role of Affective Commitment* | Carmen Camel-Oroz, U. de Cadiz; Joaquin Garcia-Cruz, Pablo de Olavide U.; Elena Sousa-ginel, Pablo de Olavide; Ramón Valle-Cabrera, Pablo de Olavide
*Innovative Cultures and Confucian Work Ethics: Learning about Professional Quality* | Quey-Jen Yeh, National Cheng Kung U.
*Managing Innovation Success: Using Team Development Interventions to Influence Communication* | Deanna M. Kennedy, U. of Massachusetts Amherst; Sara A. McComb, Texas A&M U.
*Team members’ Network and the Performance of New Product Development: the Strength of Strong Ties* | Sebastien Brion, U. de Savoie - IREGE; Vincent Chauvet, U. de Savoie - IREGE; Barthelemy Chollet, U. de Savoie; Mickael Geraudel, U. de Savoie; Caroline Mothe, U. de Savoie - IREGE
*Behavioral and Structural Factors Influencing the Decision to Make a Team More Virtual* | Paul Bierly, James Madison U.; Eric M. Stark, James Madison U.; Steven R. Harper, James Madison U.

744: (Paper Session) - (TIM) Routines, Innovation and Organizational Change
9:45am - 11:15am Hyatt Regency Chicago: Skyway 280
Chair: Jatinder Singh Sidhu, Rotterdam School of Management, Erasmus U.
*Do Organisations Dream of Electric Sheep? A Model of Routines Change through Identity Adaptation* | Anna Canato, Imperial College Business School; Stefano Brusoni, Bocconi U.

Making Sense Out of Nonsense: A Garbage Can Model of Organizational Change | Heidi Bertels, Stevens Institute of Technology

745: (Paper Session) - (TIM) Network Position and Performance
9:45am - 11:15am Hyatt Regency Chicago: Skyway 272
Chair: Leon A. G. Oerlemans, Tilburg U.
*Outside in, Inside Out: Knowledge Heterogeneity and External Ties* | Paola Criscuolo, Imperial College London; Linus Dahlander, Stanford U.; Ammon Salter, Imperial College Business School
*Networks and the Decision to Persist with Underperforming R&D Projects* | Anja Klaucke, Max Planck Institute of Economics; Holger Patzelt, Max Planck Institute of Economics; Christian Lechner, Groupe ESC Toulouse Business School
*Contingent Effects of Social Capital in the UK Biotechnology Alliance Network 1994-2000* | Anastasios Karamanos, ESSEC
*Structural Holes and Innovation: A Contingency Approach* | Ya Lin, City U. of Hong Kong

Monday 10:15AM

746: (AAA) Conference Break
10:15AM - 10:45AM Hyatt Regency Chicago: Riverside Center- Break

Monday 11:00AM

747: (ICW) Informal meeting of the European Journal of International Management (EJIM) editorial board members.
11:00am - 1:00pm Sheraton Chicago: Lincoln Boardroom
Please RSVP to vlad@ru.is by July 15, 2009
Organizer: Vlad Vaiman, Reykjavik U.

Monday 11:30AM

748: (Paper Session) - (BPS) Competitive Heterogeneity: Enduring Differences in Performance?
11:30am - 1:00pm Hyatt Regency Chicago: Acapulco
Chair: Rogerio Victor, Fairleigh Dickinson U.
Discussant: Marvin B Lieberman, U. of California, Los Angeles
*How Long Must a Firm be Great to Rule out Luck? Benchmarking Sustained Superior Performance* | Andrew D
749: (Paper Session) - (BPS) Strategy Process & Change: Strategic Execution Throughout the Organization
11:30am - 1:00pm Hyatt Regency Chicago: Addams

Chair: K. Thomas Chandy, Santa Clara U.
Discussant: Richard Whittington, Said Business School

• Strategic Consensus and Firm Performance: Beyond Management Teams | Yeqing Bao, U. of Alabama in Huntsville; Eric Fong, U. of Alabama, Huntsville; Kevin Zhou, U. of Hong Kong

• Choice, Chance, Determinism: a 40 Years Time Series Analysis of Strategic Events | Raymond-Alain Thietart, ESSEC; Mark de Rond, Cambridge U.

• Modelling the influence of front-line employee improvisation on opportunity identification | Thomas Schrettle, U. of St. Gallen

• Doing one’s homework: Preparatory moves, prior experience, and issue-selling success | Karen Bishop, Suffolk U.; Sheila Webber, Suffolk U.; Regina O’Neill, Suffolk U.

750: (Paper Session) - (BPS) Innovation & Strategic Renewal: Organizational Goals
11:30am - 1:00pm Hyatt Regency Chicago: Atlanta

Chair: John Joseph, Duke U.
Discussant: Anne Marie Knott, Washington U.

• The Economic Organization of Public Entrepreneurship | Peter G Klein, U. of Missouri; Anita McGahan, U. of Toronto; Christos N. Piteis, U. of Cambridge

• Visions in a Warped Crystal Ball: How Past Experience & Divergence From Routine Alternatives | Russell Cott, Emory U.; Rodolphe Durand, HEC Paris; Violetta Gerasymenko, U. Nova of Lisbon

• Learning from Strategic Feedback Gaps: Scope and Environmental Dependency – March 2000 Bubble Burst | Chanan Ben-Oz, Technion Israel Institute of Technology; Avi Fiegenbaum, Technion Israel Institute of Technology; Galia Rosen Schwarz, Technion Israel Institute of Technology; Paul Feigen, Technion Israel Institute of Technology


751: (Paper Session) - (BPS) Industry Dynamics: Industry Environment & Complexity
11:30am - 1:00pm Hyatt Regency Chicago: Burnham

Chair: Scott G. Johnson, Oklahoma State U.
Discussant: Brian Wu, U. of Michigan, Ann Arbor

• Scenarios for the Road Freight Transport Industry in Brazil | Persio Penteado Pinto Martins, U. Paulista; Joao Mauricio Gama Boaventura, Fundação Instituto de Administração; Adalberto A. Fischmann, Sao Paulo U.; Benny Kramer Costa, Centro U. Nove de Julho; Renata Giovinazzo Spers, Fundação Instituto de Administração

• Prospering in a Hypercompetitive Environment: The Roles of TMT Dynamics and Competitive Behavior | Ming-Jer Chen, U. of Virginia; Hao-Chiieh Lin, National Chung Cheng U.; John G Michel, U. of Notre Dame

• Time Compression in Turbulent Environments | Goncalo Pacheco-de-Almeida, New York U.

• Complexity Arbitrage, Competition and the Timing of Economic Rents | Miguel Angel Campo-Rembado, Dartmouth College

752: (Paper Session) - (BPS) Alliances & Networks: Contracting & Negotiation
11:30am - 1:00pm Hyatt Regency Chicago: Columbus G
Chair: Libby Weber, U. of Southern California
Discussant: Africa Arine, IESE Business School


• A Focal Firm’s Safeguarding Tension among Subcontractors in a Cooperative Context | Keng Hsiang Cheng, National Chung Hsing U.; Yu-Ching Chiao, National Chung Hsing U.; Yi-Hsiang Huang, National Chung Hsing U.

• The Influence of Governance on Negotiation Strategies in Buyer-Supplier Disputes | Fabrice Lumineau, IMD; James Henderson, IMD

• The Relationship Between Contract, Relational Governance, & Vendor Profitability in IT Outsourcing | Anand Gopal, U. of Maryland, College Park; Balaji R. Koka, Rice U.

753: (Paper Session) - (BPS) Corporate Governance: CEO Status & Power
11:30am - 1:00pm Hyatt Regency Chicago: Comiskey
Chair: Peggy M. Lee, Arizona State U.
Discussant: Thomas Clarke, U. of Technology, Sydney

• CEO Celebrity as a Social Construct: Examining the Antecedents of CEO Certification | Theresa S. Cho, Seoul National U.; Yoonju Cho, Seoul National U.

• CEO Social Status and Managerial Risk Taking | Jinyu He, Hong Kong U. of Science and Technology; Zhi Huang, Hong Kong U. of Science and Technology

• Top Management Team Human Capital and Strategic Exploration: The Moderating Role of CEO Power | Alex Vestal, U. of Central Florida; Daniel Tzabar, U. of Central Florida

• Me or We: The Influence of CEO Values on Organizational Performance | Lianding Jia, Nanjing U.; Peggy M. Lee, Arizona State U.; Henry Moon, London Business School; Lan Li, Chinese Entrepreneur Survey System

754: (Paper Session) - (BPS) Corporate Effects: Governance & Diversification
11:30am - 1:00pm Hyatt Regency Chicago: Grand C North
Chair: Michael Abebe, U. of Texas Pan American
Discussant: Heather Elms, American U.

• Do Institutional Owners Matter? Institutional Ownership in Firms’ Diversification Process | Fan Xia, Peking U.

Session Details – Monday

755  ●  (Paper Session) - (BPS) Innovation
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 28-38

- Determinants of Sustainable Innovation in Collaborative Relations | Bart A.G. Bossink, VU U.; Paul W. L. Vlaar, Vrije U. Amsterdam
- Uncertainty, Information Asymmetry and the Decision to Divest | Naga Lakshmi Damara, Indian School of Business; Jay B Barney, Ohio State U.
- Absorptive capacity: A critical review of the empirical research since Cohen and Levinthal | Jarrett Emory Kotrozo, Cal State U., Stanislaus; Andrew C. Corbett, Rensselaer Polytechnic Institute
- Employee Entrepreneurship and Incumbent Firm Technology: A Complexity Approach | Martin Ganco, U. of Illinois, Urbana-Champaign
- The Horizontal Perspective: Linking Solutions and Problems across Organizational Fields | Zack Kertcher, U. of Chicago
- Outsourcing in High Technology Industries | Nandini Lahiri, U. of North Carolina, Chapel Hill; Sriram Narayanan, Michigan State U.
- Does innovation strategy matter? A study of the effects of exploration and exploitation on IPOs | Karynne L. Turner, Georgia State U.; Vladislav Maksimov, Georgia State U.
- Strategic R&D Disclosures and Patenting | Sharon D. James, Ohio State U.
- Firms’ innovative performance: The mediating role of innovative collaborations | Lena Lee, National U. of Singapore

756  ●  SHCS: (BPS, OB, OMT) Forging a Path Forward: How to Get More Value from Management Research
11:30am - 1:00pm Hyatt Regency Chicago: Columbus U
Organizer: Michael L. Barnett, U. of South Florida
Our Field's Devotion to Theory Stymies Our Significance | Donald C. Hambrick, Pennsylvania State U.
Misuse of Statistical Methods in Management Research | William H. Starbuck, U. of Oregon
Discovering the Uses of Evidence | Denise M. Rousseau, Carnegie Mellon U.
Looking for Research Value? Look to the Classroom | James P. Walsh, U. of Michigan, Ann Arbor
Can We Collude to Cumulate Knowledge? Exploring Management Roadmaps | Michael L. Barnett, U. of South Florida

757  ●  (Paper Session) - (CAR) Career Success: Countries, Competencies, Contexts, and Chromosomes
11:30am - 1:00pm Sheraton Chicago: Chicago 10
Chair: Helen LaVan, DePaul U.
Discussant: Barbara A. Ribbens, Western Illinois U.
- Successful pursuit of a boundaryless career: Career Competencies Perspective | Sidika Nihal Colakoglu, Norfolk State U.
- Men and Women – what else? Gender role types and their effects on objective career success over time | Thomas M. Schnidhofer, WU Vienna; Michael Schiffinger, WU Vienna; Wolfgang Mayrhofer, WU Vienna
- Personal and Contextual Antecedents of Career Satisfaction | Baek-Kyoo Jo, Winona State U.
- Cracking the fortune cookies: Influencing factors in career success across 11 countries | Barbara Demel, WirtschaftsU. Wien; Yan Shen, Boston U.; Douglas T. Hall, Boston U.; Wolfgang Mayrhofer, WU Vienna; Katharina Chudzikowski, WirtschaftsU. Wien; Julie Unite, Northern Illinois U.; Jon P. Briscoe, Northern Illinois U.; Rohayu Abdul-Ghani, U. Kebangsaan Malaysia; Biljana Bogicevic Milicik, Faculty of Economics Belgrade, Serbia; Ociel Colorado, Tecnologico de Monterrey; Zhangfeng Fei, Donghua U.; Mireia Las Heras, Boston U.; Enrique Ogliasti, IE and INCAE; Asia Fazy, Tel Aviv U.; June M. L. Poon, U. Kebangsaan Malaysia; Dana Shefer, Tel Aviv U.; Mami Taniguchi, Waseda U.; Jelena Zikic, York U.

758  ●  (Paper Session) - (CAR) Transitioning to Roads Less Traveled
11:30am - 1:00pm Sheraton Chicago: Huron Room
Chair: Darlene Alexander-Houle, Hewlett Packard
Discussant: Dorothy Perrin Moore, Citadel
Encore careers: Looking to make a difference | Jaron Harvey, U. of Oklahoma
- Intelligent career divestments | Konstantin Korotov, ESMT; Svetlana Khapova, VU U. Amsterdam
- Crossing boundaries: How for profit executives become effective nonprofit CEOs | Antoinette La Belle, Case Western Reserve U.; Paul Salipante, Case Western Reserve U.; Sheri Perelli, Case Western Reserve U.
- Predicting Retirement Decision: A Meta-analytic Review | Yujie Zhan, U. of Maryland, College Park; Songqi Liu, U. of Maryland, College Park; Lauren A Murphy, Portland State U.; Mo Wang, U. of Maryland, College Park; Todd Bodner, Portland State U.; Zheyu Zhang, CCSI Company

759  ●  CAU Public Policy on Equal Treatment: A Cross-Cultural, Multi-National Study
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 269
Organizers: Rana Haq, Laurentian U.; Eddy S. Ng, California State Polytechnic U.
760 CAU: (CAU) Indian Academy of Management
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 281
Organizers: Arup Varma, Loyola U. Chicago; Dharm P. S. Bhawuk, U. of Hawaii, Manoa

761 CAU: (CAU) Russian and CIS Management Research Caucus
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 283
Organizers: Carl Fey, Stockholm School of Economics; Sheila M. Puffer, Northeastern U.

762 CAU: (CAU) How to make green matter on campus
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 284
Organizers: Jean-Marie Kauth, Benedictine U.; John Kevin Doyle, Benedictine U.

763 CAU: (CAU) Cooperative Organizations and Sustainable Development
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 285
Organizers: James J Kennelly, Skidmore College; Christopher Whann, Empire State College, State U. of New York

764: (Paper Session) - (CM) Different Faces of Power that Affect Disputes and Decision Making
11:30am - 1:00pm Sheraton Chicago: Chicago 8
Chair: Lakshmi Ramarajan, Harvard U.
- The Influence of Culture on the Interpersonal Effects of Anger in Negotiations | Hajo Adam, INSEAD; Aiwa Shirako, U. of California, Berkeley; William W. Maddux, INSEAD

765: (Paper Session) - (CM) Coming Together: Managing Conflict While Forming Relationships and Partnerships
11:30am - 1:00pm Sheraton Chicago: Erie Room
Chair: Charlotte Rayner, U. of Portsmouth
- Conflict Management in Public-Private Partnerships: The Case of the London Underground | Denise Savage, Queen’s U. Belfast; Paul Teague, Queen’s U. Belfast
- Relationships and Discussion for Privatizing State-Owned Enterprises in China: Deciding Next Steps | Dean Tjosvold, Lingnan U.; Yi Feng Chen, Lingnan U.; Sofia Fang Su, Shanghai U. of Finance and Economics; Yi Liao, Lingnan U.
- Effects of (Inter)Organizational Conflict: Policy Drift | Annemarije Oosterwaal, Utrecht U.; René Torenvliedt, Utrecht U.

Winner of CM Division Best Paper Award - Conflict in Context
- A Reciprocal Model of Intergroup Conflict and Post-Merger Organizational Integration | Kangyong Sun, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

766: (Paper Session) - (CMS) CMS Visual Papers
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV CMS 1
Presented on Panels 1-13

Facilitator: Craig Prichard, Massey U.
- Conscious Consumption in Brazil: "Greening the Corporation" Through Organizational Discourses. | Denise Franca Barros, EBAPE-FGV; Alessandra Mello Costa, EBAPE-FGV; João Felipe Rammelt Sauerbronn, EBAPE-FGV; Eduardo André Teixeira Ayrosa, EBAPE-FGV
- Unfolding creative process in GDT: Brazilian team work with SW, FR & IN counterparts | Rosana Silveira Reis, U. of Bologna - UNIBO; Françoise Chevalier, HEC
- The Constitutive Role of Roadmaps and Timelines in Joint Project Development | Senem Guney, State U. of New York, Albany; James R Taylor, -
- Negotiated locally and marketed globally | George Kandathil, Cornell U.
- Masculinities under Threat: Visual Representations of Symbolic Violence | Rafael Alcadipani, EAESP-FGV; María Jose Tonelli, Fundação Getulio Vargas
- The limits to accessibility: Body politics in an urban planning organization | Torkild Thamem, Stockholm U.
- The Problematization of Garbage and the Scavenger’s Governmentality in Rio de Janeiro City, Brazil | Luis Cesar Araujo, Escola Brasileira de Administração Pública e de Empresas; Scarlet Carmo, Unigranrio, EBAPE-FGV
- Transforming and negotiating organizational space: A visual study of university libraries | Sharon Schembri, Griffith U.; Maree Veronica Boyle, Griffith U.
- An Exploration of Factors Predicting Work Alienation of Knowledge Workers | Nisha Nair, Indian Institute of Management, Ahmedabad; Neharika Vohra, Indian Institute of Management, Ahmedabad
- What is wrong with food waste? | Sharon Sze Lun Chan, Monash U.; Jan Schapper, Monash U.
- Finding Fame: The Creation of the Celebrity Chef | Natasha Slutskevaya, Brunel Business School; Andre Spicer, U. of Warwick

767: (Paper Session) - (CMS) Power and Management Practice
11:30am - 1:00pm Hyatt Regency Chicago: Toronto
Chair: Kathleen Marshall Park, Massachusetts Institute of Technology
- They should listen to us. A process of accomodation to unexpected resistance in the workplace | David Courpasson, EM Lyon; Françoise Dany, EM Lyon; Stewart Clegg, U. of Technology, Sydney
- The emergence of Israel’s field of management as a dynamic of overlapping fields | Michal Frenkel, Hebrew U. of Jerusalem
- Silenced musicians: the major labels’ discursive work in the reproduction of the institutional order | Antoine Blanc, U-Paris Dauphine; Isabelle Huault, U-Paris Dauphine
- Busting Stereotypes? A Critical Analysis of Recruitment Messages from ICAO | Peggy Wallace, Trent U.
Session Details – Monday

768  ●: (Paper Session) - (ENT) Contextual Issues in VC Funding
11:30am - 1:00pm Hyatt Regency Chicago: Field
Chair: Thomas Keil, Helsinki U. of Technology
Technological and Regional Prominence: Why Some Ventures Fail, Others Survive, and Some Even Thrive | Shaila Miranda, U. of Oklahoma
Evaluation or Attention: How do Social Ties Matter in Venture Financing? | Yanbo Wang, Massachusetts Institute of Technology
A longitudinal study on the impact of venture capital firm heterogeneity on portfolio company growth | Tom R. Vanacker, Ghent U.
An Option to Partner: A Dyadic Analysis of CVC Relationships | Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Corey Phelps, U. of Washington

769  ●: (Paper Session) - (ENT) New Venture Creation: Discovery and Early Development
11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
Chair: Dawn R. DeTienne, Colorado State U.
Materiality and felicitous opportunity | Philip Roscoe, CEROM Montpellier Business School; Allan Discua, Lancaster U.; Carole Howorth, Lancaster U.
Trait-based Imitation among Entrepreneurial Market Entrants | Richard John Gentry, West Virginia U.; Mark A Jamison, U. of Florida
Developing New Ventures’ First Product | Michael Song, U. of Missouri - Kansas City; Lisa Z. Song, U. of Missouri at Kansas City; Dirk Libaers, U. of Missouri-Kansas City

770  ●: (Paper Session) - (ENT) Entrepreneurship and Institutions: Various Themes
11:30am - 1:00pm Hyatt Regency Chicago: New Orleans
Chair: Joseph P. Eshun, East Stroudsburg U.
Standing on Shaky Ground: Frames and Emergent Institutions in the U.S. Wireless Telegraphy Field | Phillip H. Kim, U. of Wisconsin-Madison; Stephen Lippmann, Miami U.; Ohio
Survival: Mimetic Practice in the Emerging Field of U.S. Hedge Fund Management Companies | Justin I. Miller, New York U.
Institutional environments and entrepreneurial actions: The mediating role of aspirations | Sanjay Goel, U. of Minnesota, Duluth; Ranjan Karri, U. of Illinois at Springfield
Towards a Better Understanding of Schumpeter’s Theory of Creative Destruction | Scott Latham, U. of Massachusetts, Lowell; Craig Randall, Bentley U.

771  ●:JS: (ENT, MOC, OB) Psychological Determinants of Entrepreneurial Action
11:30am - 1:00pm Hyatt Regency Chicago: Grand B
Chair: J. Craig Wallace, Oklahoma State U.
Discussant: Robert Baron, Rensselaer Polytechnic Institute
Positive Affect and New Venture Performance: Evidence for a Curvilinear Relationship | Jintong Tang, Saint Louis U.; Robert Baron, Rensselaer Polytechnic Institute
Creative Self-Efficacy, Regulatory Focus and Innovation | Paul Johnson, Oklahoma State U.; J. Craig Wallace, Oklahoma State U.; Aaron Hill, Oklahoma State U.; Jason Ridge, Oklahoma State U.
Entrepreneurial Motivational Foci and Firm Performance: The Moderating Role of Environmental Dynamism | Aaron Hill, Oklahoma State U.; Jason Ridge, Oklahoma State U.; J. Craig Wallace, Oklahoma State U.; Paul Johnson, Oklahoma State U.

772  ●: (Paper Session) - (GDO) Diversity and Teams
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 14-17
Disclosure Decisions and Impacts of Disclosing Stigmatized Identities in Virtual Teams | Janice Lo, Baylor U.; Cindy Riemenschnider, Baylor U.
The Role of Communication on the Demographic Faultlines and Group Performance Relationship | Davina E. Vora, State U. of New York, New Paltz
Social Identities and Intergroup Behavior in Diverse Teams: The Role of Intergroup Behavior | Patricia Garcia-Prieto, U. Libre de Bruxelles; Veronique Tran, ESCP-EAP European School of Management; Marcus Maharg Stewart, Bentley U.; Diane Mackie, U. of California, Santa Barbara
Team Diversity and Performance: A Temporal Orientation | Wei Chen, Texas Tech U.

773  ●: (Paper Session) - (GDO) Diversity of Perspectives, Social Capital, and Team Performance
11:30am - 1:00pm Sheraton Chicago: Chicago 9
Chair: Taryn Lyn Stanko, U. of Oregon
Discussant: Anne D. Smith, U. of Tennessee
The Ways Teams Think: Contributions of Team Thought Diversity to Innovation | Corinne Post, Lehigh U.; Emilio De Lia, Rutgers U.; Nancy DiTomaso, Rutgers U.
Functional Diversity and Team Innovation: The Moderating Role of Transformational Leadership | Hendrik Huetttemann, U. of Konstanz; Sabine Boerner, U. of Konstanz
Human Resource Diversity in the Creation of Social Capital for Team Innovation | Jing Han, Peking U.; Daniel J. Brass, U. of Kentucky; Jian Han, CEIBS
The Internal and External Social Capital of Diverse R&D Teams: The Role of Task Characteristics | Yun Chung, U. of Idaho

774  ●:JS: (GDO, CAR, OB) Beyond Work and Family: Adopting a Broader Perspective on Nonwork Roles
11:30am - 1:00pm Sheraton Chicago: Chicago 7
Chair: Ann Marie Ryan, Michigan State U.
Investigating the Relative Contribution of Psychological and Behavioral Involvement in Nonwork Roles | Marcus M. Butts, U. of Texas, Arlington; Lillian Eby, U. of Georgia

Extending Work-Family Balance to Work-Life Balance: Examining Organizational Consequences | Paula Brough, Griffith U.; Carolyn Timms, Griffith U.


Participants: Marcus M. Butts, U. of Texas, Arlington; Jessica Fandre, Michigan State U.; Paula Brough, Griffith U.; Katina B. Sawyer, Pennsylvania State U.


Diversity in Hiring: Interaction Effects of Multiple Status Cues on Judgments of Candidate Suitability | Andrea Maurizio, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.; Tiffany Galvin, U. of Massachusetts, Amherst

The Impact of Race and Socio-Economic Status on Social Judgment | Michelle Dudugid, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.

Status Transference in Mentor-Mentee Relationships: The Role of Gender | Jiunwen Wang, Northwestern U.; Katherine W. Phillips, Northwestern U.

Presenters: Miguel M. Unzueta, UCLA; Michelle Dudugid, Cornell U.; Lindred Greer, U. of Amsterdam; Jiunwen Wang, Northwestern U.


Section D
Strategic Human Resource Management in Small Businesses: The role of Intrinsic HRM | Mathew R Allen, Northeastern U.; Jeff Erickson, U. of Illinois, Urbana-Champaign

Session Details – Monday

779: (Paper Session) - (HR) Human Resources and Competitive Advantage
11:30am - 1:00pm Sheraton Chicago: Sheraton 4
Chair: Janice C. Molloy, Michigan State U.
Discussant: David P. Lepak, Rutgers U.
- Experience on the line: The impact of firm-specific knowledge and experience on NFL performance | Anne Parmigiani, U. of Oregon; James R Terborg, U. of Oregon
- The imitability of HR systems: Top-management team knowledge, causal ambiguity, and HR philosophy | Jeffrey B. Arthur, Virginia Polytechnic Institute; Andrew O. Herdman, East Carolina U.

Strategic HRM 2.0: Relationships among Human Capital, Social Capital, Behaviors, and Performance | Christopher Harris, U. of Texas, Arlington; Gary C. McMahan, U. of Texas, Arlington; Patrick Wright, Cornell U.

780: (HR, CM) Perceived Politics and Political Skill: Exploring The Different Faces of Politics in Organizations
11:30am - 1:00pm Sheraton Chicago: Sheraton 3
Chairs: Christopher C. Rosen, U. of Arkansas, Fayetteville; Lance Ferris, Singapore Management U.
Discussant: L A Witt, U. of Houston
Perceived Politics and Employee Outcomes: A Test of Competing Theoretical Perspectives | Lance Ferris, Singapore Management U.; Christopher C. Rosen, U. of Arkansas, Fayetteville; Douglas J. Brown, U. of Waterloo
Optimists' Reactions to Workplace Politics: "Not a Problem" or "Woe is Me"? | Wayne A. Hochwarter, Florida State U.; Kenneth R Thompson, DePaul U.
Political Skill as a Neutralizer of Generational-Related Stress: A Multiple Study Investigation | Laci Mae Rogers, Florida State U.; Wayne A. Hochwarter, Florida State U.; Pamela L. Perrew, Florida State U.; Gerald R. Ferris, Florida State U.
The Relationship Between Leader Political Skill, TMX, and Work Outcome Relationships | Kenneth J. Harris, Indiana U., Southeast; K. Michele Kacmar, U. of Alabama

11:30am - 1:00pm Hyatt Regency Chicago: Crystal B
Organizers: Seung Ho “Sam” Park, SKOLKOVO Institute for Emerging Market Studies; Ravi Ramamurti, Northeastern U.
Distinguished Speakers: Anil K Gupta, U. of Maryland, College Park; Tarun Khanna, Harvard U.; Donald Lessard, Massachusetts Institute of Technology; Srilata Zafeer, U. of Minnesota; Mike Peng, U. of Texas at Dallas
Global Strategy and Emerging Markets | Anil K Gupta, U. of Maryland, College Park
Business Groups in Emerging Markets | Tarun Khanna, Harvard U.
Global Competitors from Emerging Markets | Donald Lessard, Massachusetts Institute of Technology
Softpower Capability in Emerging Markets: the Case of India | Srilata Zafeer, U. of Minnesota
Institutions in Emerging Markets | Mike Peng, U. of Texas at Dallas

782: (Paper Session) - (IM) Corporate Social Responsibility in IB
11:30am - 1:00pm Hyatt Regency Chicago: McCormick
Chair: Yong-Sik Hwang, Sejong U.
Discussant: Karen Paul, Florida International U.
- Do Corporate Social Responsibility Practices Make a Difference in Eastern and Western Contexts? | Yu-Chen Wei, National Chianghua U. of Education; Carolyn P. Egri, Simon Fraser U.; Carol Yeh-Yun Lin, National Chengchi U.
- Myth or Reality? Understanding the Impact of BOP Initiatives on Poverty | Carlos Rufin, Suffolk U.; Miguel Rivera-Santos, Babson College

783: (Paper Session) - (IM) National Competitiveness and International Economics
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 39-47
- Post-Acquisition Restructuring, HRM Policies and Performance | Hein Bogaard, U. of Michigan, Ann Arbor; Jan Svejnar, U. of Michigan
- Cross-Cultural Training on Cross-Cultural Adjustment: The Mediating Effect of Relationship Learning | Yi-Ping Lin, National Kaohsiung Marine U.; Yu-Chuan Tung, National Kaohsiung U. of Applied Sciences; Chen-Chou Chang, Southern Taiwan U.
- Human Capital, Social Capital, and Knowledge Transfer from Global Headquarters to Subsidiaries | Sachiko Yamao, U. of Melbourne
- The Effect of Institutions and Incentive on Firm Performance: Transition Economy Evidence | Aidas Kriauciuinas, Purdue U.; George A. Shinkle, Purdue U., West Lafayette
- Performance Implications and Constraints of WOFS RBSs in Volatile Regulatory Environments | George O. White III, U. of Michigan - Flint; Laurence Anthony Marsh, U. of Texas at El Paso; Frank Hoy, Worcester Polytechnic Institute
- About Strange Lands and People - Explaining Relationship Conflicts in Multi-Cultural Teams | Viviane Annette Winkler, U. of Greifswald
Teaching-oriented

Perceptions
Discussant:/g1d
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 1

Legitimation, Agglomeration and Connection:
11:30am - 1:00pm Hyatt Regency Chicago: Wrigley

Development
Outsider’s Influence on Indigenous Firm Innovation in Dynamics of Coopetition Networks and Innovation |
BPS: TIM: U. of Wisconsin, Milwaukee

International Clustering and Subsidiary Performance |
Dean A. Hennessy, Tilburg U.

The Interaction Effect of Technological Position and Relationship |
Hamid Akbari, York U.

787: (Paper Session) - (IP) Diffusion, Adoption, and Standardization of Technology
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 2
Facilitator: Lynn W Bakstran, Western New England College
TIM: Surgeon Acceptance of Computer Assisted Surgery |
Jonathan Brewster, Case Western Reserve U.; Sheri Perelli, Case Western Reserve U.

TIM: Understanding the Outcome of Standards Battles in the Home Networking Industry: An AHP Analysis |
Geerten van de Kaa, Delft U. of Technology; Henk de Vries, RSM Erasmus U.; Eric van Heck, Rotterdam School of Management, Erasmus U.

TIM: How Does Scientific Knowledge Diffuse Across Organizations? |
Andrew Nelson, U. of Oregon

TIM: Managerial Responses to IT Implementation: The Case of French Public Middle-Managers |
Christophe Max-Olivier Elie-Dit-Cosaque, CEROM Montpellier Business School

TIM: Standards as the Cornerstone of Technology-based Competition: Accomplishment and Challenges |
Vadake Narayanan, Drexel U.; Tianxu Chen, Drexel U.

788: (Paper Session) - (IP) Stakeholder Perspectives in Examining Social Issues
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 3
Facilitator: Russell W. Robbins, U. of Pittsburgh

OCIS: Implications of Habermasian Philosophy for a Reconstructed Integrative Social Contracts Theory |
Dirk Ulrich Gilbert, U. of Erlangen-Nuremberg; Michael Behnam, Suffolk U.

OCIS: The role of stakeholder theory and multinational firms in institutional and economic development |
Paul C Godfrey, Brigham Young U.

OCIS: The Other Side of Stakeholder Theory: A Paradoxical Approach to Managing Social Responsibility |
Wendy K. Smith, U. of Delaware

SIM: A configurations approach to linking corporate social performance and organizational performance |
Jae Hwan Lee, Texas Tech U.; Jeremy Collin Short, Texas Tech U.

SIM: New perspectives on managerial fraud detection: the role of growth, strategy, and stakeholders |
Claudia Gabbiagtona, IULM U.; Mario Minoja, Bocconi U.

789: (Paper Session) - (IP) Customer-Focused Research
11:30am - 1:00pm Hyatt Regency Chicago: Grand E Table 4
Facilitator: Leland E. Taylor, Houston Baptist U.
RM: Who are the Customer Evangelists? How Worthy are They? A Network Model to Measure CRV |
Guilermo Armelini, ESE Graduate Business School, U. de los Andes, Chile; Erica Helena Salvaj, ESE Graduate Business School, U. de los Andes, Chile; Julian Villanueva, IESE Business School
**Session Details – Monday**

**BPS:** Mobility: A definition, a measure, and customers as an antecedent | Chris Meyer, U. of Massachusetts Amherst

**OM:** Moderating of Technology Acceptance Perspectives on E-Service Quality Formation | Feng-Hui Lee, National Cheng Kung U.; Wann-Yih Wu, National Cheng Kung U.

**MED:** Sharing Experiences as a Source of Learning: Comparing two Executive MBA Programs | Karina De Déa Roglio, Pontificia U. Católica do Paraná; Gregory Light, Northwestern U.

**BPS:** Organization- and Interorganization-level Solutions to the Exploration-Exploitation Dilemma | Mumtaz Cagri ARICI, Rotterdam School of Management; Jatinder Singh Sidhu, Rotterdam School of Management, Erasmus U.

**BPS:** Exploration Levels, Industry Life Cycle and the Growth of Knowledge Intensive Firms | Leonid Bakman, Hebrew U.; Niron Hashai, Hebrew U.

**BPS:** The Role of Organizational Learning Capabilities in Strategic Alliances | Wai Kwan Lau, U. of North Texas

**OM:** Exploring the Blackbox: Concurrent engineering, Cycle Time and Organizational Performance | Anant Ravindra Deshpande, U. of Texas Pan American

**OM:** Customized Compliance: Exploring Patterns of Quality Practice Adoption in a Multidivisional Context | Matthew W. Ford, Northern Kentucky U.

**OM:** The Imitator’s Dilemma: Regulation and Innovation in the Generic Pharmaceutical Industry | Jerry W. Kim, Columbia U.

**OM:** The Role of Government in Environmentalism | Dennis Veltrop, U. of Groningen

**OM:** The Effects of Non-Executive Informational Diversity and Faultlines on Performance Variability | Dennis Veltrop, U. of Groningen

**GDO:** A Critical Mass Perspective on the Contribution of Women Directors on Board Tasks | Mariateresa Torchia, Tor Vergata U.; Andrea Calabrò, Tor Vergata U.

**790 : (Paper Session) - (IP) Upper Echelons Perspectives**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: Eddythe McNickle, U. of Phoenix-Central Florida Campus

**HR:** Executive Work Design | Gerald R. Ferris, Florida State U.; Timothy P. Munyon, Florida State U.; James K Summers, Florida State U.; Michael R. Buckley, U. of Oklahoma; Annette L. Ranft, Florida State U.

**OM:** Corporate Headquarters Change: Investigating Antecedents from an Upper Echelons Perspective | Sven Kunisch, U. of St. Gallen; Torsten Schmid, U. of St. Gallen

**791 : (Paper Session) - (IP) Leadership Research: Focus on the Leader**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: Diane E. Johnson, U. of Alabama, Tuscaloosa

**HR:** The Coming Leadership Gap: Leadership Challenges Affected by the Predicted Competency Shortage | Steven B. Wolff, Hay Group; Anthony Callahan, Hay Group; Signe Spencer, Hay Group

**OM:** An Examination of Leadership Style Preferences: The Influence of Societal Culture and Gender | Gretchen Lina Schaupp, Virginia Tech; Mary L. Connerley, Virginia Tech

**BPS:** Leaders’ Backgrounds, Influence Tactics’ Sophistication, and Consequences for Board Appointments | Ithai Stern, Northwestern U.; James Westphal, U. of Michigan

**OB:** Paternalistic leadership and creativity: The moderating role of leader’s gender | An-chih Wang, National Taiwan U.; Shu-Tsen Kuo, National Taiwan U.; Tzu-Ting Lin, National Taiwan U.; Chou-Yu Tsai, National Taiwan U.; Bor-Shiuang Cheng, National Taiwan U.

**792 : (Paper Session) - (IP) The Role of Government in Environmentalism**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: Maria J. Montes-Sancho, Carlos III U.

**ONE:** Critical Reflective Organizations: An Empirical Observation of Global Citizenship and Green Politics | Jorge Alexis Arevalo, Laboratory Institute of Merchandising

**ONE:** Shifting the Focus on Everglades Policy: Arguing for a Macro-level Approach to Policy Analysis | Claire Connolly Knox, Florida State U.

**ONE:** An everlasting story: environmental protection and competitiveness of nations – a research synthesis | Edeltraud Guenther, Technische U. Dresden; Korinna Lietenberger, Technische U. Dresden; Holger Hoppe, Technische U. Dresden

**793 : (Paper Session) - (IP) Exploring Organizational Learning**
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: Anthony Briggs, Boston U.

**BPS:** Organization- and Interorganization-level Solutions to the Exploration-Exploitation Dilemma | Mumtaz Cagri ARICI, Rotterdam School of Management; Jatinder Singh Sidhu, Rotterdam School of Management, Erasmus U.

**BPS:** Exploration Levels, Industry Life Cycle and the Growth of Knowledge Intensive Firms | Leonid Bakman, Hebrew U.; Niron Hashai, Hebrew U.

**BPS:** The Role of Organizational Learning Capabilities in Strategic Alliances | Wai Kwan Lau, U. of North Texas

**794 : (Paper Session) - (IP) Macro Issues in Innovation**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: Nicholas Argyres, Washington U. in St. Louis

**OM:** Exploring the Blackbox: Concurrent engineering, Cycle Time and Organizational Performance | Anant Ravindra Deshpande, U. of Texas Pan American

**OM:** Customized Compliance: Exploring Patterns of Quality Practice Adoption in a Multidivisional Context | Matthew W. Ford, Northern Kentucky U.

**OM:** The Imitator’s Dilemma: Regulation and Innovation in the Generic Pharmaceutical Industry | Jerry W. Kim, Columbia U.

**795 : (Paper Session) - (IP) Directors, Top Management Teams, & Diversity**
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: Phyllis R. Anderson, Governors State U.

**BPS:** Do Women Directors Contribute to Board Decision-Making and Strategy? The Role of Equality Perception | Sabina Nielsen, Copenhagen Business School; Morten Huse, BI Norwegian School of Management

**BPS:** Top Management Team Nationality Diversity, International Strategic Alliances and Firm Performance | Sabina Nielsen, Copenhagen Business School; Bo Bernhard Nielsen, Copenhagen Business School

**BPS:** The Effects of Non-Executive Informational Diversity and Faultlines on Performance Variability | Dennis Veltrop, U. of Groningen

**GDO:** A Critical Mass Perspective on the Contribution of Women Directors on Board Tasks | Mariateresa Torchia, Tor Vergata U.; Andrea Calabrò, Tor Vergata U.

**796 : (Paper Session) - (IP) Evolutionary & Ecological Perspectives: Contextual Issues**

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11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: Frances H. Fabian, U. of Memphis

- BPS: Competitive strategy in a Sudden Stop/Phoenix
  Miracle context | Javier Garcia Sanchez, IAE Business School
  - Austral U.; Roberto Vassolo, IAE Business School - Austral U.

- BPS: Entry in Indian Cellular Market and Early Mover Advantage | Rajkumar Upadhyay, Indian Institute of Management, Bangalore

- BPS: Technological Asymmetry as Reverse Salience: An Empirical Illustration in Personal Gaming | Ozgur Dedehayir, Tampere U. of Technology; Saku Makenin, Tampere U. of Technology; Tomi Samuli Nokelainen, Tampere U. of Technology

- OMT: Restaurant Organizational Forms and Community in the U.S. in 2005 | Glenn R Carroll, Stanford U.; Magnus Torfason, Columbia U.

797: (Paper Session) - (IP) Advancing Research on Strategic Planning
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: Michael McDonald, U. of Central Florida


- PNP: The application of RBV and strategic intent approach to public and urban management | Christophe Favoreu, Groupe ESC Toulouse Business School


798: (Paper Session) - (IP) Multi/Cross-Cultural Relations
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: Sherry M Thatcher, U. of Louisville

- IM: Common Language and Group Cohesiveness in Multicultural Organizations | Jakob Lauring, Aarhus U.; Jan Selmer, Aarhus U.

- OB: The Contingent Effect of Social Networks on Organizational Commitment | Young-Choon Kim, National U. of Singapore; Mooweon Rhee, U. of Hawaii

CM: A Dynamic Constructivist Approach to Cross-cultural Negotiation | Wu Liu, Hong Kong Polytechnic U.

CM: Adaptation in Intercultural Negotiations: Mental Model Change, Culture and Time Pressure | Wu Liu, Hong Kong Polytechnic U.; Leigh Anne Liu, Georgia State U.


799: (Paper Session) - (IP) Change & Adaptation
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: Mary Finney, Ohio U.

ODC: Buffalo Herd and Monkey Memory: When Failure is Change | Gavin M. Schwarz, U. of New South Wales; Bernadette Maria Watson, U. of Queensland

ODC: To Bankruptcy and Back: Turnaround Strategies for Firm Survival, Sustainability, and Speed | Ram Tenkasi, Benedictine U.; Yehia M. Kamel, American U. in Beirut


OCD: Shared Intentions Trigger Real Change | Davide Sola, ESCP-EAP European School of Management; Marie Taillard, ESCP-EAP European School of Management; Giovanni Scarso-Borioli, ESCP-EAP European School of Management

- BPS: A Contingency View of Modularity and Identity in Corporate Adaptation | Andrea Noemi Kiss, Georgia State U.; Pamela S. Barr, Georgia State U.

800: (Paper Session) - (IP) Employee Training, Transfer, and Evaluation
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: Bradford S Bell, Cornell U.

- CMS: Understanding intercultural training – an Actor – Network Perspective | Betina Szkudlarek, Rotterdam School of Management, Erasmus U.

- HR: Revisiting Transfer Through a Qualitative Analysis of Reflective Learning Journals | Trevor C. Brown, Memorial U. of Newfoundland; Martin McCracken, U. of Ulster; Paula Marie O’Kane, U. of Ulster


- HR: Training evaluation in Italian corporate universities: a stakeholder based analysis | Marco Guerci, Politecnico di Milano; Emilio Bartezzaghi, Politecnico di Milano; Luca Solarì, U. degli studi di Milano


801: (Paper Session) - (IP) Designing and Managing Work Roles
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: Teresa J Rothausen, U. of St. Thomas

- HR: An overtake to sustainable work crafting | Mari Kira, Helsinki U. of Technology; David B. Balkin, U. of Colorado, Boulder; Frans Van Eijndt, Eindhoven U. of Technology

- OCIS: Information Systems Professionals’ Performance: An Examination of Psychological and Task Outcomes | Isis Olimpia Gutierrez-Martinez, U. de las Americas-Puebla

- HR: Initiative climate and emergent work role performance: A cross-level moderated mediation model | Steffen P. Raub, Ecole Hoteliere de Lausanne; Hui Liao, U. of Maryland, College Park

802: (Paper Session) - (IP) Personality at Work
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: Ryan D. Zimmerman, Texas A&M U.

- HR: The Role of Personality Factors in Interview Performance: A Meta-analysis of the Five Factor Model | Kristen Purvis, Cornell U.; Philip L. Roth, Clemson U.; Fred Switzer, Clemson U.; Thomas W Britt, Clemson U.
MONDAY

Session Details – Monday

803 : (Paper Session) - (IP) The Value of Diversity
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: Joy E. Beaty, U. of Michigan, Dearborn

OB: When Does Relational Diversity Influence group Creativity? The Moderating Role of Group Processes | Yan Zhang, Peking U.

OB: We Are Not Only the Same, but Also Different | Chi Tai Shen, National Taiwan U.; Min-Ping Huang, Yuan Ze U.


GDO: Differences as a Matter of Feelings: Dissimilarity, Affect, and Their Impact on Behavior | Maria Kakarika, IE Business School


804 : (Paper Session) - (IP) Career Success Factors
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: David M. Kaplan, Saint Louis U.

CAR: Antecedents and outcomes in careers of high potentials, key experts and average performers | Nicky Dries, Vrije U. Brussel

GDO: Untangling the Relation Between Age and Job Performance During Late Career | Sue Hyun Moon, U. of Toronto

GDO: Bridging the Gap: Assessing Leadership and Career Satisfaction in a Diverse Context | Guohong Han, Youngstown State U.

805 : (Paper Session) - (IP) The Influence of Efficacy
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: Jin Zhang, Tsinghua U.

MED: Developing facets of leadership efficacy: What I can do versus what I can get to do | Suzette M Chopin, Virginia Commonwealth U.; Anson Seers, Virginia Commonwealth U.; Steven J Danish, Virginia Commonwealth U.


OB: Self, Others and Chance: A Multi-Dimensional Examination of Efficacy, Control and Job Attitudes | Diemo Urbig, Max Planck Institute of Economics; Erik Monsen, Max Planck Institute of Economics; Wayne Boss, U. of Colorado, Boulder

OCIS: Training for Issues Management: Measuring the Impact on Manager Learning, Efficacy and Commitment | Anthony R. Yue, St. Mary's U.; Margaret C. McKee, Saint Mary's U.; E Kevin Kelloway, Saint Mary's U.; Roy Jamieson, Mount Saint Vincent U.

806 : (Paper Session) - (MC) Emerging Trends in Management Consulting
11:30am - 1:00pm Hyatt Regency Chicago: Hong Kong
Chair: Susan M. Adams, Bentley U.
Discussant: Thomas C. Head, Roosevelt U. Chicago-Schaumburg

The Follower’s Dilemma: Innovation and Imitation in the Professional Services Industry | Matthew Semadeni, Indiana U., Bloomington; Brian S. Anderson, Indiana U.

Management Consultancies as Institutional Agents | Markus R. Reihlen, U. of Cologne; Michael Smets, Said Business School; Andreas Veit, WHU – Otto Beisheim School of Management

Insourcing and Outsourcing as Paths for ITSP Firms to Diversify Into Management Consulting | Stephanie Hurt, Meredith College; Marcus James Hurt, EDHEC

With a Little Help From my Friends: How do Management Consultants Contribute to Innovation Processes | Poul Houman Andersen, Aarhus U.; Hanne Kragh, Aarhus School of Business, Aarhus U.; Chris Ellegaard, Copenhagen Business School

807 : (Paper Session) - (MC) MCD Visual Presentations
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center WMC 1
Presented on Panels 18-27

Hybrid Organizations: Challenges for Consultants | Thomaz Wood Jr., Escola de Administracao de Empresas de Sao Paulo


Performing an Internal Control Function through Management Consulting Intervention | Laurent Cappelletti, ISEOR, IAE - U. of Lyon 3; Florence Noguera, U. of Montpellier 1 - ERFI

Scenario-based Strategy Maps | Frank Buytendijk, Oracle Corp.; Toby Hatch, Oracle; Pietro Micheli, Cranfield U.

Mobile Phone Competition in Two State Capitals of Brazil: A Game Theory Application to Oligopoly | Marcos Sena, U. of Fortaleza (UNIFOR), Carlos Pereira, U. of Fortaleza (UNIFOR); Jomar Borges, U. of Fortaleza (UNIFOR)

Do Internal Consultants Compete With or Complement External Consultants? | Henri Savall, ISEOR, U. of Lyon 3; Veronique Zardet, ISEOR, U. of Lyon 3

Management Consulting Interventions Aimed at Upgrading Skills Within Companies | Marc Bonnet, ISEOR, U. of Lyon 3; Michel Peron, ISEOR / U. of Paris Sorbonne

Example of a management consulting intervention in an artistic organisation | Frantz Datry, ISEOR, U. of Lyon 3

Managing Crises: A Conceptual Approach for Developing Organizational Crisis Prevention Capabilities |

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Session Details – Monday

MONDAY

Christophe Roux-Dufort, Ecole de Management de Lyon; Rickie A. Moore, EM Lyon

The Dilemma of Toxic Leadership: Overcoming Organizational Resistance in Achieving Positive Change | Alan Goldman, Arizona State U.

808 ☛ (Paper Session) - (MED) Curricular Design Issues: Promoting Entrepreneurial, Gender, and Stereotypical Sensitivity Awareness
11:30am - 1:00pm Hyatt Regency Chicago: Buckingham
Chair: Nancy M Carter, Catalyst
Discussant: Amy L. Kenworthy, Bond U.
Experiential Stereotype Awareness Training: The Relevance of Context and Self-efficacy. | Brent MacNab, U. of Sydney
What’s Up With Engineering? Identifying a Continuing Gender-Equity Gap in Academia | Alicia A. Black, U. of Washington; Janice A. Black, California State U. Bakersfield
Developing Communication Skills in Men and Leadership Skills in Women with Game-Based Simulation | Jacqueline Williams, North Carolina A & T State U.; Betty Turner Kane, Guilford College; Alice C Stewart, North Carolina A & T State U.
Designing Effective Andragogy in Entrepreneurship: Application of the Socratic Elenchus | Manjula S Salimath, U. of North Texas

809: (MED) MED Past Chair’s Luncheon
11:30am - 1:00pm Hyatt Regency Chicago: Grand F
Presentation Title: Next Steps—Towards MBA Programs that Serve as a Foundation for Tomorrow’s Leaders
Organizer: James A F Stoner, Fordham U.
Presiding: Alvin Hwang, Pace U.
Speakers: Laurie Milton, U. of Calgary/U. of Western Ontario; Alvin Hwang, Pace U.

810 ☛ (SHCS): (MED, HCM, ODC) Improving Sustainable Management in Health Care, Management Education, and Organization Development
11:30am - 1:00pm Hyatt Regency Chicago: Columbus KL
Chairs: Jeffrey Miles, U. of the Pacific; Stefanie E Naumann, U. of the Pacific
Foundations and Framework: Making Sustainability Sustainable. | Fred Cohen, Perception Advisors
Case Studies of Sustainable Universities: Pioneering Approaches to Sustainable Management Education. | Nicola Jane Acutt, Presidio School of Management
Building a Sustainability Program. | Nagaraj Sivasubramaniam, Duquesne U.

Presidents: Fred Cohen, Perception Advisors; Nicola Jane Acutt, Presidio School of Management; Kenneth Lee Bettenhausen, U. of Colorado Denver; John Byrd, U. of Colorado Denver; Nagaraj Sivasubramaniam, Duquesne U.; Patrick Lastowski, U. of California, Davis; Jeffrey Miles, U. of the Pacific; Stefanie E Naumann, U. of the Pacific; Dara Szyliowicz, U. of the Pacific

811 ☛ (Paper Session) - (MED) Ideas and Culture - Ideas in Culture
11:30am - 1:00pm Swissotel Chicago: St. Gallen Salon 1
Re-Considering Child Labor: Why Nineteenth Century Africa was Different | Bradley Bowden, Griffith U.
Winner of John F. Mee Management History Contribution Award
Postcolonial Historiography: Critically Revisiting the Westocentricism in Organization Theories | Ajnesh Prasad, Hebrew U. of Jerusalem
The Idea of Productivity on its Journey to Europe: US Technical Assistance and Productivity Programs within the Context of Marshall Aid in Austria and Germany. | Bernadette Bullinger, U. of Mannheim; Ole Dammann, U. of Mannheim

812 ☛ (Paper Session) - (MOC) Mechanisms and Outcomes of Employee Engagement
11:30am - 1:00pm Hyatt Regency Chicago: Wright
Chair: Steven R. Harper, James Madison U.
Discussant: Alan James Krause, U. of Oregon
Effect of Perceived Employer Obligations on Commitment & OB: Mediating Role of Self-Concept | Dayo Akinlade, U. of Illinois, Chicago; Shelley Brickson, U. of Illinois, Chicago
Care Felt, Psychological Conditions, and Innovative Behaviors at Work | Hedva Vinarski-Peretz, Bar Ilan U.; Abraham Carmeli, Bar Ilan U.
Trust: Decision Problem or Performance? | Svein Tvedt Johansen, Harstad U. College; Marcus Selart, Norwegian School of Econ. and Bus. Admin.; Jari Ojala, U. of Jyvaskyla

11:30am - 1:00pm Hyatt Regency Chicago: Truffles
Discussant: Paula Jarzabkowski, Aston U.
Coordinator: Monica C. Worline, Emory U.
Organizational Change and the Mundane Search for Resources | Jean M. Bartunek, Boston College; Marta M. Elvira, IESE Business School
How Routines Magnify Their Effects: Exploring Relations Between Routines and Organizational Schema | Martha S. Feldman, U. of California, Irvine
 Courage in the Context of Knowledge Work: Disruption as a Mechanism of Creative Fracture in Practice | Monica C. Worline, Emory U.
Theories in the Wild: Socio-Cognitive and Socio-Cultural Theories-as-Practice and Change | Alexandra Michel, U. of Southern California

814: (Paper Session) - (MSR) Management Spirituality and Religion Research
11:30am - 1:00pm Hyatt Regency Chicago: Haymarket
Chair: Lynne Sedgmore, Centre for Excellence in Leadership
A Systems View Framework of Spiritual Decision Making | Manish Kumar, Doctoral Student; Shailendra Singh, Indian Institute of Management, Lucknow

815: (Paper Session) - (OB) Employment Practices and Work Performance
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV OB 1
Presented on Panels 48-58
Psychological Contract Breach and Organizational Identification | Olga Epitropaki, ALBA Business School
From Social Support to Training Transfer: What are the Mechanisms? | Dan S. Chiaburu, Texas A&M U.; Karen Van Dam, Tilburg U.; Holly Hutchins, U. of Houston
Job Insecurity and Employee Outcomes: An Investigation of Mediating and Moderating Effects | Xiaoli Lin, Australian National U.; Zhen-Xiong Chen, Australian National U.; Cynthia Lee, Northeastern U.
Exploring the Relationship Between Fit and Misfit: An In-depth Qualitative Study | Danielle Talbot, Open U., United Kingdom; Jon Billisberry, Coventry U.
Perceived Investment in Employee Development, Perceived Supervisor Support and Employee Outcomes | Bard Kuvaas, Norwegian School of Management; Anders Dysvik, Norwegian School of Management
Reciprocity as a Moderator on the Curvilinear Relationship Between Job Demands and Job Satisfaction | Shuangyan Li, Xi’an Jiaotong U.
Strain, Stress, and ‘Flooding Out’: Status Discordance and Risk Taking in Professional Golf | Edward Bishop Smith, U. of Chicago
Employee and Manager Influence on Job Performance Ratings, and the Moderating Role of Manager Trust | Yao Chen, Hong Kong U. of Science and Technology; Riki Takeuchi, Hong Kong U. of Science and Technology

816: (Paper Session) - (OB) Putting Expertise to Use
11:30am - 1:00pm Sheraton Chicago: Arkansas Room
Chair: Brenda E. Ghitulescu, Rochester Institute of Technology
Discussant: Joan Brett, Arizona State U.
Feeling the Heat: The Effects of Performance Pressure on Teams’ Knowledge Use and Performance | Heidi K. Gardner, Harvard U.
Winner of Outstanding Practical Implications for Management Award, sponsored by McKinsey & Company on behalf of the AOM Practice Theme Committee
Effects of Expertise Legitimation and Expertise Typicality on Information Utilization in Groups | Lu Wang, U. of Illinois, Urbana-Champaign; Gregory Northcraft, U. of Illinois, Urbana-Champaign; Margaret A. Neale, Stanford U.

817: (Paper Session) - (OB) Helping, Reciprocity and Mutual Obligation
11:30am - 1:00pm Sheraton Chicago: Colorado Room
Chair: Emily Stehle, U. of Pittsburgh
Discussant: Suzanne S. Masterson, U. of Cincinnati
Effects of Direct and Indirect Exchange on Perceived Obligation in Professional Networks | Roy YJ Chua, Harvard U.; Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Michael Morris, Columbia U.
Why Do I Feel Valued and Why Do I Reciprocate? | Cynthia Lee, Northeastern U.; Jun Liu, Renmin U.; Chun Hui, Chinese U. of Hong Kong; Zhen-Xiong Chen, Australian National U.
The Emergence of Team Helping Norms: Foundations within Members’ Attributes and Behavior | Jana L. Raver, Queen’s U.; Mark G. Ehrhart, San Diego State U.; Ingrid C. Chadwick, Queen’s U.

818: (Paper Session) - (OB) Constructing the Job: Job Design and Improvisation
11:30am - 1:00pm Sheraton Chicago: Mayfair Room
Chair: Jenell Lynn-Senter Wittmer, U. of Toledo
Discussant: Geoffrey Leonardelli, Rotman School of Management, U. of Toronto
### Session Details – Monday

#### 819 (Paper Session) - (OB) Developing Teamwork
11:30am - 1:00pm Sheraton Chicago: Mississippi Room
Chair: Sherae Daniel, U. of Pittsburgh
Discussant: Jennifer Dunn, Michigan State U.

- Teamwork Behaviors and Potency | Caroline Aubé, HEC Montreal; Vincent Rousseau, U. of Montreal
- How and When Selling Team Reflexivity Impacts Job Performance of Salespeople | Bart Dietz, RSM Erasmus U.; Michaela Č. Schippers, RSM Erasmus U.; Angelo Giardini, -
- Teamwork Behaviors in Organization: a Hierarchical Structure and Relationships with Team Performance | Feng Li, Institute of Psychology, Chinese Academy of Sciences; Yongjuan Li, Chinese Academy of Sciences; Erping Wang, Chinese Academy of Sciences

#### 820 (Paper Session) - (OB) The Deadly Sins: Envy, Sloth, Pride and Narcissism
11:30am - 1:00pm Sheraton Chicago: Missouri Room
Chair: Stuart Daniel Sidie, U. of New Haven
Discussant: James M. LeBreton, Purdue U.

- Green-eyed Monsters in the Workplace: Antecedents and Consequences of Envy | Paresh Mishra, Indiana U.
- Adaptive Consequences of Social Loafing | Dustin James Bluhm, Foster School of Business, U. of Washington
- Self-enhancers Flourish in Job Interviews: A Case of Person-Situation Fit | P. D. Harms, U. of Nebraska-Lincoln; Delroy Paulhus, U. of British Columbia; Bryce Garreth Westlake, U. of British Columbia; Stryker S. Calvez, U. of Guelph
- All I Need Is a Stage to Shine: Narcissist’s Leader Emergence and Performance | Barbara Nevicky, U. of Amsterdam; Annebel H.B. De Hoogh, U. of Amsterdam; Annelies Van Vianen, U. of Amsterdam; Bianca Beersma, U. of Amsterdam

#### 821 (Paper Session) - (OB) New Approaches to Understanding Leadership
11:30am - 1:00pm Sheraton Chicago: Ohio Room
Chair: Min Z Carter, Auburn U.
Discussant: Chester A. Schriesheim, U. of Miami

- Leadership – Universal or Culturally-Contingent – A Multi-Theory / Multi Method Test in India | Rita Palrecha, SUNY Binghamton
- Transformational Leadership Climate, Ambidexterity, and Performance | Christian Schudy, HSG St.Gallen
- Social Intelligence, Emotional Intelligence Cultural Intelligence & Leadership: Testing A New Model | Kerri Crowne, Widener U.

#### 822 (JS: OB, CM) Personality and Conflict in Work Teams
11:30am - 1:00pm Sheraton Chicago: Sheraton 5
Chairs: Narda Quigley, Villanova U.; Amanuel G. Tekleab, Wayne State U.
Discussant: Randall S. Peterson, London Business School

How Conscientiousness Influences Team Processes and Team Effectiveness over Time | Catherine G. Collins, U. of New South Wales

The Impact of Agreeable Team Members on Team Conflict, Flexibility, and Performance | Sharyn D. Gardner, California State U. Sacramento

Team Member Personality and the Relationship between Interpersonal Conflict and Team Effectiveness | Amanuel G. Tekleab, Wayne State U.; Narda Quigley, Villanova U.

Team Leader Personality and Conflict in Work Teams: A Role-Based Approach | Narda Quigley, Villanova U.; Jennifer Ann Marrone, Seattle U.

A Laboratory Test of Why and To What Degree Bad Apple Group Members Spoil the Barrel | Will Felps, Erasmus U. Rotterdam

#### 823 (JS: OB, CM, MOC) Emerging Research Bridging the Fields of Justice and Decision Making
11:30am - 1:00pm Sheraton Chicago: Sheraton 1
Chairs: Marion Fortin, Durham U.; David L. Patient, Catholic U. of Portugal - FCEE

Discussants: Stephen Gilliland, U. of Arizona; Daniel Read, Durham U.

A Prospective Account of the Use of Process and Outcome Cues in Decisions under Uncertainty | Kelly E. See, New York U.

When Fair is Unfair: Halo, Negativity and Uniqueness Biases in Justice Perceptions over Time | Michael Bashshur, U. Pompeu Fabra; Irina Cojuharenco, Catholic U. of Portugal - FCEE


How are Global Justice Judgments Formed? A Policy-Capturing Study | Marion Fortin, Durham U.; Hayley Claire German, Durham U.; Daniel Read, Durham U.
Session Details – Monday

**Session D**

**824 Teaching-oriented**

**Critical Issues Facing Corporate Boardrooms**
11:30am - 1:00pm Sheraton Chicago: Sheraton 2

*Chair: Jay Conger, Claremont McKenna College*

Sharing Leadership on Corporate Boards: A Critical Requirement for Teamwork at the Top | Jay Conger, Claremont McKenna College; Edward E. Lawler III, U. of Southern California

Should CEOs Serve Simultaneously as Board Chairperson in the Post Sarbanes-Oxley Era? | Dan R. Dalton, Indiana U., Bloomingtong

Who Is In the Boardroom?: Evaluating American Public Director Competencies | Richard W. LeBlanc, York U.

Restructuring Corporate Governance at China’s Lenovo | Neng Liang, China Europe International Business School; Michael Useem, U. of Pennsylvania

**Restructuring Corporate Governance at China’s Lenovo**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal A

*Chair: 825*

Revisiting the Board’s Role in CEO Succession | Jacoba Lilius, Queen’s U. Canada; Glenda M Fisk, Queen’s U.

Coaching for Sustained Desired Change | Melvin L. Smith, Case Western Reserve U.; Richard E. Boyatzis, Case Western Reserve U.

Compassion in Changing Organizations: Moving Forward | Andre Avramchuk, Fielding Graduate U.

**825 Practice-oriented**

**Working with THEM?!?: Trust and Adaptation Across Cultural Boundaries**
11:30am - 1:00pm Hyatt Regency Chicago: Crystal A

*Chair: 826*

The Dialectical Dynamics of Nested Structuration in Globally Distributed Teams | Catherine Crumton, George Mason U.; Pamela Hinds, Stanford U.


**826 Research-oriented**

Interorganizational Partnership Performance
11:30am - 1:00pm Hyatt Regency Chicago: Water Tower

*Chair: Jose Rocha, Florida International U.*

Discussant: Jim Nelson, Southern Illinois U., Carbondale

Vendor’s Perspective on Social Capital and Absorptive Capacity for Offshore Contract Performance | Shirish C Srivastava, HEC, Paris

Transfer Mechanisms and Transition Performance: Laboratory Experiments on Outsourcing | Vinay Tiwari, Rotterdam School of Management, Erasmus U.; Jasper de Gier, Rotterdam School of Management, Erasmus U.; Otto Koppius, RSM Erasmus U.; Eric van Heck, Rotterdam School of Management, Erasmus U.

An Effect of the Fit between Motivation and Knowledge Sharing Ambidexterity in Interfirm Partnering | Ghiyoung Im, Clark Atlanta U.; Arun Rai, Georgia State U.; Lisa Schurer Lambert, Georgia State U.

**827 International-oriented**

**Expanding Compassion Conversation for Changing Organizations**
11:30am - 1:00pm Swissôtel Chicago: St. Gallen Salon 2

*Organizer: Andre Avramchuk, Fielding Graduate U.*

Discussant: Kim Cameron, U. of Michigan

Compassionate Organization as an Antidote to Disenfranchised Grief in the Workplace | Mary Ann Hazen, U. of Detroit Mercy

Do You Feel What I Feel? A Comparison of Self versus Subordinate Ratings of Supervisor Compassion | Jacoba Lilius, Queen’s U. Canada; Glenda M Fisk, Queen’s U.

Coaching for Sustained Desired Change | Melvin L. Smith, Case Western Reserve U.; Richard E. Boyatzis, Case Western Reserve U.

Compassion in Changing Organizations: Moving Forward | Andre Avramchuk, Fielding Graduate U.
831: (Paper Session) - (OMT) Alliances
11:30am - 1:00pm Hyatt Regency Chicago: DuSable
Chair: Nicholas C. Fairclough, U. of Alberta
Interpartner Sensemaking in Alliances: Managing Cultural Differences and Internal Tensions | TK Das, City U. of New York; Rajesh Kumar, Nottingham U.
Leveraging Market and Innovation Performance through Alliances and Alliance Capabilities | Olli-Pekka Kauppiila, U. of Maryland, College Park; Mika Westerlund, Helsinki School of Economics; Risto Rajala, Helsinki School of Economics; Sami Kajalo, Helsinki School of Economics

832: (OMT) Networks and Hierarchies: Revisiting the Interplay Between Informal and Formal Structures
11:30am - 1:00pm Hyatt Regency Chicago: Gold Coast
Organizer: Valery Yakubovich, Wharton School, U. of Pennsylvania
Discussant: Martin Gargiulo, INSEAD
Informal Structure, Formal Structure, and Change Implementation in Organizations | Julie Battilana, Harvard U.; Tiziana Casciari, U. of Toronto
On the Origins of Brokerage in Intragroup Networks | Adam M. Kleinbaum, Tuck School of Business at Dartmouth
The Formal Structure of Informal Networks: The Case of a Russian Corporate Bureaucracy | Valery Yakubovich, Wharton School, U. of Pennsylvania; Stanislav Shekshnia, INSEAD
Presenters: Tiziana Casciari, U. of Toronto; Adam M. Kleinbaum, Tuck School of Business at Dartmouth; Susan Lynch, INSEAD; Marie Louise Mors, London Business School; Stanislav Shekshnia, INSEAD

833: (Paper Session) - (OMT) Mergers
11:30am - 1:00pm Hyatt Regency Chicago: Homer
Chair: Michel Anteby, Harvard U.

834: (Paper Session) - (OMT) To Learn or Not to Learn...
11:30am - 1:00pm Hyatt Regency Chicago: Ogden
Chair: Don Antunes, Cambridge U.
Top Management Experience and Organizational Learning (WITHDRAWN) | Hakan Ener, IESE
Recognizing Near-Misses to Improve Organizational Learning and Prevent Future Risk Creep | Robin Dillon-Merrill, Georgetown U.; Catherine Tinsley, Georgetown U.; Edward W. Rogers, NASA Goddard Space Flight Center
Lying by Omission: The Effect of Withholding Negative Information on Organizational Learning | Christina Fang, New York U.; Ji-hyun Kim, New York U.; Frances J. Milliken, New York U.
Learning to Fail in the Medical Device Industry | David Maslach, Ivey School of Business; Oana Branzei, U. of Western Ontario

835: (Paper Session) - (OMT) Politics, Power and Resource Dependence
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 261
Chair: Kenji Klein, U. of California, Irvine
Executive Stock Options After Enron: Theorizing Managerial Power Within Institutional Environments | Edward Carberry, Rotterdam School of Management, Erasmus U.
Explaining Inter-Firm Dynamics: The Network Firm as a Political Coalition | Josh Whitford, Columbia U.; Francesco Zirpoli, U. of Salerno
Constructing Global Firms: Process and Power in International Management Consultancies | Mehdi Boussebaa, Said Business School; Glenn Morgan, U. of Warwick; Andrew Sturdy, Warwick Business School
Toward a Contingency Perspective on Organizational Paradox | Pieter-Jan Bezem, Rotterdam School of Management, Erasmus U.; Paul W. L. Vlaar, Vrije U. Amsterdam

836: (Paper Session) - (OMT) Structural Holes
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 265
Chair: Emily Cox, Stanford U.
Bridging the Gap: Consequences of Structural Hole Spanning at Multiple Levels | Lei Wang, State U. of New York, Buffalo; Prasad Balkundi, State U. of New York, Buffalo; David A. Harrison, Pennsylvania State U.
How Shallow is a Bug? The Role of Structural Holes, Task Complexity and Status in Fixing Firefox | Diederik W. Van Liere, U. of Toronto; Alexander Oetli, U. of Toronto
Session Details – Monday

Teaching-oriented, Duke U.
Discussants: Oregon

837 SHCS: (OMT, BPS, TIM) Theoretical and Empirical Studies on Networks, Propinquity, and Knowledge Production
11:30am - 1:00pm Hyatt Regency Chicago: Grand A
Chair: Christopher C. Liu, Harvard U.
Discussant: Brian Uzzi, Northwestern U.
Institutions and the Value of Social Capital | Lee Fleming, Harvard U.
Organizational and Institutional Genesis: The Emergence of High-Tech Clusters in the Life Sciences | Woody Powell, Stanford U.
Human Capital, Propinquity, and Knowledge Production | Christopher C. Liu, Harvard U.; Toby E. Stuart, Harvard U.
Network Fear and the Intrepid Entrepreneur: Analyzing the Agency Question with Respect to Brokers | Ronald S. Burt, U. of Chicago

838 JS: (OMT, MOC) Attitudes and Latitudes: Origins, Dynamics and Consequences of Regional Identity
11:30am - 1:00pm Hyatt Regency Chicago: Columbus H
Chairs: Alan D. Meyer, U. of Oregon; Matthew Lee Metzger, U. of Oregon
Discussants: Kimberly D. Elsbach, U. of California, Davis; Patricia H Thornton, Duke U.
The More We Change the More We Stay the Same: The Re-emergence of Tracktown USA | Matthew Lee Metzger, U. of Oregon; Jennifer Howard-Grenville, U. of Oregon; Alan D. Meyer, U. of Oregon
Cluster Configuration and the Development of Regional Industrial Identities | Olga Khessina, Cornell U.; Elaine Romanelli, Georgetown U.
Places of the Heart: The Role of Geography in Identity | Mary Ann Glynn, Boston College; Dan Halgin, U. of Kentucky
Presenters: Elaine Romanelli, Georgetown U.; Alan D. Meyer, U. of Oregon; Olga Khessina, Cornell U.; Jennifer Howard-Grenville, U. of Oregon; Mary Ann Glynn, Boston College; Dan Halgin, U. of Kentucky; Matthew Lee Metzger, U. of Oregon

839 (Paper Session) - (ONE) Environmental and Financial Performance
11:30am - 1:00pm Fairmont Chicago: Crystal Room
Chair: Jean-Pascal Gond, Nottingham U.
Sustainable Net Present Value: A value-based approach to sustainable investment appraisal | Andrea Liesen, Institute for Future Studies and Technology Assessment; Tobias Hahn, Euromed Marseille Business School; Frank Figge, Queen's U. Belfast

Beyond “Does it pay to be green?” A Meta-Analysis of Moderators of the CEP and CFP relationship | Heather R. Dixon-Fowler, U. of Arkansas; Daniel J. Slater, U. of Arkansas; Andrea M Romi, U. of Arkansas; Jonathan Lewis Johnson, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas
Do Investors Want Firms to be Green? Environmental Performance, Ownership and Stock Market Liquidity | Chitru Fernando, U. of Oklahoma; Norman; Mark P Sharifman, U. of Oklahoma; Vahap Uysal, U. of Oklahoma
Are Some Corporate Sustainability Activities Associated with Greater Financial Payoffs? | Brent Kurapatke, George Mason U.; Nicole Darnall, George Mason U.

840 (Paper Session) - (ONE) Environment, Operations and the Supply Chain
11:30am - 1:00pm Fairmont Chicago: State Room
Chair: Robert D Klassen, U. of Western Ontario
Evaluating Solid Waste Management in SMEs using Parametric and Non-Parametric Efficiency Techniques | James J Cordeiro, State U. of New York, Brockport; Joseph Sarkis, Clark U.; Diego Alfonso Vazquez Brust, BRASS Institute, Cardiff U.; Lori Frater, Cardiff U.; Jeroen Dijkstra, BRASS Institute, Cardiff U.
Determinants of Green Practice Adoption by Logistics Service Providers | Chieh-Yu Lin, Chang Jung Christian U.; Yi-Hui Ho, Chang Jung Christian U.; Cher-Hung Tseng, National Pingtung Institute of Commerce
The Sustainability of Industrial Symbiosis | Brent A McKnight, U. of Western Ontario; Pratima Bansal, U. of Western Ontario

841 (Paper Session) - (PNP) Networks in Policy & Public Administration Domains
11:30am - 1:00pm Fairmont Chicago: Ambassador Room
Chair: Michael Card, U. of South Dakota
Discussant: Branda Nowell, North Carolina State U.
Behind Closed Doors: Diplomatic Network Influence on Decision Making in the UN | Debbie Elizabeth de Lange, Suffolk U.
Resource Tangibility and the Evolution of Public Network Sub-Structures | Keith G Provan, U. of Arizona and Tilburg U.; Kun Huang, U. of New Mexico
When Does Trust Influence Cooperation Effects in Public-private Partnerships? | Zhang Zhe, Xi’an Jiaotong U.; Jia Ming, Northwestern Polytechnical U.; China; Wan Difang, Xi’an Jiaotong U.

842 (Paper Session) - (PNP) Public Administration Discourse & Theory
11:30am - 1:00pm Fairmont Chicago: Regent Room
Chair: Santo D Marabella, Moravian College
Discussant: Laurie N DiPadova-Stocks, Park U.


Section D
MONDAY

843 : (Paper Session) - (RM) Multilevel Data Analysis: Investigating Issues of Size, Agreement, and Dispersion
11:30am - 1:00pm Sheraton Chicago: Superior A and B
Chair: Joshua B. Barbour, Texas A&M U.
Discussant: Janaki Gooty, State U. of New York, Binghamton

844 : (Paper Session) - (SIM) III.CSR & Corporate Citizenship: Structuring & Implementing CSR
11:30am - 1:00pm Fairmont Chicago: Chancellors Room
Chair: Donna J Wood, U. of Northern Iowa
Discussant: Athanasios G. Chymis, Centre for Planning and Economic Research

845 : (Paper Session) - (SIM) II.Ethics & Mgt: Ethical & CSR Engagement in Organizations.
11:30am - 1:00pm Fairmont Chicago: Embassy Room
Chair: Ramon J. Aldag, U. of Wisconsin, Madison
Discussant: Ron Roman, San Jose State U.

Session Details – Monday
Monday 12:30PM

849 (Paper Session) - (TIM) Dynamic Capabilities and Ambidexterity
11:30am - 1:00pm Hyatt Regency Chicago: Starbuck 260
Chair: Giovanni Valenti, Bocconi U.
- The Locus of Innovative Capability: Learning and Forgetting in Biotechnology Research | Amit Jain, INSEAD
-Balancing Exploration and Exploitation for Innovation | Anja Schulze, ETH Zurich; Silke Muehmeier, U. of St.Gallen
Organizational Learning, NPD and Environmental Uncertainty: An Ambidexterity Perspective | Heng Liu, Xi'an Jiaotong U.; Jeffrey Xiaofei Huang, Washington U.
- Untangling the Origin of Dynamic Capabilities: Co-evolutionary Dynamics of Technological Innovation | Sonya H Wen, Tamkang U.; Ji-Ren Lee, National Taiwan U.

850 (Paper Session) - (TIM) Interorganizational Networks, Collaboration and Firm Performance
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 272
Chair: Hongyan Yang, Hong Kong Polytechnic U.
- Why Do We Rework? Organizational Dyadic Interactions and Design Rework in Software Development | Manuel Sosa, INSEAD
- Inventors’ Knowledge Sourcing Behaviors in the Absence of Formal Collaboration Mechanisms | Srikanth Paruchuri, U. of Florida; Micki Eisenman, Baruch College
- Can’t See the Forest for the Leaves: Similarity and Distance Measures for Hierarchical Taxonomies | Robert C. McNamee, Rutgers U.

Monday 1:15PM

853 (AAA) AOM Ethics Committee Meeting
1:15pm - 2:45pm Sheraton Chicago: Parlor B
Organizer: Terese M. Loncar, Academy of Management

854 (Paper Session) - (BPS) Competitive Heterogeneity: Value Appropriation
1:15pm - 2:45pm Hyatt Regency Chicago: Acapulco
Chair: Michael J. Fern, Santa Clara U.
Discussant: Tunji Adegbesan, Pan-African U.
- Frictions, Rivalry and the Emergence of Heterogeneity | Olivier Chatain, Wharton School, U. of Pennsylvania; Peter Zemsky, INSEAD
Business Model Construction: The Importance Of Regime Of Appropriability Strategies | Laure Muselli, Queensland U. of Technology; Stephane A. Tywoniak, Queensland U. of Technology

855 (Paper Session) - (BPS) Strategy Process & Change: Cognition
1:15pm - 2:45pm Hyatt Regency Chicago: Addams
Chair: Sabina Nielsen, Copenhagen Business School
Discussant: dt ogilvie, Rutgers U.
- Managerial Cognition and Business Model Evolution: Lessons from Nokia | Jaakko Aspara, Helsinki School of Economics; Juha-Antti Lamberg, Helsinki U. of Technology; Arjo Lauka, Helsinki U. of Technology; Henriikki Tikkkanen, Helsinki School of Economics
- Towards A Cognitive Model of Effective Strategy Practitioners | Robert Philip Wright, Hong Kong Polytechnic U.; Daniela Patricia Blettner, U. of Southern Mississippi; Richard Soparnot, ESCEM Tours
- Introducing a two-reference point prospect theory into adaptive aspirations: Why satisficing is wise | Songcui Hu, North Carolina U., Chapel Hill; Daniela Patricia Blettner, U. of Southern Mississippi; Richard A Bettis, U. of North Carolina, Chapel Hill
- The Value of Understanding External and Internal Contingencies | Nicolaj Siggelkow, U. of Pennsylvania; Dirk Martignoni, U. of St. Gallen

856 (Paper Session) - (BPS) Innovation & Strategic Renewal: Managerial and Human Capital
1:15pm - 2:45pm Hyatt Regency Chicago: Acapulco
Chair: Jennifer Woolley, Santa Clara U.
Discussant: Preeta Banerjee, Brandeis U.
- Unlocking Value of Heterogeneity: Managerial Social Capital, Partner Diversity, and Firm Innovation | Wouter Stam, Hong Kong U. of Science & Technology; Tom Elffring, VU U. Amsterdam; Gerhard Van de Bunt, VU U. Amsterdam
- Exploratory and Exploitative Search in TMTs: The Role of Search Terrain and Process on Innovation | Qiang Li, U. of Maryland - College Park; Ken G. Smith, U. of Maryland; Patrick
857: (Paper Session) - (BPS) Industry Dynamics: Industrial Economic Theory
1:15pm - 2:45pm Hyatt Regency Chicago: Burnham
Chair: Kate Hughes, Macquarie Graduate School of Management
Discussant: Mike Ryall, U. of Toronto
Market Power, Factor Utilization and Adjustment Costs in US Manufacturing | Panayota Konstantina Kiousis, Southern Methodist U.
Brand Externalities and Intra-Chain Pricing Variation: the Effect of Organizational Form | Arturs Kalnins, Cornell U.
The Strategic Logic of Product Differentiation | Richard Makadok, Emory U.; David Gaddis Ross, Columbia Business School
"When More is NOT Better". Managing Complementors in Platform-Mediated Markets | Carmelo Cennamo, IE Business School; Juan Santalo, Instituto de Empresa Business School

858: (Paper Session) - (BPS) Alliances & Networks: Status, Scope, & Sustaining Alliances
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus G
Chair: Poonam Khanna, Arizona State U.
Discussant: Joanne Oxley, U. of Toronto
Status and Alliance Valuation: A Differential Signaling Perspective | Guoli Chen, INSEAD; Wenpin Tsai, Pennsylvania State U.
Centrality Advantage and the Creation of Distant Ties by Peripheral Firms in Vertical Networks | Hitoshi Mitsuhashi, Keio U.; Lailani Laynesa Alcantara, East Texas Baptist U.; Jung Won Min, Science and Technology Policy Institute
Determinants of Alliance Scope: Agency and Competence Perspectives | Constantinos Lioukas, Rotterdam School of Management, Erasmus U.
Why Offshore Outsourcing Relationships Last: The Role of Relation Specificity and Interest Alignment | Marc Schuерch, PhD student U. of St Gallen; Stephan Manning, Duke U.; Arie Y. Lewin, Duke U.

859: (Paper Session) - (BPS) Corporate Governance: Changes at the Top - Interim CEOs & Dismissals
1:15pm - 2:45pm Hyatt Regency Chicago: Comiskey
Chair: Vilmos F. Misangyi, Pennsylvania State U.
Discussant: Gerry McNamara, Michigan State U.
Fending Knights or Masked Kings: Toward a theoretical framework of interim CEO succession | Xin Liang, U. of Minnesota, Duluth; Sibin Wu, U. of Texas, Pan American; Yanxin Liu, U. of Texas, Pan American; Shujuan Zhang, Northwestern Polytechnical U.
Business Risk, Ownership Concentration, and CEO Dismissal | JinAi Wang, Peking U.; Ming Yu, Peking U.; Zhiwen Zhu, Peking U.
The Board's Decision to Dismiss Reputationally-Compromised Directors | Amanda Cowen, U. of Virginia; Jeremy John Marcel, U. of Virginia

860: (Paper Session) - (BPS) Corporate Effects: Strategic Processes of M&A and Diversification
1:15pm - 2:45pm Hyatt Regency Chicago: Grand C North
Chair: Lisa Chandler, Rensselaer Polytechnic Institute
Discussant: Annette L. Ranft, Florida State U.
Understanding Strategy through Strategic Organizational Practices | Gwyneth Edwards, Concordia U.
What's Your Integration Manager Like? | Satu Päivi Teerikangas, Helsinki U. of Technology; Philippe Very, EDHEC; Vincenzo Pisanò, U. of Catania
Perceiving Perceptions: A Behavioral Model of Investor Reactions to Acquisition Announcements | Mario Schijven, Texas A&M U.
862 JS: (BPS, ENT) Strategic Exit Decisions: Optimal and Otherwise
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus IJ
Chair: Anne Marie Knott, Washington U.
Discussant: Marvin B. Lieberman, U. of California, Los Angeles
The Effect of Markets for Technology and Vertical Integration on Exit, Entry and Price | John de Figueiredo, UCLA
Anderson School of Management; Brian S. Silverman, U. of Toronto
The Impact of capabilities on Divestiture | Brian Wu, U. of Michigan, Ann Arbor
Persistence in an Emerging Industry: The Role of Expectations and Prior Industry | Mary Tripsas, Harvard U.
No Exit: Failure to Exit Under Uncertainty | Anne Marie Knott, Washington U.

863 → JS: (Paper Session) - (CAR) Who We Think We Are: Identity and the Career Experience
1:15pm - 2:45pm Sheraton Chicago: Huron Room
Chair: Madeline M. Crocitto, State U. of New York
Discussant: Sally J. Power, U. of St. Thomas
The Effects of Social Identity on Career Progression: A Study of NCAA Basketball Coaches | Dan Halgin, U. of Kentucky
Networking Configurations and Social Identity Outcomes: An Empirical Model of Networking | Claudia D. Jonczyk, ESCP Europe; Ben M. Bensaou, INSEAD; Charles D. Galunic, INSEAD
Racial Differences in Job Attributes: The Influence of Ethnic Identity and Psychological Capital | Gwendolyn M. Combs, U. of Nebraska, Lincoln; Jakari Griffith, U. of Nebraska, Lincoln; Seung Hoon Jang, U. of Nebraska, Lincoln
Ethnic Identity and Career Experience of Chinese Ancestry Immigrants in Australia | Cynthia Y. Ho, UNSW; Stephen T.T. Teo, U. of Western Sydney; Karen Yuan Wang, U. of Technology, Sydney; Linda F Xie, Citibank China

864 → JS: (CAR, OB, MOC) New Directions in Professional Identity Research
1:15pm - 2:45pm Sheraton Chicago: Chicago 10
Organizer: Holly Slay, Seattle U.
Discussant: Laura Morgan Roberts, Georgia State U.
Accuracy of Protagonist Perceptions in Developmental Networks | Shoshana Dobrow, Fordham U.
Identity Narratives in Occupational Communities | Roxana Barbulescu, McGill U.; Heather C. Vough, McGill U.
Professional Identity: Exits and Entrances | Holly Slay, Seattle U.; Brianna Barker Caza, U. of Illinois, Urbana-Champaign
Professional Identity and Employee Adjustment During Involuntary Employment Transition | Jennifer Tosti-Kharas, San Francisco State U.

865 → CAU: (CAU) Greening and the UN Principles for Management Education
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 281
The practices, processes and behavior of business leaders responsible for putting society “on the brink” had to be learned somewhere. Former Merrill Lynch CEO John Thain did not have a medical condition that dictated the need for a $35,000 commode.
Any objective assessment of where business leadership today acquired their core competencies has to include some of our most prestigious universities.
Organizers: Timothy P. Keane, Saint Louis U.; Martin H. Stack, Rockhurst U.
Participants: Myles P. Garland, Rockhurst U.; Richard Donald Graham, ; Philipp A. Stoebelr, St. Louis U.; Candace Agrella Martinez, Saint Louis U.; George Watson, Southern Illinois U. Edwardsville; Phillip H Phan, Johns Hopkins Carey Business School

866 → CAU: (CAU) Field experiments: Strategies for gaining access, avoiding pitfalls and getting published.
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 284
Organizers: Susan Kochanowski, Manet College; Charles F. Seifert, Siena College
Participants: Gary P. Latham, U. of Toronto; Dov Eden, Tel Aviv U.; Gary Yukl, U. of Albany

867 → CAU: (CAU) Sensemaking research: Where have we been? Where are we going?
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 285
Organizers: Ryan Smerek, U. of Michigan; Peter Bacevice, U. of Michigan
Participants: Daniel A. Gruber, U. of Michigan; Sally Maillits, U. of British Columbia; James Douglas Orton, Project on National Security Reform; Timothy J. Vogus, Vanderbilt U.; Marlys K. Christianson, Rotman School, U. of Toronto

868 →: (Paper Session) - (CM) Advocacy, Argument, Persistence, and Engineering Consent: Strategic Communication Practices in Negotiation
1:15pm - 2:45pm Sheraton Chicago: Erie Room
Chair: Linda L. Putnam, U. of California, Santa Barbara
Preferences, Structure and Influence: The Engineering of Consent | Witold Jerzy Henisz, U. of Pennsylvania
Negotiating for Me, You, and Us: Advocacy as a Moderator of Backlash Against Female Negotiators | Emily T. Amanatullah, U. of Texas at Austin; Catherine Tinsley, Georgetown U.
Getting Past No: Gender and Persistence in Negotiation | Hannah Riley Bowles, Harvard U.; Frank Flynn, Stanford U.
Arguments in First Offers: Negotiation and Persuasion | Joseph Maaravi, Tel Aviv U.; Asya Pazy, Tel Aviv U.; Yoav Ganzach, Tel Aviv U.

869 → JS: (CM, OB) Retribution and Restoration
1:15pm - 2:45pm Sheraton Chicago: Chicago 8
Organizers: Tyler G. Okimoto, Yale U.; Elizabeth Mullen, Stanford U.
Power Influences Preferences for Retributive and Compensatory Justice | Elizabeth Mullen, Stanford U.; Sony

Section D

MONDAY

Zak, Stanford U.; Rosalind M. Chow, Carnegie Mellon U.; Gabrielle Adams, Stanford U. A Theoretical and Meta-Analytic Review of the Forgiveness Nomological Net | Ryan Fehr, U. of Maryland, College Park; Michele J. Gelfand, U. of Maryland; Monisha Nag, U. of Maryland - College Park
Retributive versus Restorative Conceptualizations of Justice and Preferences for Conflict Management | Tyler G. Okimoto, Yale U.; Michael Wenzel, Flinders U. of South Australia; Norman T. Feather, Flinders U. of South Australia; Michael J. Platow, Australian National U.
And Restorative Justice for All: Redemption, Forgiveness, and Reintegration in Organizations | Jerry Goodstein, Washington State U., Vancouver; Karl Aquino, U. of British Columbia

870 ☐: (CMS) Keynote Speaker Charles Mills 1:15pm - 2:45pm Hyatt Regency Chicago: Chicago Chair: Ann L. Cunliiffe, U. of Hull

871 ☐: (Paper Session) - (ENT) Entrepreneurs' Personality and Motivation 1:15pm - 2:45pm Hyatt Regency Chicago: Field Chair: Norris F. Krueger, Max Planck Institute of Economics
Predicting entrepreneurial status and success from personality | Tim Vanhulst, Vrije U. Brussels; Jeroen Joly, Vrije U. Brussels; Roland Pepermans, Vrije U. Brussels
Need for Achievement, Organization Goals, the Fit and Entrepreneurial Persistence | Sibin Wu, U. of Texas, Pan American
Novel Opportunity Exploitation: Impact of Personality, Environment and Uncertainty Avoidance Culture | Lena Lee, National U. of Singapore

872 ☐: (Paper Session) - (ENT) Entrepreneurship and Institutions: National Environments 1:15pm - 2:45pm Hyatt Regency Chicago: Grand D North Chair: Kevin Francis Mole, Warwick Business School
Performance Differentials Between Returnee and Homegrown Entrepreneurs in China | Haiyang Li, Rice U.; Yan Anthea Zhang, Rice U.; Li-An Zhou, Peking U.; Weiying Zhang, Peking U.
Structural Reform and Entrepreneurship | Luis Alfonso Dau, U. of South Carolina; Alvaro Cuervo-Cazurra, U. of South Carolina
Political Capital and Entrepreneurial Reinvestment Decisions | Wubiao Zhou, NTU
Entrepreneurial Decision to Commit Corruption. On the Role of Trust | Vartuhi Tonoyan, Mannheim U.

873 ☐: (Paper Session) - (ENT) Opportunity Formation, Characteristics, and Performance 1:15pm - 2:45pm Hyatt Regency Chicago: New Orleans Chair: Dimo Dimov, U. of Connecticut

A knowledge efficiency approach to opportunity formation and new value emergence | J. Robert Mitchell, U. of Oklahoma; Ronald K. Mitchell, Texas Tech U.; Adam Bailey, Texas Tech U.
De novo firms and modular product architecture | Raja Roy, Tulane U.
The role of threat perceptions for entrepreneurial actions | Nils Plambeck, HEC

874 ☐: (Paper Session) - (ENT) Social and Green Entrepreneurship 1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center W ENT 1 Presented on Panels 14-18
Developing social entrepreneurship research: Dynamic capabilities and CSR | Laura J. Spence, Royal Holloway, U. of London; Richard K. Blundel, Brunel U.
Social Ventures from a Resource-Based Perspective: An Exploratory Study Assessing Ashoka Fellows | Moriah A. Meyskens, Florida International U.; Colleen Post, Abo Akademi U.; Jeffrey Allen Stamp, U. of North Dakota; Alan L. Carsrud, Ryerson U.; Paul D Reynolds, George Mason U.
A Schumpeterian Typology for Green Entrepreneurship Innovation | Mariana J. Lebron, Syracuse U.
In the eyes of the beholder: A stakeholder view of Baumol's theory of entrepreneurial activity | Tracey Eira Messer, Case Western Reserve U.; Latha Poonamallee, Michigan Technological U.

875 ☐: (Paper Session) - (ENT) New and Small Firm Strategy 1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center W ENT 2 Presented on Panels 19-23
Building Competitive Advantage in Early Stage Start-Ups: The Role of Entrepreneurial Capabilities | Paul Richard Steffens, Queensland U. of Technology; Henri Burgers, Queensland U. of Technology/RSM Erasmus U.
Entrepreneurial Orientation and Learning in High and Low-Performing SMEs | Timothy Pett, Wichita State U.; James A Wolff, Wichita State U.
Real Options in Strategic Entrepreneurship | Thomas Brady Harris, Texas A & M U., College Station
Defending emerging market entrepreneurial firms from foreign competitors | Lance Brouthers, U. of Texas at El Paso; Torsten Michael Pieper, Kennesaw State U.; Keith D. Brouthers, King's College London; Jason McNichol, Social Science Research Council; Yan Gao, U. of Texas, El Paso
Session Details – Monday

876 (Paper Session) - (ENT) New Venture Creation
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ENT 3
Presented on Panels 24-30
Discussant: Malgorzata A. Wdowiak, U. of Klagenfurt; Erich J. Schwartz, U. of Klagenfurt; Robert J. Breiteneker, U. of Klagenfurt; Rainer Harms, U. of Twente
Examining the Impact of the Voice-of-the-Consumer in Knowledge Intensive Entrepreneurial Firms | Basil Englis, Berry College; Paula Danskin Englis, Berry College; Aard J Groen, U. of Twente, NIKOS; Peter van der Sijde, Vrije U. Amsterdam
The Effects of Effectual Logic: Nascent Entrepreneurial Performance and Effectuation | William Forster, Lehigh U.
The Role of Economic Institutions in Shaping Entrepreneurial Opportunities | Sean Lux, U. of South Florida
What are the Lessons for Entrepreneurship from Creativity and Design? | Judith Matthews, Queensland U. of Technology
Risk Taking in the Gain Domain: a Predictive Decision Model of New Venture Creation | Yan Li, City U. of Hong Kong
Knowledge Acquisition Modes Within The Entrepreneurial Process: How Do Start-ups Learn? | Shhem Ben Mahmoud-Jouini, HEC Paris; Thomas Paris, HEC School of Management; Sylvain P. Bureau, ESCP Europe

877 (JS: ENT, OB) Multi-level Interdisciplinary Perspectives on Angel Investing Decisions
1:15pm - 2:45pm Hyatt Regency Chicago: Grand B
Organizers: Melissa S. Baucus, U. of Louisville; Juan Florin, U. of New Hampshire
Moderator: Melissa S. Baucus, U. of Louisville

878 (Paper Session) - (GDO) Family Friendly Policies: Effects of Supervision and Impact on Employment Outcomes
1:15pm - 2:45pm Sheraton Regency Chicago: 480
Chair: Beth Ann Livingston, U. of Florida
Discussant: S. Gayle Baugh, U. of West Florida
A Longitudinal Investigation of LMX, Family Supportive Supervision, and Work Outcomes | Jessica Bagger, California State U. Sacramento; Andrew Li, West Texas A&M U.
Work-Life Flexibility, Job Satisfaction & Promotions: Impact of Gender and Lone Parenthood | Alison M. Konrad, U. of Western Ontario; Yang Yang, Wharton School, U. of Pennsylvania
Opting In but Still Losing Out: State Policy and Mothers' Employment | Erin Marie Reid, Harvard U.

879 (Paper Session) - (GDO) Considering the Complexity of Multiple Social Identities
1:15pm - 2:45pm Sheraton Chicago: Ontario Room
Chair: Claudia J. Ferrante, U.S. Air Force Academy
Discussant: Erica Gabrielle Foldy, New York U.
Similarly Across Multiple Identities and Decision Making in Dyads | Avner Ben-Ner, U. of Minnesota; Amit Kramer, U. of Minnesota
Personality Shifts in Response to Cultural Priming as a Function of Bicultural Identity Integration | Aurelia Mok, Columbia U.; Michael Morris, Columbia U.
Becoming a Working Mother: Identity, Efficacy and Re-socialization Following Re-entry | Jamie J. Lodge, Northeastern U.
Sage Dissertation Award
The 'Inauspicious' Interplay of Identity and Work | Jawad Syed, U. of Kent; Omar Hadi, U. of Kent

880 (JS: GDO, OB) New Directions in Studying Group Diversity
1:15pm - 2:45pm Sheraton Chicago: Chicago 9
Coordinators: Jennifer L. Berdahl, U. of Toronto; H. Colleen Stuart, U. of Toronto
The Effects of Laughter on Team Member Affect Under Stress | Golnaz Tajeddin, York U.; Mary J. Waller, York U.; Lorna Doucet, China Europe International Business School; Lu Wang, U. of Illinois, Urbana-Champaign; Sybil Phillips, U. of Illinois, Urbana-Champaign
Modeling Diversity and Stereotyping in Work Groups Over Time | Jennifer L. Berdahl, U. of Toronto; H. Colleen Stuart, U. of Toronto

881 (Paper Session) - (HCM) Learning and Quality in Healthcare Organizations
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV HCM 1
Presented on Panels 63-69
Mapping Networks of Agency: How Seriously Ill Patients Interact with the Health Care System | Kathleen Montgomery, U. of California, Riverside; Stacy Carter, U. of Sydney, Australia; Miles Little, U. of Sydney, Australia
Generating Patient Accounts of Quality Using Photography and Voice | Jon Chilingerian, Brandeis U.; Laura Lorenz, Brandeis U.
Parents, Spouses, and Children of Hospitalized Patients: Evaluation of Nursing Service Quality | Dana Yagil, U. of Haifa; Gil Luria, U. of Haifa; Hanna Admi, U. of Haifa; Yael Eilon, U. of Haifa; Shai Linn, U. of Haifa

Managing Error in Medical Complexity | Katharina Janus, Columbia U.; Xi Zou, Columbia U.

Did We Learn Everything We Need to Know in School? A Study of Learning in Healthcare Organizations | Amy K. Yarbrough, U. of Alabama at Birmingham

Applying Shared Mental Model Theory to Health System Integration: A Framework for Improvement | Jenna M. Evans, U. of Toronto

Organizational Learning in the Context of Hospital Infection Prevention | Pavan Rangachari, Medical College of Georgia

882: (Paper Session) - (HCM) Patient Centered Care: Making it Really Happen
1:15pm - 2:45pm Swissôtel Chicago: Vevey Salon 4
Chair: Margarette Arndt, Clark U.
Discussant: Andrew N. Garman, Rush U.

Patient, Staff, and Physician Satisfaction: A New Model, Instrument, and Implications | Anne S. York, Creighton U.; Kim A McCarthy, Creighton U.

The Patient Experience: Tests of a Theoretical Model of Patient-Centered Care | Cheryl Rathert, U. of Missouri; Ghadir Ishqaidef, U. of Kansas

Empowering Patients Through Service Design | Claudia Steinke, U. of Victoria
Winner of HCM Division Best Paper Based on a Dissertation Award

A Politeness Theory Analysis of Physician-Patient Interaction - A Pediatrics Department Case Study | Chun-Po Yin, Kaohsiung Municipal Haiching Vocational High School of Technology and Commerce; Ching-Wen Hsu, Cheng-Shiu U.; Cecilia I. Lin, National Sun Yat-sen U.; Yuan-Teh Huang, Tainan Hospital Department of Health, Executive Yuan

HCM Best Theory-to-Practice Paper Nominee

883: (Paper Session) - (HR) The Internal Workings of Human Resource Management Systems
1:15pm - 2:45pm Sheraton Chicago: Sheraton 3
Chair: Sven Kepes, Virginia Commonwealth U.
Discussant: Jeffrey B. Arthur, Virginia Polytechnic Institute

Understanding Human Resource Systems:
- Conceptualizing How the Parts Work Together | Kai Feng Jiang, Rutgers U., Dept. of HRM; Mee Soon Kim, Rutgers U.; SPAA; Kyongji Han, Rutgers U., Dept. of HRM; David P. Lepak, Rutgers U.; Ying Hong, Rutgers U.; Andrea Kim, Rutgers U.; SPAA; Anne-Laure Pelissier Winkler, Rutgers U.
- General versus Targeted HR Systems: Striving for Accuracy and Generalizability | Ying Hong, Rutgers U.; Andrea Kim, Rutgers U., SPAA; Anne-Laure Pelissier Winkler, Rutgers U.; Kai Feng Jiang, Rutgers U., Dept. of HRM; Mee Soon Kim, Rutgers U., SPAA; Kyongji Han, Rutgers U., Dept. of HRM

Strategic Human Resource Management and Supply Chain Orientation | Mark L. Lengnick-Hall, U. of Texas, San Antonio; Cynthia A. Lengnick-Hall, U. of Texas, San Antonio; Carolee Maureen Riggsbee, U. of Texas at San Antonio

884: (Paper Session) - (HR, IM) International Human Resource Management in Hybrid Cultural Environments
1:15pm - 2:45pm Sheraton Chicago: Missouri Room
Chair: Chris Brewster, U. of Reading
The Organizational Culture of Multinational Companies’ Subsidiaries in Mexico | Andreas M Hartmann, Tecnologico de Monterrey
Best Practices in HRM Policy Transfer: From a Mexican Subsidiary to the German Holding Company | Laura Zapata-Cantu, Tecnologico de Monterrey; Jacobo Ramirez, Tecnologico de Monterrey

A Model of Workforce Diversity Policy Transfer: Data from Foreign Subsidiaries in Spain | Lourdes Susaeta, IESE Business School; Maria Jesus Belizon, IESE Business School

Human Resource Management and Stakeholder Theory in Latin America | Anabella Davila, Tecnologico de Monterrey; Marta M. Elvira, IESE Business School
Participants: Anabella Davila, Tecnologico de Monterrey; Marta M. Elvira, IESE Business School; Andreas M Hartmann, Tecnologico de Monterrey; Laura Zapata-Cantu, Tecnologico de Monterrey; Jacobo Ramirez, Tecnologico de Monterrey; Lourdes Susaeta, IESE Business School; Maria Jesus Belizon, IESE Business School

885: (IM) Universal v. Indigenous Theory: The Future of International Management Research
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal B
Chairs: Yunxia Zhu, U. of Queensland; Gavin Jack, La Trobe U.
Participants: David A. Whetten, Brigham Young U.; Jay B Barney, Ohio State U.; Mary Yoko Brannen, INSEAD/ San Jose State U.; Craig Prichard, Massey U.; Kulwant Singh, National U. of Singapore

886: (Paper Session) - (IM) MNC Interactions with Institutions
1:15pm - 2:45pm Hyatt Regency Chicago: McCormick
Chair: Daya Shanker, Deakin U.
Discussant: Lilach Nachum, Baruch College

Institutional Distance, Organizational Legitimacy, and Foreign Acquisition Performance in the US | Daniel Rotting, California State U. Long Beach; Taco Reus, Rotterdam School of Management, Erasmus U.

Helping Cross-Border Managers Estimate Host-Country Institutional Maturity and Corruption Levels | Joao Neiva De Figueiredo, Saint Joseph’s U.

Multinationals as Agents of Institutional Diffusion | Peter M. Madsen, Brigham Young U.

Country Institutional Environments and Multinational Advantage | Mehmet Erdem Genc, Baruch College; Xavier Castaño, U. of Lausanne

887: (Paper Session) - (HR, IM) Career Ups and Downs
1:15pm - 2:45pm Hyatt Regency Chicago: Soldier Field
Chair: Sully Taylor, Portland State U.
Discussant: Stephanie Hurt, Meredith College

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Session Details – Monday

1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 2

Knowledge Transfer and Thresholds in Multinational Knowledge Transfer Cost, Competition and the
Further Exploring the Causes of Short-termism in Emerging Countries | MINH TRAN DUC, IBM; Valerie Claude-Gaudillat, Audencia Nantes School of Management

1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 1

Knowledge Transfer Cost, Competition and the Geographic and Organizational Boundaries of MNEs | Nicole Adler, Hebrew U.; Niron Hashib, Hebrew U.

Moving beyond Replication: Toward a Typology of Knowledge Transfer Modes | Rajiv Nag, U. of Arkansas, Fayetteville; Ru-Shiun Liu, U. of Arkansas, Fayetteville

I learned More than I Taught: The Hidden Dimension of Learning in Knowledge Transfer | Fang Chen, U. of Manitoba; Hari Bapuli, I. H. Asper School of Business; Bruno Dyck, U. of Manitoba; Xiaoyun Wang, U. of Manitoba

Knowledge Transfer and Thresholds in Multinational Corporations | Christian Geisler Asmussen, Copenhagen Business School; Nicolai Foss, Copenhagen Business School; Torben Pedersen, Copenhagen Business School

1:15pm - 2:45pm Hyatt Regency Chicago: Wrigley 888

Further Exploring the Causes of Short-termism in Emerging Economies | Koyuncu, State U. of New York, Oswego; Yi-Chen Chen, National Chengchi U.; Kevin Hsiao, National Kaohsiung University of Applied Sciences

Exploring Patterns of Absorptive Capacity in the Banking and Finance Industry | Timothy F. O’Shannassy, RMIT U.

Perceived Strategic Uncertainty and Strategy Formation Mode Among SMEs in Emerging Economies | Scott Bruce Droge, Western Kentucky U.; Matthew R. Marvel, Western Kentucky U.

1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 4

Psychological Processes in Comparative Judgment | Laura Singleton, Boston College

A Timely High Capability Case Study from the Banking and Finance Industry | Timothy F. O’Shannassy, RMIT U.

Anchoring, Comparative, and Collaborative Judgments | Allard C.R. Van Riel, U. of Liége

4:00: (Paper Session) - (IP) Green Management and Individuals

1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 3

At the Heart of Green Management: A Test of the Effect of Emotion on Pro-environmental Behavior | Sally V. Russell, Griffith U.; Neal M. Ashkanasy, U. of Queensland

The Consequences of Distributed ‘Green’ Game Design: A Sensemaking Perspective | Patrick K Stacey, Imperial College Business School; Joe Nandhakumar, U. of Warwick; Andrew D. Brown, U. of Bath

1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 3

Recruiting Environmentally Responsible Applicants | Stanley McGully, Rutgers U.; Jean Phillips, Rutgers U.; Bill Castellano, Rutgers U.; Kyongji Han, Rutgers U., Dept. of HRM

A 2-stage Model of Anchoring Effects | Ruth V. Best, Imperial College Business School; Richard Charles Insinga, Audencia Nantes School of Management

1:15pm - 2:45pm Hyatt Regency Chicago: Grand E Table 3

How to Manage an Overconfident Newsvendor | David C Croson, Southern Methodist U.; Rachel Croson, U. of Texas at Dallas; Yufei Ren, U. of Texas at Dallas

The Limited Wisdom of Dyads: Naïve Realism, False Consensus, and Failure to Benefit from Aggregation | Varda Liberman, Interdisciplinary Center Herzliya; Julia Alexandra Minson, Stanford U.; Christopher Bryan, Stanford U.; Lee Ross, Stanford U.

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| **894**: (Paper Session) - (IP) **Knowledge Sharing: Transfer, Flow and Exchange**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 2  
Facilitator: Deirdre McCaughey, Pennsylvania State U.  
- **IM**: When Being the Only One Hurts: The Effects of Team Dispersion and Configurations on Knowledge Flows  
  Katharina J. Raab, WU Vienna; Björn Ambos, WU Vienna  
- **IM**: Knowledge Transfer in an International Context: The how and why across organizational boundaries  
  Frederic Prevot, Euromed Marseille Business School; Robert Spencer, Euromed Marseille Business School  
- **OM**: New Product Development Flexibility from the KBV: The Mediating Role of Information Sharing  
  Ying Liao, Meredith College; Jane E. Barnes, Meredith College  
- **TIM**: Competing Explanations for Knowledge Exchange: Technology Sharing in the Dispersed R&D of the MNE  
  Prescott C. Ensign, U. of Ottawa  
**BPS**: Competitive Advantages Through The Strategic Use Of Training: The Role of Top Management Teams  
Kevin J. Hurt, U. of Texas Pan American

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| **895**: (Paper Session) - (IP) **Understanding the Management of Emergency Response**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 3  
Facilitator: Peter Groenewegen, VU U. Amsterdam  
- **PNP**: Red, white and blue: organizational fragmentation of the Emergency Response Rooms in Amsterdam  
  Peter Groenewegen, VU U. Amsterdam; Kees Boersma, VU U. Amsterdam; Pieter Wagenaar, VU U. Amsterdam  
- **PNP**: Building the Disaster State: Disaster Relief from the Founding to the Twentieth Century  
  Patrick Roberts, Virginia Tech  
- **PNP**: Improvisation and learning in an emergency response agency  
  Hyun Hee Park, U. at Albany, SUNY, Dong Chul Shim, State U. of New York, Albany  
- **PNP**: The Cultural Moment: The Department of Defense during Hurricane Katrina  
  Donald P. Moynihan, U. of Wisconsin, Madison

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| **896**: (Paper Session) - (IP) **Further Perspectives on Learning**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 4  
Facilitator: Pablo Martin de Holan, IE and INCAE  
- **MED**: Action Learning Research: A Systematic Review and Conceptual Framework  
  Yonjoo Cho, Indiana U., Bloomingtom; Toby Marshall Egan, Texas A&M U.  
- **MOC**: Conversational Learning and Performance: Interpreting Great Strategic Conversations  
  Ann Kowal Smith, Case Western Reserve U.; David A Kolb, Case Western Reserve U.  
- **TIM**: Depth, Breadth, and Diversity: Experiential Learning and Knowledge Creation in Drug Development  
  Michael J. Mannor, U. of Notre Dame

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| **897**: (Paper Session) - (IP) **Legitimacy in Context: New Ventures and Across Cultures**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 1  
Facilitator: Dawn R. DeTienne, Colorado State U.  
- **ENT**: The Importance of appearance: Visual symbols and entrepreneurial legitimacy  
  Jean Siobhan Clarke, Leeds U.  
- **ENT**: Legitimacy and New Venture: Empirical Evidence from Kauffman Firm Survey  
  Tang Wang, U. of Missouri at Kansas City; Lisa Z. Song, U. of Missouri at Kansas City; Michael Song, U. of Missouri - Kansas City  
- **OM**: Loose Coupling and Contagion of Legitimacy: Legitimation of Korean Religious Organizations 1972-1986  
  Sunhyuk Kim, SKK GSB.; Kiwon Jung, Yonsei U.; Dongyoub Shin, Yonsei U.; Dongjun Kim, Yonsei U.; Sunyoung Catherine Cho, Yonsei U.  
**BPS**: Multidimensionality of Legitimacy during Institutional Change – the Bulgarian Wine Industry  
Sylvaine Castellano, IAE Toulouse; Olga Ivanova, EDHEC  
- **IM**: Mapping the Cultural Schemata of Religio-Cultural Actors: A Methodological Note  
  Matthew C. Mitchell, U. of South Carolina

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| **898**: (Paper Session) - (IP) **Applying Real Options Theory**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 2  
Facilitator: Sandip Basu, California State U. East Bay  
- **HR**: Applying Real Options Theory to HRM: An Empirical Study of IT Software Firms in India  
  Sanghamitra Sanjay, Indian Institute of Management, Calcutta; Prodip Kumar Sett, Indian Institute of Management, Calcutta  
- **BPS**: Shareholder Valuation of Foreign Expansion Using Real Options Logic  
  Joshua Sears, U. of Illinois at Urbana-Champaign  
- **BPS**: Selective, Deliberate, and Diligent: Strategic Decision-Making in Response to Emerging Uncertainties  
  Ronald Klingebiel, U. of Cambridge

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| **899**: (Paper Session) - (IP) **Examining the Chinese Context**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 3  
Facilitator: Yan Xie, Xi’an Jiaotong U.  
- **BPS**: The Development of a Process Model of Self-Rejuvenating Capability: Chinese Approach to Managing Fit  
  Adela Chen, U. of Georgia; Shan-Ling Pan, National U. of Singapore; Cheng Zhang, Fudan U.; Zhiyu Cui, Fudan U.  
- **IM**: Chinese Firms’ FDI Mode Choices: The Effects of Firm Types and Chinese Government Financial Supports  
  Quonyong Xie, U. of Agder  
- **IM**: Organization’s Acculturation Process: An Exploration from Spanish Firms in China  
  Yingying Zhang, CUNEF, Complutense U. of Madrid; Chad Albrecht, Huntsman School of Business, Utah State U.  
- **BPS**: The Contingent Value of Group Affiliation and Firm Governance: Evidence from China and India  
  Deeksha A Singh, National U. of Singapore

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| **900**: (Paper Session) - (IP) **Resource-Based View**  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 4  
Facilitator: Ana Cristina O Siqueira, U. of Cambridge and MIT
Session Details – Monday

650: Strategic Mentoring: A Resource-Based Perspective
David Zoogah, Morgan State U.

650: A Capacity-Flow-Stock Model of the Firm: An Elaboration of the Resource-Based View
Dovev Lavie, Technion Israel Institute of Technology; Avi Fiegbaum, Technion Israel Institute of Technology

650: What do we really know about the RBV? A call to improve the link between theory and method
Scott L. Newbert, Villanova U.

650: Network Embeddedness, Resource Synchronization, and Bargaining Power in Strategic Alliances
R. Michael Holmes Jr., Louisiana State U.; Tim R. Holcomb, Florida State U.

901: (Paper Session) - (IP) Perspectives on Research Design
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: Eliezer Geisler, Illinois Institute of Technology

RM: Phenomena-based Research in Management and Organization Science: Towards a Research Strategy
Georg von Krogh, ETH Zurich; Cristina Rossi Lamastra, Politecnico di Milano; Stefan Haefliger, ETH Zurich

OMT: Exploring How Organizational Structure and Environment Affect Response to Survey Design Features
Ashley Bowers, U. of Michigan

RM: Response Rates in Organizational Research: Towards a Standardized Practice
Mindry Krischer, U. of Houston; Christiane Spitzmueller, U. of Houston

902: (Paper Session) - (IP) Creativity and Innovation
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: Jordi Comas, Bucknell U.

CM: Phenomena-based Research in Management and Organization Science: Towards a Research Strategy

TOM: Definition of innovation - The complexity of nonassembled products
Olavi Herman Uusitalo, Tampere U. of Technology

ENT: Positive Affect, Creativity, and Innovation in New Ventures: A Moderated Mediation Model
Robert Baron, Rensselaer Polytechnic Institute; Jintong Tang, Saint Louis U.

MOC: Reasoning About Novelty: Modeling Coherence Given Arbitrary Logical Relations
Timo Ehrig, Max Planck Institute for Mathematics in the Sciences; Louis Kauffman, U. of Illinois at Chicago

OB: A Theory of Creative Insight in Organizations: Connecting Context and Cognition
R. Jeffrey Wylie, Queen’s U.

TOM: Boomerang Effects of Networked Ideas
Dirk Deichmann, Rotterdam School of Management, Erasmus U.

903: (Paper Session) - (IP) Exploring Organizational Citizenship Behavior
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: Paul V. Martorana, U. of Texas, Austin

OB: Beyond Organizational Citizenship: Toward a Multilevel Model of Team Citizenship Behavior
Ning Li, Texas A&M U.; Bradley L. Kirkman, Texas A&M U.; Christopher O. L. H. Porter, Texas A&M U.

OB: From Organizational Justice to OCBs: The Moderating Effects of Informational Justice
Xiaoye Wang, Hong Kong U. of Science and Technology; Seokhwa Yun, Seoul National U.; Emily M. Nason, Hong Kong U. of Science and Technology

OB: Values as Predictors of Individual- and Group-Level Organizational Citizenship Behaviors

HR: Exploring citizenship behavior and performance evaluations in a test of attribution theory
Daniel Gregory Bachrach, U. of Alabama; Brian J. Collins, U. of Southern Mississippi

904: (Paper Session) - (IP) Motivational Work Design
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: Achim Schmitt, Columbia Business School

MOC: Enthusiastic About a Job? Meaningfulness Making at Work
Tim Vuori, Helsinki U. of Technology; Elna San, Helsinki U. of Technology; Mari Kira, Helsinki U. of Technology

HR: Performance management and proactivity: The mediating role of work characteristics
Karina van de Voorde, Tilburg U.; Luc W. Dorenbosch, TNO Work & Employment; Marc Van Veldhoven, Tilburg U.

SIM: Meaningful Work and the Good Life:A Framework for Understanding Meaningful Work
Christopher Michaelson, U. of St. Thomas-Opus College of Business

905: (Paper Session) - (IP) Diversity in Teams: Processes and Effects
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: Christopher O. L. H. Porter, Texas A&M U.

CM: Triggering faultline effects in teams: The role of bonding, breaching and bridging social ties
Hong Ren, U. of Wisconsin-Milwaukee; Barbara Gray, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.

MOC: Value Dissimilarity and National Dissimilarity in Teams: The Role of Distinctiveness and Congruence
Danielle Cooper, U. of North Texas

OB: The Curvilinear Relationship of Workgroup Diversity and Inter-group Relations in China and U.S.
Yan Zhang, Peking U.

OB: Harmony in diversity: Constructing commonalities and differences in cross-disciplinary teams
Vanessa Pouthier, Northwestern U.

OCIS: The Effects of Diversity and Communication Media on Conflict and Cohesion in Teams
Anita D. Bhappu, U. of Arizona; Robert G Giambatista, Lehigh U.; Rena Shifrin, U. of Arizona

906: (Paper Session) - (IP) Strategic HRM and Human Capital
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: Rhett Andrew Brymer, Texas A&M U.

HR: What Does Strategic Human Resource Management Mean? The Case for a Practice Perspective
Stephanie Kaudela-Baum, Lucerne School of Business; Nada Endrissat, U. of Applied Sciences Bern

HR: Comparative Perspectives of HR and Middle Managers on Their Relationships and Firm Performance
Yu-Shan Hsu, U. of Wisconsin Milwaukee; Yu-Ping Chen, U. of
Wisconsin Milwaukee; Felix Wai-Kwong Yip, Yantian International Container Terminals Ltd (YICT)


907: (Paper Session) - (IP) Exploring the Role of Expatriates
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: Craig R. Littler, St. Andrews U.
- IM: The Role of Host Country Nationals in Ensuring Expatriate Effectiveness | Ashish Mahajan, U. of Windsor

908: (Paper Session) - (IP) Organizational Values
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: Yusuf S. Sidani, American U. of Beirut
- BPS: The Dynamics of Values in Organizations | Humphrey Bourne, U. of Bristol; Mark Jenkins, Cranfield U.
- IM: Value Identification and Appropriation Processes in International Joint Ventures | Yi Sun, Guanghua School of Management, Peking U.; Xin Chen, Peking U.
- SIM: Corporations, the Poor and Value Analysis: To Serve and Be Served? | Kamala Gollakota, U. of Redlands; Vipin Gupta, Simmons School of Management

909: (Paper Session) - (MC) Consulting Approaches to Learning and Change
1:15pm - 2:45pm Hyatt Regency Chicago: Hong Kong
Chair: Marc Bonnet, ISEOR, U. of Lyon 3
Discussant: Larry M. Starr, U. of Pennsylvania
- DEMAGOGUE TO DIALOGUE: Consultations with Leaders Under Fire | Alan Goldman, Arizona State U.
- “Listening to the Managers” – Managers as Co-producers of Management Knowledge | Claudia Groß, U. of Nijmegen; Stefan Heusinkveld, Radboud U. Nijmegen; Jos Benders, Radboud U. Nijmegen
- Intervention and Organizational Change: Building Organizational Change Capacity | Anthony F. Buono, Bentley U.; Kenneth W. Kerber, Kerber & Associates

910: (Paper Session) - (MED) Organizational and Management Learning: Applications of Theories
1:15pm - 2:45pm Hyatt Regency Chicago: Buckingham
Chair: William J. Heisler, Troy U.
Discussant: Michael J. Provitera, Barry U.
- Organizational Learning in a Global Context | Helen Shipton, Aston U.; Erik Mooi, U. of Aston
- Reflexivity as a Threshold Concept: Troublesome Understanding | Paul Hibbert, Strathclyde U.

911: (Paper Session) - (MED, IM) Sustainable Business Solutions for Poverty Alleviation: Innovations in Management Education
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus KL
- Bringing the Base of the Pyramid to the Classroom | Ted London, U. of Michigan
- Food for Thought: Educational Innovations For Sustainable Development | Oana Branzei, U. of Western Ontario
- Presenter: Oana Branzei, U. of Western Ontario

912: (MHI) Finding the Hawthorne Relay Assembly: Ladies: A Tribute to Al Bolton
1:15pm - 2:45pm Swissôtel Chicago: St. Galten Salon 1
Chair: Julia Teahan, Baker College
- The Effect of Follower Affect and Organizational Commitment on the Perception of Distant Leadership | Boram Do, KAIST; Seung-Yoon Rhee, KAIST; Hyewon Park, Business School of Korea U.
- Emotional Contagion and Emotional Transitions: How Are Changing Emotions ‘Caught’ | Allan Filipowicz, INSEAD; Shimul Miani, U. of Pennsylvania
- Taking the Reins: Effects of Incoming Leader Status and Style on Perceptions and Performance | Stephen Sauer, Clarkson U.
- Subordinate Stewardship: Its Leadership Antecedents and Governance Consequences | Subodh P. Kulkarni, Howard U.; Naranjan Ramamoorthy, U. of Houston, Victoria
- The Role of Shame in Motivation | Philip Gordon Stiles, Cambridge U.
Session Details – Monday

Monday

1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV MOC 2
Presented on Panels 41-44

Friend or Foe: Effects of Competitiveness and Status Level on Interactions among Group Members | Sandra Spharato, Cornell U.; Nathan Petit, Cornell U.; Stephen Sauer, Clarkson U.
The Effect of In-Group and Out-Group Tie Strengths on the Perception of Organizational Justice | Seung-Yoon Hhee, KAIST; Hyewon Park, Business School of Korea U.
Facilitating High Quality Idea Evaluation Using Telescoping | Min Basadur, McMaster U.; Timothy Mark Basadur, U. of Illinois at Chicago; Frederik Beuk, U. of Illinois at Chicago

1:15pm - 2:45pm Hyatt Regency Chicago: Truffles

The Impact of Intuition on Motivation: The Flow Theory Perspective | Claudia Kuhnle, Mannheim U.; Marta Sinclair, Griffith U.

1:15pm - 2:45pm Sheraton Chicago: Colorado Room

Maximizing the Triple Bottom Line & Spiritual Leadership: The CEL Story | Louis W. (Jody) Fry, Tarleton State U.; Lynne Sedgmore, Centre for Excellence in Leadership; Yochanan Altman, London Metropolitan U.; Frank Bournoirs, U. of Pantheon Assas Paris II
Hubris or Humility: Cautions Surrounding the Construct and Self-Definition of Authentic Leadership | Glenna Chang, Seattle Pacific U.; Margaret Diddams, Seattle Pacific U.
Spirituality and Strategic Leadership: The Influence of Spiritual Beliefs in Decision Making | Kelly A Phipps, U. of Nebraska, Lincoln

1:15pm - 2:45pm Sheraton Chicago: Arkansas Room

Organizational Commitment and Well-Being: A Longitudinal Study | Alexandra Panaccio, HEC Montreal; Christian Vandenbergh, HEC Montreal
Profiles of Commitment: A Multidimensional Perspective | Laura J. Stanley, U. of Georgia; Robert J. Vandenbergh, U. of Georgia; Christian Vandenbergh, HEC Montreal; Kathleen Benten, U. of Quebec at Montreal
A Self-Identification Approach to Organizational Commitment | Anyi Chung, National Sun Yat-sen U.; I-Heng Chen, National Sun Yat-sen U.; Ying-Tzu Lin, National Sun Yat-sen U.; Amber Yun-Ping Lee, National Sun Yat-sen U.; Hsien Chun Chen, National Sun Yat-sen U.
Shift Happens: Understanding Commitment Shifts in Mergers and Acquisitions | Byron C. Clayton, Case Western Reserve U.

1:15pm - 2:45pm Sheraton Chicago: Colorado Room

The Role of Work-Family Balance in Organizational Citizenship Behaviors | Dawn S. Carlson, Baylor U.; K. Michele Kacmar, U. of Alabama; Joseph Grzywacz, Wake Forest U.; Merideth Ferguson, Baylor U.; Bennett J. Tepper, Georgia State U.; Dwayne Whitten, Texas A&M U.
The Role of Significant Other Perspectives of Work-Family Conflict on Employee Work Outcomes | Maria Baskerville Watkins, Northwestern U.; Run Ren, Longwood U.; Wendy R. Boswell, Texas A&M U.; Maria Carmen Triana, U. of Wisconsin, Madison; Asghar Zardkoohi, Texas A&M U.
MONDAY

Section D

920 | (OB) Service and Organizational Justice: New Directions
1:15pm - 2:45pm Sheraton Chicago: Mayfair Room
Chair: Robert C. Ford, U. of Central Florida
Discussant: S. Douglas Pugh, U. of North Carolina, Charlotte
David Douglas Walker, U. of British Columbia; Daniel Starlacki, U. of British Columbia; Danielle van Jaarsveld, U. of British Columbia
Joel M. Evans, U. of Arizona; Stephen Gilliland, U. of Arizona
When Customers are Rude, Employees Pay the Costs | Employees Sabotaging the Customer for Unfair Treatment | Service Providers Responses to Unfair Customer Treatment | Fairness is a Three Way Street
Robert Folger, U. of Central Florida; Robert C. Ford, U. of Central Florida

921 | (Paper Session) - (OB) Teams: Coming Together or Coming Apart?
1:15pm - 2:45pm Sheraton Chicago: Mississippi Room
Chair: Kenneth Lee Bettenhausen, U. of Colorado Denver
Discussant: Laurie R. Weingart, Carnegie Mellon U.
To Approach or Avoid Dissenting Newcomers: The Influence of Newcomers on Team Performance | Floor Rink, Groningen U.; Naomi Ellemers, Leiden U.
Social and Task Cohesion in Face-to-Face and Computer-mediated Communication Groups (WITHDRAWN) | Yuhyung Shin, Sungkyunkwan U.
When and How Does Norm-Based Peer Control Affect the Performance of Self-Managing Teams? | Bart A. de Jong, VU U. Amsterdam; Katinka Monica Bijlsma-Frankema, VU U. Amsterdam

922 | (Paper Session) - (OB) Leader Emergence
1:15pm - 2:45pm Sheraton Chicago: Ohio Room
Chair: Roya Ayman, Illinois Institute of Technology
Discussant: John Humphreys, Texas A&M U. - Commerce
When Is LMX Instrumental to Leader Emergence? A Cross-Level Moderation Analysis | Zhen Zhang, Arizona State U.; Zhen Wang, Chinese Academy of Sciences; David Waldman, Arizona State U.; Kan Shi, Chinese Academy of Sciences
The Two Faces Conceptualization of Conscientiousness and Leadership Emergence | Sophia Vladimirova Marinova, U. of Illinois, Chicago; Henry Moon, London Business School
Uncovering the Role of Emotional Abilities in Leadership Emergence - a Social Network Approach | Cecile Emery, U. of Lugano
Hierarchy, Trust, and Control: A Structurational Approach to Leadership Emergence in Organizations | Alexander Mathew, Indian School of Business; Ajay Thomas Abraham, Indian School of Business

923 | (JS, OB, CM, MOC) Disturb in Organizations: Empirical Developments
1:15pm - 2:45pm Sheraton Chicago: Sheraton 2
Chair: Marie S. Mitchell, U. of Nebraska
Discussant: Jone L. Pearce, U. of California, Irvine
Intuitive Disturb: An Exploratory Study | Sandra L. Robinson, U. of British Columbia; Eiston Lo, U. of British Columbia
Unforgivable--and Unforgettable: Deep Wounds and the Dynamics of Disturb | Robert Bies, Georgetown U.
The Challenges of Separating (and Calibrating) the Trust and Disturb Constructs | Roy J. Lewicki, Ohio State U.

924 | (JS, OB, MOC) Snap, Crackle, Pop! Energy and Passion in Organizations
1:15pm - 2:45pm Sheraton Chicago: Sheraton 1
Organizers: Dana McDaniel, U. of California, Irvine; Spencer Harrison, Boston College
Passion for one’s work: Construct, measurement, and empirical validation | Kimberly H. Perttula, California State U. Dominguez Hills
Dirtbags, dawnpatrols, and dogs: The role of passion in organizing and normative control | Spencer Harrison, Boston College; Kevin G. Corley, Arizona State U.
Toward an integrative model of energy at work | Chak Fu Lam, U. of Michigan, Ann Arbor; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
Energizer bunny or wet blanket? The social processes of emotional energy in organizations | Dana McDaniel, U. of California, Irvine

International-oriented | Theme-oriented | Research-oriented | Visual Presentation | Best Paper Proceedings

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Crafting and Recrafting Perceptions of Fit: Narratives <i>n</i> In Medias Res <i>n</i> | Abbie J. Shipp, Texas A&M U.; Karen Jansen, U. of Virginia

Fit as Wellness, Misfit as Illness | Jon Billsberry, Coventry U.

Perceived Person-Organization Fit: Moving Beyond Correspondence-Based Explanations | Todd C. Damold, Creighton U.

Discussant: Johannes Rüegg-Stürm, Creighton U.

Chair: Yvonne Ehrlich, IBM

The Impact of Awareness and Accessibility on Expertise di Milano
Georgia Institute of Technology; U. of Hawaii at Manoa

Individual Emotion and Contextual Influences | Jesse King, U. of Oregon (Paper Session) - (ODC)

Change Fatigue: Development of a Change Construct and Managing the Downside Effects of Organizational Change | Robert M Sloyan, Benedictine U.

The Value of Trust in Implementing Organizational Design Capabilities of a Customer-centric Strategy | Jean-Francois Rosa, HEC Montreal; Curt Moore, Texas Christian U.; Barry A Macy, Texas Tech U.

The Co-Evolution of Social Networks And Software Structures In Open- And Closed-Source Projects | Francesco Merlo, Politecnico di Milano; Sandra Slaughter, Georgia Institute of Technology; Chiara Francalanci, Politecnico di Milano

Chair: Veronica Martinez, Cranfield U.


Are Employees Committed to a Change From the Beginning? The Role of Uncertainty and Climate | Chih-Hsun Chuang, Tamkang U.; Joung-Liang Lan, TVGH; Jin-An Huang, TVGH; Yuh Yau, TVGH

Gasoline Prices and the American Auto Industry: Repeated Environmental Shocks in a Unique Framework | Doug Chun, U. of Hawaii at Manoa; Nolan Kido, U. of Hawaii at Manoa

Recursive Change - Changing Change During a Hospital Merger | Harald Heinz Tuckermann, U. of St. Gallen; Johannes Rüegg-Stürm, U. of St. Gallen

Chair: Jane V. Wheeler, Bowling Green State U.

Discussant: Consuelo Luisa Waight, U. of Houston

Managing the Downside Effects of Organizational Changes in Fast Moving Service Environments | Jun Ye, U. of Oregon; Jesse King, U. of Oregon

Perceived Need for Organizational Change: A Test of Individual Emotion and Contextual Influences | Gregory D Hammond, Air Force Institute of Technology; Dean Vitale, Air Force Institute of Technology; Alfred E. Thal Jr., Air Force Institute of Technology

Chair: Tyler Earle Wry, U. of Alberta

When Does Decoupling Work? Stakeholder Characteristics and the Adequacy of Cosmetic Compliance | Donal Crilly, INSEAD; Maurizio Zollo, Bocconi U.; Morten Hansen, INSEAD
Session Details – Monday

932: (Paper Session) - (OMT) Legitimating and Using Network Ties
1:15pm - 2:45pm Hyatt Regency Chicago: DuSable

Chair: Atul Teckchandani, UC Berkeley

The Legitimacy of Market Relations: Formalization, Professionalization, and the Dynamics of Networks | Helena Buhr, U. of Michigan

Interorganizational Relations and Organizational Members' Prior Education and Employment Networks | Christopher I. Rider, Emory U.

Managerial Ties in China: The Roles of External Resource Exploitation and Environmental Turbulence | Gang Wang, Xi'an Jiaotong U.; Xu Jiang, Xi'an Jiaotong U.; Changhong Yuan, Xi'an Jiaotong U.

Constructing and Using Social Networks: A Regulatory Focus Perspective | Xi Zou, Columbia U.

933: (OMT) Decay, Death, and Rebirth of Networks and Network Ties
1:15pm - 2:45pm Hyatt Regency Chicago: Gold Coast

Organizers: Daniel Z. Levin, Rutgers U.; Jorge Walter, Portland State U.

Discussants: Ranjay Gulati, Harvard U.; Ray Reagans, Carnegie Mellon U.

Network Plasticity, Aggregation Dynamics, and the Embeddedness of Organizational Innovation | Jason Davis, Massachusetts Institute of Technology

Tie Portfolios, Tie Interdependence, and the Emergence of Churning Ties | Todd Zenger, Washington U.; Sergio Giovannetti Lazzarini, Insep Institute of Education and Research


934: (Paper Session) - (OMT) Emotions, Motives, Careers and Compensation
1:15pm - 2:45pm Hyatt Regency Chicago: Ogden

Chair: Emily S. Block, U. of Notre Dame

The Dynamics of Interorganizational Careers | Matthew J. Bidwell, Wharton School, U. of Pennsylvania; Forrest Briscoe, Pennsylvania State U.

Bridging the Gap: Emotions as Mechanisms Interfacing Work and Organizational Structure | Carlos Rodriguez-Lluesma, IESE Business School; Yosem Eduardo Companys, Stanford U.

Why Do They Serve? A Typology of Director Motives | Susana Velez-Castrillon, U. of Houston; Seemantini Madhukar Pathak, U. of Houston

935: (Paper Session) - (OMT) Learning - From Whom & How?
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV OMT 1

Presented on Panels 45-49

Knowledge Co-Creation Involving a Foreign Subsidiary in China and Its Local Supplier: A Case Study | Jacky Hong, U. of Macau; Robin Stanley Snell, Lingsnan U.

Learning the Hard Way: Organizational Learning and Task Complexity in British Fertility Clinics | Mihaela Stan, London Business School; Freek Vermeulen, London Business School

Learning from Whom? Vicarious Learning Under Ambiguity in Emergent Industries | Yan Gong, U. of California, Irvine; Ann Terlaak, U. of Wisconsin, Madison

How Do Organizations Selectively Disregard Problematic Information? | Junko Shimazoe, U. of North Carolina at Chapel Hill

Learning to Take Risk: Effects of Success and Distress Experience on Risk Preference in New Firms | June-Young Kim, Marquette U.; Jay Kim, U. of Southern California; Anne S Miner, U. of Wisconsin, Madison

936: (Paper Session) - (OMT) Issues of Measurement
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 261

Chair: Mehdi Boussebaa, Said Business School

Shall We Care that Performance Variability Makes Our Theories Contingent on Performance Level? | Fabrice L. Cavarretta, ESSEC Business School


Creating Whole Worlds out of Half Truths: The IQ-Job Performance Relationship as Self-Fulfilling | Eliza Byington, Rotterdam School of Management, Erasmus U.; Will Felps, Erasmus U. Rotterdam

The Epistemology of Performance Measurement | Pietro Micheli, Cranfield U.

How to Evaluate Causal Explanations of Samples of One | Jochen Runde, Cambridge U.; Mark de Rond, Cambridge U.

937: (Paper Session) - (OMT) Imprinting, Identity and Institutionalization
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 265

Chair: Rajiv Krishna Kozhikode, Hong Kong U. of Science and Technology

The Role of Transactive Autobiographical Memory in Organizational Imprinting | Peter Bryant, IE Business School

Making an Entrance: Organizational Growth Rates in the Swiss Banking Industry, 1936-2002 | Fabiana Visentini, U. of Lugano; Filippo Carlo Wezel, U. of Lugano; Alessandro Lomi, U. of Lugano
Session Details – Monday

938  ➔  ➔: (Paper Session) - (ONE) Environmental Managerial Attitudes and Intentions
1:15pm - 2:45pm Fairmont Chicago: Crystal Room
Chair: Alfred Allen Marcus, U. of Minnesota
- Sustainability for the Individual: Multiple Constructions and Resistance to Change | Robert Pereny, Macquarie U.
- Ideals and Attributes of Environmentally-Conscious Managers | Manjari Singh, Indian Institute of Management, Ahmedabad; Srinath Jagannathan, Indian Institute of Management, Ahmedabad; Patturaja Selvaraj, Indian Institute of Management, Ahmedabad
- Environmental Management Intentions: An Empirical Investigation of Argentina’s Polluting Firms | Diego Alfonso Vazquez Brust, BRASS Institute, Cardiff U.; Catherine Liston-Heyes, Royal Holloway, U. of London

939  ➔  ➔: (Paper Session) - (ONE) Proactive Environmental Strategies, Capabilities and Performance
1:15pm - 2:45pm Fairmont Chicago: State Room
Chair: Tobias Hahn, Erromium Marseille Business School
- Oil Prices & Greening: Antecedents of Evolving Corporate Environmental Strategy in the US | Frederik Dahlmann, U. of Bath
- Developing capabilities for proactive sustainability strategies | Catalin Ratiu, Concordia U.; Sanjay Sharma, John Molson School of Business; Rick Molz, Concordia U.
- Greening and Competitive Advantage: An Empirical Analysis of the Canadian Oil and Gas Industry | Mona Sellers, U. of Calgary; Alain C. Verbeke, U. of Calgary; Frances E Bowen, U. of Calgary
Characterizing Strategic Alliances: Implications for Performance Improvement | Haiying Lin, George Mason U.

940  ➔  ➔: (Paper Session) - (PNP) Non-Profit Management
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV PNP 1
Presented on Panels 1-6
- The Volunteer Legacy of Major Sport Events | Alison Doherty, U. of Western Ontario
- “They are a nonprofit because they make no profit”: constructing organisational orientation | Carolyn J. Cordery, Victoria U. of Wellington; Rachel Frances Baskerville, Exeter U.; Brenda Porter, Victoria U. of Wellington
- Employees’ work motivation in service organizations: Comparing the for and the not-for-profit sector | Rein De Cooman, Vrije U. Brussel; Sara De Gieter, Vrije U. Brussel; Roland Pepermans, Vrije U. Brussel; Marc Jegers, Vrije U. Brussel
- Resource Dependence and Nonprofit Fundraising Performance: The Case of Symphony Orchestras | Ruey-Der Twu, Nanhu U.
- Strategic Practices of Nonprofits | Charlotte Cloutier, HEC Montreal

941  ➔  ➔: (Paper Session) - (PNP) Technology & Entrepreneurship Policy
1:15pm - 2:45pm Fairmont Chicago: Ambassador Room
Chair: Dean F. Etel, DePaul U.
Discussant: Charles H. Fay, Rutgers U.
- An Application and Extension of the Technology Acceptance Model to Nonprofit Certification | Lise Anne D. Slatten, U. of Louisiana at Lafayette
- Accountability Online: The Web-based Accountability Practices of Nonprofit Organizations | Chao Guo, U. of Georgia; Gregory D. Saxton, U. at Buffalo
- Communicating and Prioritizing Science and Technology Policy Using AHP | Yi-Ching Wu, National Tsing Hua U.
- Ants or Grasshoppers: Entrepreneurship Policy Discourse in the United States and New Zealand | Alejandro Amezua, Syracuse U.; Shoko Kato, Syracuse U.

942  ➔  ➔: (Paper Session) - (PNP) Individual and Group Activity in Public Settings
1:15pm - 2:45pm Fairmont Chicago: Regent Room
Chair: Ralph Brower, Florida State U.
Discussant: Eric C. Martin, Eastern Connecticut State U.
- You are what you wear! Public employee perceptions of the impact of their dress and appearance | Katherine A. Karl, Marshall U.; Leda McIntyre Hall, Indiana U., South Bend; Joy Van Eck Peluchette, U. of Southern Indiana
- Psychological Climate and Affective Commitment: Occupational Group Differences in the Public Sector | Shahidul Hassan, State U. of New York, Albany; John Rohrbaugh, State U. of New York, Albany
- The Operation of Expressive and Instrumental Activity in Nonprofit and Voluntary Organizations | Wenjue Lu Knutsen, Queen’s U.

943  ➔  ➔: (Paper Session) - (RM) Measurement Issues: The Importance of Item Wording and Grouping
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV RM 1
Presented on Panels 50-54
- Never say “Always”?: Extreme Item Wording Effects on Scalar Invariance and Item Response Curves | Christopher D. Nye, U. of Illinois at Urbana-Champaign; Daniel A. Newman, U. of Illinois at Urbana-Champaign; Dana L. Rhodes, U. of Illinois at Urbana-Champaign
Session Details – Monday

944 (RM) Micro and Meso Computational Models of Organizational Behavior
1:15pm - 2:45pm Fairmont Chicago: Embassy Room
Chair: Jeffrey B. Vancouver, Ohio U.
Discussant: Charles Hulin, U. of Illinois at Urbana Champaign
Overview: Rick DeShon, Michigan State U.
An Evaluation of Existing Computational Models of Self-Regulation: An Agent-Based Model of the ASA Model | Paul Hanges, U. of Maryland; Juliet Aiken, U. of Maryland, College Park; Michael Kotela, U. of Maryland
Examining Team Emergent Processes, Mental Models, and Decision Making with Agent-Based Modeling | Shelley D. Dionne, Binghamton U.; Hiroki Sayama, Binghamton U.; Francis J. Yammarino, Binghamton U.

945: (Paper Session) - (SIM) I. Corporate Social Performance: CSP on CFP and CFP on CSP.
1:15pm - 2:45pm Fairmont Chicago: Chancellor Room
Chair: Timothy Michael Devinney, AGSM-Australian School of Business
Discussant: Donald Siegel, U. at Albany-SUNY
When it’s good to be good and when it’s good to be bad: CSP and the cost of debt vs equity capital | Jeff Freoman, U. of New Brunswick; Charlene Z. E. Zietsma, U. of Victoria; Brent A. McKnight, U. of Western Ontario
Corporate Philanthropy and Financial Performance: Roles of Social Expectations and Political Access | Heli Wang, Hong Kong U. of Science and Technology; Cui Li, Hong Kong U. of Science and Technology
The Effect of Social Capital on Financial Capital | Josep A. Tribó, U. of Carlos III Madrid; Jordi Surroca, U. of Carlos III de Madrid; Moshe Kim, Pompeu Fabra U.

946: (Paper Session) - (SIM) III. Ethics & Mgt: Ethical Leadership.
1:15pm - 2:45pm Fairmont Chicago: Embassy Room
Chair: Bradley R. Agle, U. of Pittsburgh
Discussant: Kristin Smith-Crowe, U. of Utah
Ethical leadership and power: Combined effects on unit outcomes | Maribeth Kuenzi, Southern Methodist U.; Jay Carson, Southern Methodist U.
Antecedents and Consequences of Employee-Supervisor Agreement on Ethical Leadership | David Mayer, U. of Michigan; Manuela Priesemuth, U. of Central Florida; Michael E. Brown, Pennsylvania State U., Erie; Maribeth Kuenzi, Southern Methodist U.
Responsible Leadership as Presupposition of Successful Stakeholder Management | Christian Voegtlin, U. of Zurich
Measuring the Relational Dimension of Ethical Decisions | Amy Klemm Verbes, U. of Wisconsin, Milwaukee

947: (SIM, BPS, ONE) Shareholder activism: How do firms respond?
1:15pm - 2:45pm Hyatt Regency Chicago: Gold Room
Organizer: Cynthia Clark Williams, Bentley College

948: (TIM) Organizations, Institutions and the Science System
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal C
Organizers: Francisco Veloso, Carnegie Mellon U.; Jeff Furman, Boston U.
Discussant: Lee Fleming, Harvard U.
The Economics of Scientific Misconduct | Nicola Lacetera, Case Western Reserve U.; Lorenza Zirulia, Bologna U.
Institutions that Police Science: The Sources and Effects of Journal Retractions | Jeff Furman, Boston U.; Kyle Jensen, U. of California, Davis; Fiona Murray, Massachusetts Institute of Technology
Helpfulness and Productivity: Implications of a New Taxonomy for Star Scientists | Alexander Oettl, U. of Toronto
The Role of DARPA in Seeding and Encouraging New Technology Trajectories | Erica Renee Fuchs, Massachusetts Institute of Technology
Participants: Nicola Lacetera, Case Western Reserve U.; Erica Renee Fuchs, Massachusetts Institute of Technology; Alexander Oettl, U. of Toronto

949: (Paper Session) - (TIM) Knowledge Protection and Patent Wars
1:15pm - 2:45pm Hyatt Regency Chicago: Homer
Chair: Kwanghui Lim, U. of Melbourne
Knowledge Production in Innovative Firms under Uncertain Intellectual Property Conditions | Kenneth Huang, Singapore Management U.
Formal and Strategic Knowledge Protection Strategies of Multinationals – A Cross Country Comparison | Pedro Faria, Instituto Superior Tecnico; Wolfgang Soika, ZEW Centre for European Economic Research
MONDAY

Session Details – Monday

950: (Paper Session) - (TIM) Modularity, Collaboration and Innovation
1:15pm - 2:45pm Hyatt Regency Chicago: Picasso
Chair: Raghuram Gaur, Pennsylvania State U.
- Stock Market Reactions to Patent Oppositions in Biotechnology and Pharmaceuticals | Dietmar Harhoff, U. of Munich; Carolin Haeussler, U. of Munich

951: (Paper Session) - (TIM) Technology Adoption and Implementation
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 7-13
- The Implementation and Use of Contactless RFID Smartcard | Ziqi Liao, Hong Kong Baptist U.; Wing-Keung Wong, Hong Kong Baptist U.
- Toward a Deeper Understanding of Information Technology (IT) Adoption: A Multilevel Analysis | Tracey Rizuto, Louisiana State U.; Andrew Schwarz, Louisiana State U.; Colleen Schwartz, Louisiana State U.
- Information Technology Usage in Medical Laboratories: An Empirical Study | Peter Sietins, Bridgewater State U.; Ruth Clarke, Nova Southeastern U.
- Technology Adoption Of Alternative Fuels And Engines In Private Transport | Klaus-Peter Wiedmann, Leibniz U. Hannover; Martin Kassubek, Leibniz U. Hannover; Nadine Hennigs, Leibniz U. Hannover; Lars Pankalla, Leibniz U. Hannover

952: (Paper Session) - (TIM) Ambidexterity in Organizations: New Perspectives
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 260
Chair: Michael R Weeks, U. of Tampa
- Disentangling the Exploration/Exploitation Cacophony: A Strategy-Oriented Typology for Incumbents | Heidi Bertels, Stevens Institute of Technology; Peter A. Koen, Stevens Institute of Technology
- Ambidexterity in NPD: The Impact of Differentiated Integration Structures on Innovation Performance | Matthias de Visser, U. of Twente; Petra C. De Weerd-Nederhof, U. of Twente; Dries Faems, U. of Twente; Bart Van Loey, K.U.Leuven; Klaasjan Visscher, U. of Twente
- Ambidexterity & Innovative Performance: The Role of Human Capital & Strategic Alliances | Andrew Hess, U. of Virginia; Frank T. Rothaermel, Georgia Institute of Technology
- How to Use Networks to Create Ambidexterity? | Olli-Pekka Kauppinen, U. of Maryland, College Park

953: (Paper Session) - (TIM) Alliances, Partner Selection and Firm Performance
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 272
Chair: Dzidziso Samuel Kamuriwo, City U. London
- How Do Exploration and Diversity Interact for Interfirm Knowledge Transfer? | Hamid Mazloumi Khamseh, ERPI-INPL and CERAM Business School; Dominique R. Jolly, CERAM
- Are all "Sharks" Dangerous?: New Biotechnology Ventures and Partner Selection in R&D Alliances | Luis Diestre, U. of Southern California
- Signaling Innovation Value through Alliances | Peter McNamara, UCD Dublin; Dorota Piaskowska, U. College Dublin
- Intra- and Inter-firm Collaboration as Predictors of Service versus Product Innovation Performance | Stephanie Christine Schleimer, Griffith U.; Arthur Shulman, Griffith U.

Monday 1:30PM

954: (OB) Thank You Coffee
1:30pm - 2:30pm Sheraton Chicago: Michigan A
An opportunity for members of our various OB Division committees to relax. Please join us for a coffee.

Monday 2:00PM

955: (AAA) AOM Diversity Task Force Committee Meeting
2:00pm - 3:00pm Sheraton Chicago: Lincoln Boardroom

Monday 2:30PM

956: (HR) HR Division Ice Cream Social
2:30pm - 4:30pm Sheraton Chicago: Sheraton 4
Program Chair: John E. Delery, U. of Arkansas

Monday 2:45PM

957: (AAA) Conference Break
2:45pm - 3:15pm Hyatt Regency Chicago: Riverside Center - Break

Monday 3:00PM

958: (Paper Session) - (BPS) Competitive Heterogeneity: Positioning, Entry, & Uncertainty
3:00pm - 4:30pm Hyatt Regency Chicago: Acapulco
Chair: Nydia MacGregor, U. of California, Berkeley
Discussant: Walter J Ferrier, U. of Kentucky
- Market Evolution, Technological Change, Market Entry Timing, and Firm Competitive Performance | Jaime Gomez,
959: (Paper Session) - (BPS) Strategy Process & Change: The Challenges of Structure
3:00pm - 4:30pm Hyatt Regency Chicago: Addams
Chair: Henk W. Volberda, Erasmus U.
Discussant: Patrick Reimmoeller, Cranfield U.
Organizational Structure as a Determinant of Performance: Evidence From Mutual Funds | Felipe Csaszar, INSEAD
Task Structure, Organization Modularity and Hierarchy | Yue Maggie Zhou, U. of Maryland
Delegation in Multi-Divisional Firms: Determinants of the Structure of I.T. Purchasing Authority | Kristina Steffenson McElheran, Harvard Business School
Transcending the Paradox within Ambidexterity: The Joined Effect of In- and External Social Capital | Michiel Pieter Tempelaar, RSM Erasmus U.; Justin J.P. Jansen, RSM Erasmus U.; Henk W. Volberda, Erasmus U.

960: (Paper Session) - (BPS) Innovation & Strategic Renewal: Invention Strategies
3:00pm - 4:30pm Hyatt Regency Chicago: Atlanta
Chair: April Franco, U. of Toronto
Discussant: Richard Makadok, Emory U.
Firm Performance, Innovation Capabilities and Knowledge Management Tools | Antonio Vaccaro, Catholic U. of Lisbon FCEE; Ronaldo C. Parente, Rutgers U.; Francisco Veloso, Carnegie Mellon U.
Patent Leveraging Strategies: Fight or Cooperate? | Francesco Baldi, U. of Rome La Sapienza; Lenos Trigeorgis, U. of Cyprus

961: (Paper Session) - (BPS) Industry Dynamics: Location & Geography
3:00pm - 4:30pm Hyatt Regency Chicago: Burnham
Chair: Hart E. Posen, U. of Michigan
Discussant: Alberto Di Minin, UC Berkeley
Spatial Density and Plant Survival in Alternative Fuels: The Effect of Organizational Form | Serden Ozcan, Copenhagen Business School

962: (Paper Session) - (BPS) Alliances & Networks: The Latest on Alliance Portfolios
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus G
Chair: Anindya Ghosh, Wharton School, U. of Pennsylvania
Discussant: Daniel Arturo Heller, Harvard U.
Alliance Portfolio Diversity: Defining the Concept | Olga Petrovna Bruyaka, Virginia Tech
Alliance Portfolio Diversity: Antecedents and Implications for Firm Performance | Turanay Caner, North Carolina State U.; Olga Petrovna Bruyaka, Virginia Tech
The Impact of Portfolio Convergence and Divergence on Portfolio Turnover | Shalini Rogbeer, Vienna U. of Economics and Business Administration
The Performance Effects of Balancing Exploration and Exploitation within and across Alliance Domains | Dovev Lavie, Technion Israel Institute of Technology; Jingoo Kang, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania

963: (BPS) Demand-Side Approaches to Strategy and Innovation: Moving Beyond a Resource-Only Focus
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus I
Chair: Richard L Priem, U. of Wisconsin, Milwaukee; Gianmario Verona, Bocconi U.
Discussant: Mary Tripsas, Harvard U.
De Gustibus Est Disputandum: A Demand-Based View of Technological Innovation | Alfonso Gambardella, Bocconi U.; Giada Di Stefano, Bocconi U.; Gianmario Verona, Bocconi U.
How Consumers’ Evaluations Can Limit Potential Brand Resource Extensions: The Case of Smith Corona | Erwin Danneels, Worcester Polytechnic Institute
The Two Sides of Competition and Their Implications for Strategy | Joshua Gans, U. of Melbourne; Glenn MacDonald, Washington U. in St. Louis; Michael Ryall, U. of Melbourne
Responses to Technological Threats: Demand Heterogeneity and Graceful Technology Retreats | Ron Adner, Dartmouth College; Daniel Snow, Harvard U.
Presenters: Alfonso Gambardella, Bocconi U.; Erwin Danneels, Worcester Polytechnic Institute; Michael Ryall, U. of Melbourne; Ron Adner, Dartmouth College

964: (Paper Session) - (BPS) Corporate Governance: Board Composition
3:00pm - 4:30pm Hyatt Regency Chicago: Comiskey
Demand-side Dynamics of Inducements and Barriers to Geographic Mobility | Lailit Manral, U. of Central Oklahoma; Kathryn Rudie Harrigan, Columbia Business School
Time Contingent of Geographic Concentration: Wine Production in Ontario, 1865 – 1974 | Liang Wang, Schulich School of Business: Anoop Madhok, Schulich School of Business; Stan X. Li, York U.
Competition and Coordination: the Strategic Use of Product Variety in Consumer Electronics Retailing | Charlotte R. Ren, Purdue U., West Lafayette; Ye Hu, U. of Houston; Yu Jeffrey Hu, Purdue U., West Lafayette; Jerry Hausman, Massachusetts Institute of Technology
Session Details – Monday

965 ▶: (Paper Session) - (BPS) Corporate Effects: Corporate Strategy & Institutions
3:00pm - 4:30pm Hyatt Regency Chicago: Grand C North
Chair: Igor Filatotchev, City U. London
Discussant: Paul Dunn, Brock U.

▌ Institutions and the Product Scope of the Firm | Kyeungrae (Kenny) Oh, U. of Missouri-St. Louis; Seung-Hyun Lee, U. of Texas, Dallas
▌ Leaders and Followers in Industry Merger Waves | Jeray M Halebian, U. of California, Riverside; Gerry McNamara, Michigan State U.; Bernadine Johnson Dykes, Michigan State U.

966 ▶: (Paper Session) - (BPS) Alliances
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV BP52
Presented on Panels 46-56
▌ Contributions of Alliances to Performance: The Mediating Influence of Internal Collaboration | Stephanie Christine Schleimer, Griffith U.; Arthur Shulman, Griffith U.
▌ Determinants and Impact of Alliance Capability: The Role of Exploration or Exploitation Alliances | Ulrich Lichtenthaler, WHU - Otto Beisheim School of Management; Holger Ernst, WHU - Otto Beisheim School of Management
▌ The Allocation of Control Rights in Biopharmaceutical Alliances: A Relational Perspective | Yang Fan, London Business School
▌ Decision making biases in alliance life cycle: implications for alliance failure | Yu-Chieh Chao, National Taiwan U.
▌ The Link between Contractual Complexity and Governance Forms in Alliances | Jochen Schweitzer, U. of Technology, Sydney
▌ Creating and Appropriating Value in Alliance Portfolios Through Portfolio Composition and Structure | Joseph Paul O’Connor Jr., U. of Texas at El Paso; Laurence Anthony Marsh, U. of Texas at El Paso; Edward O’Donnell, Columbus State U.

967 ▶: (Paper Session) - (CAR) Commitment in Contemporary Careers
3:00pm - 4:30pm Sheraton Chicago: Huron Room
Chair: Kathleen Campbell, United States Military Academy
Discussant: Rebecca G Long, Mississippi State U.

▌ Can organizational commitment be experienced by individuals pursuing contemporary career paths? | Mihaela Enache, Politécnica de Catalunya; Jose Maria Sallan, Politécnica de Catalunya; Pep Simo, Politécnica de Catalunya; Vicenc Fernandez, Politécnica de catalunya
▌ Turnover intentions among knowledge workers in high-tech and low-tech organizations | Meni Koslowsky, Bar Ilan U.; Jacob Weisberg, Bar Ilan U.
▌ Examining the Antecedents of Mothers’ Organizational Commitment and Turnover Intentions | Jennifer N. Reeves, U. of Houston; Altovise Monae Rogers, U. of Houston; Lisa Penney, U. of Houston
▌ An examination of Multiple-commitment and three-component commitment theory on careers in Vietnam | Hung Quoc Pham, U. of East Anglia; Yehuda Baruch, U. of East Anglia; Hongwei He, U. of East Anglia

968 ▶: JS: (CAR, HR) Crossing Boundaries of the “Boundaryless Career”: Examining Empirical Possibilities and Limitations
3:00pm - 4:30pm Sheraton Chicago: Chicago 10
Chairs: Jon P. Briscoe, Northern Illinois U.; Svetlana Khapova, VU U. Amsterdam
▌ A leftover task in defining the new career: An empirically based typology of boundaries | Jon P. Briscoe, Northern Illinois U.; Julie Unite, Northern Illinois U.
▌ Linking personality and career outcomes through the boundaryless mindset: A mediated relationship | Jon P. Briscoe, Northern Illinois U.; Wendy Marcinkus Murphy, Northern Illinois U.

Paulo; Lina Elko Nakata, U. de Sao Paulo; Wilson Aparecido Costa Amorim, Fundação Instituto de Administração
Different forms of mobility for different folks? An empirical study of business graduates in Austria | Katharina Chudzikowski, WirtschaftsU. Wien; Michael Schiffler, WU Vienna
Employees’ meanings of work, career investments and organizational learning | Svetlana Khapova, VU U. Amsterdam; Michael B. Arthur, Suffolk U.; Chen Fliesher, VU U. Amsterdam

969 CAU: (CAU) Intuition in organizations 3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 281
Organizers: Marta Sinclair, Griffith U.; Jean-Francois Coteg, California Polytechnic State U.

970 CAU: (CAU) The Role of Cultural Intelligence in Cross-Cultural Management Research 3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 283
The purpose of this caucus is to provide a venue for conference participants to discuss issues related to research on cultural intelligence. Specifically, we would like to focus on the nature, antecedents, and consequences of cultural intelligence and its viability as a key topic in cross-cultural research more broadly.
Organizers: Tjai M. Nielsen, George Washington U.; Sheetal Singh, U. of Maryland, College Park
Participants: Linn Van Dyne, Michigan State U.; Debra L. Shapiro, U. of Maryland; Soon Ang, Nanyang Technological U.; Gilad Chen, U. of Maryland

971 CAU: (CAU) Voluntary Carbon Markets: All these standards, which one to pick? 3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 284
People who support this proposal and think it might be of interest to others 1. Joanne Oxley, University of Toronto; AoM Division Chair 2. Business Policy & Strategy 3. Anita McGahan, University of Toronto; AoM Committee Member - Terry Book Award 3. Magali Delmas, UCLA, Division Program Chair - Organizations & The Natural Environment 4. Andrew King, Tuck School of Business, Dartmouth 5. Michael W. Toffel, HBS 6. Dr. Paul Joskow, MIT
Organizers: Chirag Pathak, U. of Toronto; Ann Armstrong, Rotman School of Management, U. of Toronto
Participant: Magali Delmas, UCLA

972 CAU: (CAU) Show Me the Stats: Where’s the Assurance that Business Students are Learning What We Say They Will Learn in Short-Term, Study Abroad Programs? 3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 285
Organizers: Mary Tucker, Ohio U.; Nicole Gullekson, Ohio U.; Gary Coombs, Ohio U.

973 (Paper Session) - (CM) Ties that Bind (or Blind) During Disputes 3:00pm - 4:30pm Sheraton Chicago: Chicago 8
Chair: Geoffrey Leonardelli, Rotman School of Management, U. of Toronto
Resolving Inter-Firm Disputes: The Efficacy of Contractual vs. Relational Governance | Fabrice Lumineau, IMD; Deepak Malhotra, Harvard U.
Who’s Fighting? An Examination of Intragroup Conflict Involvement | Lindred Greer, U. of Amsterdam; Karen A. Jehn, Leiden U.; Anne Louise Lylie, Australian Graduate School of Management
The Relational Versus Collective "We" and Intergroup Allocation Decisions | Sujin Lee, KAIST; Wendi L. Adair, U. of Waterloo; Elizabeth A. Mannix, Cornell U.
Winner of CM Division Best Paper Award - Empirical or Theoretical Bicultural Identification and Identity Compatibility in Negotiations | Lakshmi Ramarajan, Harvard U.

974 (Paper Session) - (CM) Examining Trust as a Critical Predictor and Outcome 3:00pm - 4:30pm Sheraton Chicago: Erie Room
Chair: Dejun Tony Kong, Washington U. in St. Louis
The Influence of Automatic Trust on Information Sharing in Negotiations | Li Huang, Northwestern U.; Keith Murnighan, Northwestern U.
Gender and Job Role Congruence: A Field Study of Trust in Labor Mediators | Alice F Stuhlmacher, DePaul U.; Jean Poitras, HEC Montreal
Seeing and Believing: How Expressed Emotions Influence Trust and Advice Taking | Francesca Gino, U. of North Carolina in Chapel Hill; Maurice Schweitzer, U. of Pennsylvania
The Effects of Reputation Favorableness, Breadth and Consensus on Initial Trust | Jennifer Dunn, Michigan State U.

975 (Paper Session) - (CMS) The Practice of Studying Management Critically 3:00pm - 4:30pm Hyatt Regency Chicago: Toronto
Chair: Rafael Alcadipani, EAESP-FGV
"MANAgine with Power": Re-reading Pfeffer’s Teachings on Power in Organizations | Tiffany Galvin, U. of Massachusetts, Amherst; Lindsey Pilver, Pennsylvania State U.
Organizing Derrida Organizing | Andreas Rasche, U. of Warwick

976 (Paper Session) - (ENT) Entrepreneur - Investor Relationship and Conflict 3:00pm - 4:30pm Hyatt Regency Chicago: Field
Chair: David M. Townsend, North Carolina State U.
Entrepreneur-Venture Capitalist Matching and Performance: Resource versus Homophily Effects | David Hsu, Wharton School; Ola Bengtsson, Cornell U.
Session Details – Monday

Poverty and entrepreneurship is a complex relationship: High-Growth Aspiration Entrepreneurship
Organizer: Dmitry Mikhail Khanin, California State U. Fullerton, Ofir Turel, California State U. Fullerton

977 ☞: (ENT) Family Business Governance, Management, and Performance
3:00pm - 4:30pm Hyatt Regency Chicago: Grand B
Chair: Raphael H Amit, U. of Pennsylvania
Family Ownership in China | Yuanyuan Zhao, CEIBS
Patterns of Strategy and Governance in Italian Family- Controlled Firms | Guido Corbetta, Bocconi U.; Carlo Salvato, Bocconi U.; Pramodita Sharma, Concordia U.
Transgenerational Entrepreneurship | Thomas Markus Zellweger, U. of St. Gallen
A Synthesized Family Business Research Agenda: The AGES Framework | Justin B Craig, Bond U. Australia
Presenters: Guido Corbetta, Bocconi U.; Justin B Craig, Bond U. Australia; Yuanyuan Zhao, CEIBS; Thomas Markus Zellweger, U. of St. Gallen
Participants: Carlo Salvato, Bocconi U.; Pramodita Sharma, Concordia U.

978 ☞: (Paper Session) - (ENT) New Venture Creation: Exploitation Decisions and Processes
3:00pm - 4:30pm Hyatt Regency Chicago: Grand D North
Chair: Ann McFadyen, U. of Texas at Arlington
Heterogeneity and the entrepreneur: A longitudinal examination of nascent entrepreneurs in Sweden | Benson Honig, Wilfrid Laurier U.; Mikael J Samuelsson, Stockholm School of Economics
The Effect of Relational Embeddedness on the Execution of Gestation Activities | Warren Byabashaija, Makerere U.
Escaping from Impasse: A Paradoxical Logic of Exploration and Exploitation in Chinese New Ventures | Chunyan Jiang, Nanjing U.; Shuming Zhao, Nanjing U.
Intrapreneurship or Entrepreneurship? | Simon C Parker, Ivey School of Business

979 ☞: (ENT) Entrepreneurship in Emerging Economies
3:00pm - 4:30pm Hyatt Regency Chicago: New Orleans
Organizer: Michael Gielenik, Justus-Liebig U. Giessen
Discussant: Michael Frese, Giessen U.
High-Growth Aspiration Entrepreneurship | Saul Estrin, London Business School; Tomasz Mickiewicz, U. College London
Entrepreneurship in Context: The Role of Innovation in Developing, Growing, and Developed Economies | Andreas Rauch, Erasmus U. Rotterdam
Poverty and entrepreneurship is a complex relationship: Evidence from a Ugandan study | Peter John Rosa, Edinburgh U.
The Interplay of Creative Ability and Diverse Information in the Entrepreneurial Process | Michael Gielenik, Justus-Liebig U. Giessen; Michael Frese, Giessen U.
Perceptions of Distributive Justice and the Productivity of Entrepreneurial Behavior | Jeffery S. McMullen, Indiana U., Bloomington

980 ☞: (Paper Session) - (ENT) Institutions, Environments and Entrepreneurship
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ENT 1
Presented on Panels 1-5
Who has the ‘Right Stuff’? Human Capital, Entrepreneurship and Institutional Change in China | Charles Eesley, Massachusetts Institute of Technology
Institutional Environments for Entrepreneurship: Evidence from the BRIC Economies | Rangamohan V. Eunni, Youngstown State U.; Tatiana S. Manolova, Bentley College
The Context Matters: Understanding the Evolution of the Finnish and Irish Entrepreneurship Policies | Jara Kaarina Heinonen, Turku School of Economics; Ulla Hyttinen, Turku School of Economics; Thomas M. Cooney, Dublin Institute of Technology
The Knowledge Spillover Theory of Entrepreneurship: An Application to Foreign Direct Investment | Zoltan J. Ac, George Mason U.; David Brooksbank, U. of Wales Institute, Cardiff; Colm O’Gorman, UCD Dublin; David Pickernell, U. of Glamorgan; Sari Ann Terjesen, Indiana U., Bloomington
Founding Context and Performance Evolution: A Longitudinal Study of Emerging Economy Firms | Indrajit Mukherjee, Indian Institute of Management, Calcutta; Sougata Ray, IIM Calcutta / Infosys Technologies Limited; Anubha Shekhawat Sinha, Indian Institute of Management, Calcutta, India

981 ☞: (Paper Session) - (ENT) Venture Capital
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ENT 2
Presented on Panels 6-11
Disruptive innovation: Between ambidextrous clusters and specialized organizations | Michel Ferrary, CERAM
Risky Networks: The Diffusion of CVC Investment Through Interlocking Boards in the S&P500 | Erik A. Noyes, Babson College; Candida G Brush, Babson College
Toward a Process Model of Venture Capital Emergence: The Case of Botswana | David Charles Lingelbach, Stevenson U.; Evan Gilbert, U. of Stellenbosch
Pre-IPO Factors That Sustain Value | Brian Mascarenhas, Rutgers U.; David Vance, Rutgers U.
Human Capital, Venture Capital and Strategic Choice | Jennifer Walske, Boston U.; Andrew Zacharakis, Babson College

982 ☞: (Paper Session) - (ENT) Miscellaneous Topics in Entrepreneurship
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ENT 3
Presented on Panels 12-15
The Entrepreneur’s Choice of Product Roll-out Sequence and New Venture Growth | Evan John Douglas, U. of the Sunshine Coast; Krittinee Nuttavuthisit, Chulalongkorn U.
Turning the Page on Industry Formation: A population analysis of the nascent e-Text industry | Susan L. Cohen, U. of North Carolina
983 983: (Paper Session) - (GDO) Gender and Leadership
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV GDO 1
Presented on Panels 24-30

Where Colleagues Fear to Tread: How Gender Composition Influences Interpersonally Sensitive Behavior | Michele Williams, Cornell U.; Evan Polman, Cornell U.

Gender and Age Cohort Effects on Preferences for Leadership Behaviors: A Study of Romanian Managers | Erich C. Fein, U. of South Australia; Aharon Tziner, Netanya U. College; Cristinel Vasiliu, Bucharest Academy of Economic Studies

An Entitlement Perspective: Why Women Evade Salary Negotiations | Shanna R Daniels, Tulane U.; Maria Baskerville Watkins, Northeastern U.

Gender Differences of Paternalistic Leadership Effectiveness over Time | Tzu-Ting Lin, National Taiwan U.; Bor-Shuuan Cheng, National Taiwan U.; Shu-Tson Kuo, National Taiwan U.; Chou-Yu Tsai, National Taiwan U.

Gender-Bias for Female Leadership and Social Distance | Sung Soo Kim, McGill U.

Mentoring Protégés of Color | Rowena Ortiz-Walters, Quinnipiac U.; Lucy L. Gilson, U. of Connecticut, Storrs

An Exploratory Study of Gender and Contextual Factors in Project Management | Linda S. Henderson, U. of San Francisco; Richard W. Stackman, U. of San Francisco

984 984: (GDO) If I Do, then I Can’t: Yet Another Diversity Dilemma and Career Paradox
3:00pm - 4:30pm Sheraton Chicago: Ontario Room
Organizer: C Douglas Johnson, Georgia Gwinnett College
Chair: Donna Maria Bianco, National Society of Hispanic MBAs
Discussant: C Douglas Johnson, Georgia Gwinnett College
If “We Do” Then “I Can’t”: Career and Employment Discrimination of Interracially Married Applicants | Ny Mia Tran, U. of Georgia; Kecia M. Thomas, U. of Georgia
Creative Identities: Promoting Entrepreneurial Activity in the Face of Interpersonal Discrimination | Channelle D. James, U. of North Carolina Greensboro

985 985: SHCS; (GDO, OB) Sustainability in Combining Work and Family: Obstacles and Resources for Career Success of Parents
3:00pm - 4:30pm Sheraton Chicago: Chicago 7
Organizers: Marloes L. van Engen, Tilburg U.; Claartje J Vinkenburg, VU U. Amsterdam; Dikkers Josje, Vrije U. Amsterdam
Discussant: Isabel Metz, U. of Melbourne

986 986: JS; (GDO, OB) Creativity and Innovation in a Multicultural World
3:00pm - 4:30pm Sheraton Chicago: Chicago 9
Chairs: Carmit T. Tadmor, Tel Aviv U.; Jeffrey T. Polzer, Harvard U.

Diverse Cultural Experiences Facilitate Creativity and Innovation | Adam D. Galinsky, Northwestern U.; William W. Maddux, INSEAD; Carmit T. Tadmor, Tel Aviv U.; Hajo Adam, INSEAD; Angela Leung, Singapore Management U.; Hal B Gregersen, INSEAD; Jeffrey H. Dyer, Brigham Young U.

The Influence of Multiculturalism and Self-Verification on Creativity in Culturally Diverse Dyads | Carmit T. Tadmor, Tel Aviv U.; Patricia Hernandez, Harvard U.; Sujin Jang, Harvard U.; Jeffrey T. Polzer, Harvard U.

Multicultural Exposure and Cultural Habits as Catalysts for Team Creativity | Chi-Ying Cheng, Singapore Management U.; Shira Mor, Columbia Business School
Culture, Creative Ability, Need for Uniqueness and Creativity Types in Multicultural Teams | Miriam Erez, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology
Participants: Adam D. Galinsky, Northwestern U.; William W. Maddux, INSEAD; Carmit T. Tadmor, Tel Aviv U.; Hajo Adam, INSEAD; Angela Leung, Singapore Management U.; Hal B Gregersen, INSEAD; Jeffrey H. Dyer, Brigham Young U.; Patricia Hernandez, Harvard U.; Sujin Jang, Harvard U.; Jeffrey T. Polzer, Harvard U.; Chi-Ying Cheng, Singapore Management U.; Shira Mor, Columbia Business School; Miriam Erez, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology

987 987: SHCS; (HCM, ODC, OMT) Innovation Implementation in Healthcare: Saving Good Ideas from Destruction
3:00pm - 4:30pm Swissôtel Chicago: Vevey Salon 4
Organizer: Timothy Hoff, State U. of New York, Albany
Discussant: Denise M. Rousseau, Carnegie Mellon U.
When Ideas Meet Context: The Implementation of Incident Reporting in Hospitals | Rangaraj Ramanujam, Vanderbilt U.
MONDAY

Session Details – Monday

Beyond Diffusion: The Social and Economic Forces that Shape Medical Home Implementation | Timothy Hoff, State U. of New York, Albany

Leading the Implementation Journey | Amy C. Edmondson, Harvard U.

988 ☐: (Paper Session) - (HR) Strategic Human Resources Management: Capturing the Value of Employees
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panels 62-67

☐ Environmental Dynamism, HR Flexibility & Firm Performance: Analysis of a Multi-Level Causal Model | Sumita Kekar, Indian Institute of Management, Calcutta; Prodipt Kumar S et, Indian Institute of Management, Calcutta

☐ HR Practices and Value Capture from Investment in Innovation: Evidence from a Quasi-Experiment | Andreas Georgiadis, Centre for Economic Performance, LSE; Christos N. Pitelis, U. of Cambridge

☐ Organizational values, employee negative affect, and high performance work practices | Olivia Amanda O’Neill, U. of Georgia; Daniel Feldman, U. of Georgia; Robert J. Vandenberg, U. of Georgia; David M. Dejoy, U. of Georgia; Mark G. Wilson, U. of Georgia

☐ Leveraging the innovative performance of human capital through HRM and social capital | Carmen Cabello, Pablo de Olavide U.; Alvaro Lopez-Cabales, Pablo de Olavide U.; Ramon Valle-Cabera, Pablo de Olavide U.

☐ Perceptual Mechanisms Linking HR Practices and OCBS: A Multilevel Moderated Mediation Study | Li-Yun Sun, Macau U. of Science and Technology; Wen Pan, Beijing Institute of Technology

☐ Organizational performance, employee attitudes, and HRM: a study of small businesses | Chin-Ju Tsai, Royal Holloway, U. of London; Paul Kerr Edwards, Warwick U.; Sukanya Sen-gupta, Cardiff U.

989 ☐: (Paper Session) - (HR) International and Cross-Cultural Issues in Human Resources Management
3:00pm - 4:30pm Sheraton Chicago: Mission Room

Chair: Cordula Barzanthy, Groupe ESC Toulouse Business School
Discussant: Peter J. Dowling, Victoria U. of Wellington

☐ Social Interactions and Expatriate Adjustment: Who or What Really Matters | Xiaoyun Wang, U. of Manitoba; Nealia Sue Brunning, U. of Manitoba; Karan Sonpar, Instituto de Empresa Business School

☐ A Social Capital Perspective of International Assignee Retention | B. Sebastian Reiche, IESE Business School; Maria Kreamer, U. of Iowa; Anne-Wil Harzing, U. of Melbourne

☐ Perceived Job Quality in 19 European Countries: A Multilevel Approach | Ingrid Esser, SOFi; Karen Modesta Olsen, NHH

☐ A Study on the HR-Performance Link in South Korea using Two Differently Measured HR Practices | Jang-Ho Choi, Chung-Ang U.

990 ☐: (Paper Session) - (HR) Exploring the Link Between HR Systems and Outcomes
3:00pm - 4:30pm Sheraton Chicago: Sheraton 3
Chair: Gary C. McMahan, U. of Texas, Arlington

Discussant: James P. Guthrie, U. of Kansas

☐ High Commitment HR Practices, Employee Effort, and Firm Performance | Elizabeth McLean, Cornell U.

☐ HRM Practices, Affective Commitment and Job Performance: A Study of Hair Salons | Po Chien Chang, National Sun Yat-sen U.; Pei-Chiu Huang, National Sun Yat-sen U.; Shyh-je Chen, National Sun Yat-sen U.

☐ HRM System Outcomes and Knowledge Sharing: The Mediating Effect of Individual Motivation and Behavior | Dana Minbaeva, Copenhagen Business School; Kristiina Makeita, Helsinki School of Economics; Larissa Rabbiosi, Copenhagen Business School

☐ High Performance HR Climates and Employment Relationships: An Anatomy of the Black Box | Pei-Chuan Wu, National U. of Singapore; Yew Kwan Tong, National U. of Singapore; Richard D Arvey, National U. of Singapore

991 ☐ ☐: (Paper Session) - (IM) MNC Strategy Issues
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal B
Chair: Augustine A. Lado, Clarkson U.
Discussant: Ruihua Joy Jiang, Oakland U.

☐ The Strategy and Structure of Multinational Corporations | Heather Berry, U. of Pennsylvania

☐ How Macrostructure Shapes Multinational Competition | Subramanian Rangan, INSEAD; Aldemir Drummond, Fundação Dom Cabral

☐ An Analysis of the Relationships of International Diversification, Firm Resources and Performance | Nejat Capar, Bilkent U.

☐ Emerging Organizational Forms and International Diversification Strategies of Emerging Economy MNEs | Daphne W. Yu, Chinese U. of Hong Kong; Chung-Ming Lau, Chinese U. of Hong Kong

992 ☐ ☐: (Paper Session) - (IM) Institutional Distance
3:00pm - 4:30pm Hyatt Regency Chicago: McCormick
Chair: Kehan Xu, Texas A&M U.
Discussant: Candace Agrella Martinez, Saint Louis U.

☐ Multinationalization in Response to Reforms | Alvaro Cuervo-Cazurra, U. of South Carolina; Luis Alfonso Dau, U. of South Carolina

Best Paper in Strategy / IB Theory

☐ Institutional Distance and Cross-border M&A Value Creation | Hong Zhu, Chinese U. of Hong Kong; Laszlo Tihanyi, Texas A&M U.

☐ Institutional Distance and Local Isomorphism Strategy | Robert Salomon, New York U.; Zheying Wu, U. of Southern California

☐ Entry Strategies of Firms from NIEs: The Roles of Institutional Distances and Corporate Governance | WB Kittlaksanawong Yu, Chulalongkorn U.

993 ☐ ☐: (Paper Session) - (IM) Global Strategy and Tactics
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 31-37

☐ A Multi-Dimensional Analysis of Subsidiaries’ Competence Development within the MNC | Qin Yang, Robert Morris U.; Ram Mudambi, Temple U.; Ulf Holm, Uppsala
Doug Nigh Award Finalist
Best Paper in Strategy / IB Theory
How Top Management Teams Affect Acquisition Behavior and Performance | Anna Nadolska, RSM Erasmus U.

Institutional Change and Strategic Change: Foreign Takeovers in Transition Economies | Jun Xia, Montclair State U.

996: (Paper Session) - (IP) Models of Firm Evolution & Transformation
3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 1
Facilitator: Karen D. W. Patterson, U. of New Mexico

TIM: From a life cycle to a life spiral model in committee-based standardization | Anke Piepenbrink, Rutgers U.

997: (Paper Session) - (IP) Models of Entrepreneurship
3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 2
Facilitator: Benyamin B. Lichtenstein, U. of Massachusetts, Boston

ENT: Effects of Theoretical and Methodological Rigor on Article Impact in the Field of Entrepreneurship | Valentina V. Kuskova, Indiana U.; Bloomberg; Nathan Philip Podsakoff, U. of Arizona; Philip M. Podsakoff, Indiana U.

CMS: An Inquiry into the Metaphysical Underpinnings of the Question of the Entrepreneur | Stratos E Ramoglou, Cambridge U.

TIM: The Schumpeterian Entrepreneur is Alive and Well | Serguey Braguinsky, Carnegie Mellon U.; Steven Klepper, Carnegie Mellon U.; Atsushi Oyama, U. of Illinois at Urbana Champaign

ENT: Austrian economics and the study of entrepreneurship: concepts and contributions | Henrik Berglund, Chalmers U. of Technology

ENT: Entrepreneurship within the Creative Industries: Looking back to go further | Eduardo Davel, TELUQ, U. of Quebec in Montreal, Canada; Fernando Fachin, Concordia U.

998: (Paper Session) - (IP) Structure and Role of MNCs
3:00pm - 4:30pm Hyatt Regency Chicago: Grand E Table 3
Facilitator: Marios I Katsioulides, Hellenic American U.

IM: Which Come First: Domestic or Foreign Subsidiaries? Analysis of Japanese Service Companies | Anna Nadolska, RSM Erasmus U.; Elena Livina, Concordia U.; Jane Giacobbe Miller, U. of Massachusetts, Amherst

IM: Why it is Likely that the Network Organization will Fail in MNCs | Joachim Wolf, Christian-Albrechts-U. of Kiel; William G Egelhoff, Fordham U.

IM: Institutional Distance and MNC Strategy | Taib Hafsi, HEC Montreal; Gwyneth Edwards, Concordia U.; Mehdi Farashahi, Concordia U.; Rick Molz, Concordia U.

SIM: Financial Giants and Moral Pygmies? Multinational Corporations and Human Rights | Shaomin Li, Old Dominion U.; Ajai S Gaur, Old Dominion U.
999 : (Paper Session) - (IP) Managing Intellectual Property
3:00pm - 4:30pm Hyatt Regency Chicago: Grand Ballroom A
Facilitator: Muharrem Nesil Huvaj, U. of Connecticut, Storrs

1000 → (Paper Session) - (IP) Leadership in a Global Context
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: Connson Chou Locke, London School of Economics
IM: Emergent Global Strategy: Role of Local Institutional Strategy and Subsidiary Leadership Attributes | Ali Taleb, HEC Montreal
IM: Towards a Global Leadership Theory for the 21st Century | Christine Nielsen, U. of Baltimore

1001 : (Paper Session) - (IP) Current Issues in Social Networks
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: Hilla Dotan, Tel-Aviv U.
OMT: Neighborhoods: A Tacit Social Structure Connecting Individuals and Organizations | Barbara S. Lawrence, U. of California, Los Angeles; Michael J. Zyphur, U. of Melbourne
OCIS: Organizations as Networks of Communications: A Methodological Proposal | Steffen Blaschke, U. of Bamberg; Dennis Schoeneborn, U. of Zurich; David Nils Seidl, U. of Zurich
OCIS Best Interactive Paper Award - Finalist
CM: A Turn for the Better: The Mediating Role of Interaction for Improving Network Ties | Travis Grosser, U. of Kentucky; Ginny L. Kidwell, U. of Kentucky; Brian R. Dineen, U. of Kentucky; Stephen Bogarti, U. of Kentucky

1002 : (Paper Session) - (IP) Corporate Responses to Environmental Issues
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: Valerie Ellen Mock, UTEP-CEDARS
ONE: How Ecopreneurial Businesses are Responding to the Call of Nature | Kate Kearins, Auckland U. of Technology; Eva Marie Collins, U. of Waikato; Helen M. Tregidga, AUT U.
ONE: Organizational Migration and Displacement Due to Climate Change and Weather Extremes | Martina K. Linneenuelle, U. of Queensland; Alexander Stathakis, U. of Queensland; Andrew Griffiths, U. of Queensland
ONE: Corporate Responses to Climate Change | Younsung Kim, George Mason U.

1003 : (Paper Session) - (IP) Toward a Better Understanding of Governance
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: Deborah Blackman, U. of Canberra
CMS: Parallel Or Colliding Universes Of Corporate Governance? European and Anglo-American Governance | Thomas Clarke, U. of Technology, Sydney
PNP: Governance and New Public Management: Convergences and Contradictions in the Brazilian context | Alketa Peci, EBAPE-FGV; Octavio Pieranti, EBAPE-FGV; Silvia Rodrigues, EBAPE-FGV
BPS: Learning from the Past: How Effective are Structural Changes in Corporate Governance | Ashay B. Desai, U. of Wisconsin, Oshkosh; John D. Francis, San Diego State U.

1004 : (Paper Session) - (IP) The Effect of Directors
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: Zhenyan Lu, Peking U.
BPS: Firm preferences for TMT external directorships: Theorizing about a resource | Seemantini Madhukar Pathak, U. of Houston; Katalin Takacs Haynes, Texas A&M U.
ENT: The relationship between board service task, knowledge and export intensity in family firms | Andrea Calabrò, Tor Vergata U.; Donata Mussolino, Second U. of Naples; Morten Huse, BI Norwegian School of Management

1005 : (Paper Session) - (IP) The Strategic Role of Social Capital
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: George A. Redmond, Franklin U.
MOC: How to Become a Strategist: The Role of Social Interactions | Svetlana Serdukov, REIMS Management School

1006 : (Paper Session) - (IP) Diversification Strategies
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: Abdul Beydoun, Florida International U.
BPS: The Impact of Dynamic Capabilities and Corporate Diversification on Firm Performance | Chia-Wen Hsu, Yuan Ze U.; Heng-Yih Liu, Yuan Ze U.
TIM: Influence of Strategic Alliances on Product Diversification | Yong-Sik Hwang, Sejong U.
Session Details – Monday

1015 (Paper Session) - (MED) Ideas to Improve Organization Development Approaches: Reflection, Thinking Strategically, and Looking at Smooth Flows
3:00pm - 4:30pm Hyatt Regency Chicago: Buckingham
Chair: Alice G Stewart, North Carolina A & T State U.
Discussant: Nicholas Mathys, DePaul U.
Experiences That Develop the Ability to Think Strategically: A Nationally Study | Ellen F. Goldman, George Washington U.; Terrence F. Cahill, Seton Hall U.; Rubens Pessana Filho, George Washington U.
Enhancing the Ability to Think Strategically: A Learning Model | Andrea Casey, George Washington U.; Ellen F. Goldman, George Washington U.
Reflection as a Strategy to Enhance Performance after Feedback | Frederik Anseel, Ghent U.; Filip Lievens, Ghent U.; Eveline Schollaert, Ghent U.
Winner of MED Division Best Paper in Management Development (sponsored by Journal of Management Development and Emerald Press)

1016 (Paper Session) - (MED, MOC) Learning Across Levels: Creating Capability Through Building Belief
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus KL
Building belief in organizational learning: the role of organizational learning efficacy | Helen Shipton, Aston U.
The impact of transformational leadership on innovative behaviour: A learning perspective | Qin Zhou, U. of Twente; Karin Sanders, U. of Twente, The Netherlands
Team learning and performance in short-term teams- the role of goals and climate | Petra Klumb, U. of Fribourg; Christiane Herre, U. of Fribourg
Managing communities of practice for organizational learning: Measuring maturity | Allan Macpherson, U. of Liverpool; Elena P. Antonacopoulou, U. of Liverpool
Leading network learning: Influencing change and developing learning capability | Annie Pye, U. of Exeter; Louise Knight, U. of Aston
Participant: Helen Shipton, Aston U.

1017 (Paper Session) - (MH) Thinking about people and their management
3:00pm - 4:30pm Wisteria Chicago: St. Galen Salon 1
Opening Maslow's Black-Box: An ANTist Perspective | Terrance G. Weatherbee, Acadia U.; Gabrielle Durepos, Saint Mary's U.
Management History Division Best Student Paper

1018 (Paper Session) - (MOC) Social Structures
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV MOC 1
Presented on Panels 57-61
Collaborative Imprints: Implicit Social Cognition and Organizational Networks | Sameer B. Srivastava, Harvard U.; Mahzarin Banaji, Harvard U.
Managing Supplier Relations in Cooperative Contexts | Miriam Wilhelm, Freie U. Berlin; Joerg Sydow, Freie U. Berlin
Naturalistic Decision Making and Social Structures: A Case Study of Coordination and Growth | Markus H V Vanharanta, Lancaster U.; Mark Stevenson, Lancaster U.
In Search of Mediating Factors in the Service-Profit Chain: Looking Through the Identification Lens | Humphry Hung, Hong Kong Polytechnic U.

1019 (Paper Session) - (MOC) Managing and Constructing Meaning
3:00pm - 4:30pm Hyatt Regency Chicago: Wright
Chair: Bing Ran, Pennsylvania State U., Harrisburg
Discussant: CV Harquail, Authentic Organizations
Time as a Missile Launch: Exploring Temporal Metaphors Used by a Top Management Team | Jo Longnecker, George Washington U.
Managing Strategic Balance through Corporate Messaging: A Case Study in the Oil Industry | Mignon Van Haideren, RSM, Erasmus U.; Cees B.M. Van Riel, Erasmus U. Rotterdam; Tom Brown, Oklahoma State U.
Deal Characteristics and Collective Ruminations: How Employees make Sense of a Merger Announcement | Katy Marmenout, INSEAD

1020 (Paper Session) - (MOC, OB) Status and Power in Organizations: New Perspectives on Conventional Wisdom
3:00pm - 4:30pm Hyatt Regency Chicago: Truffles
Chair: Lisa M. Leslie, U. of Minnesota
Teaching-oriented

1021 ☀️ (MSR): A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship 3:00pm - 4:30pm Hyatt Regency Chicago: Haymarket
Chair: Sandra King Kauanui, Florida Gulf Coast U.
A Research Path: Following Spirituality and Its Role in Creating Sustainable Entrepreneurship | Sandra King Kauanui, Florida Gulf Coast U.; Cynthia L. Sherman, Claremont Graduate U.; Kevin D. Thomas, U. of Texas: Austin; Arthur J. Rubens, Florida Gulf Coast U.
Presenters: Sandra King Kauanui, Florida Gulf Coast U.; Cynthia L. Sherman, Claremont Graduate U.; Arthur J. Rubens, Florida Gulf Coast U.; Kevin D. Thomas, U. of Texas: Austin

1022 ☀️ (Paper Session) - (OB) Individual Differences, Attitudes and Behavior 3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV OB 1
Presented on Panels 38-45

1023 ☀️ (Paper Session) - (OB) Customer Service 3:00pm - 4:30pm Sheraton Chicago: Marriott Room
Chair: Emily M Hunter, Hankamer School of Business, Baylor U.
Discussant: Mahesh V. Subramony, Northern Illinois U.
The Effect of Customer-Directed Justice on Service Agents’ Emotions and Behavior | Sarah Hovind, U. of Lethbridge; Janelle Enns, U. of Lethbridge

Promoting Good Service: A Study of Regulatory Focus and Emotional Labor | Jason Dahling, College of New Jersey; Hazel-Anne M. Johnson, Rider U.

Daily Customer Mistreatment and Employee Sabotage against Customers: A Resource Perspective | Mo Wang, U. of Maryland, College Park; Hui Liao, U. of Maryland, College Park; Yujie Zhan, U. of Maryland, College Park; Junqi Shi, Peking U.; Zheyu Zhang, CCSI Company

A Multilevel Investigation on Mechanisms Linking Transformational Leadership and Customer Outcomes | Tawei Tang, Asia U.; Taichung, Taiwan; Shang-Ping Lin, National Yunlin U. of Science and Technology; Yo-Yun Tang, National Central U. Taiwan; Chih-Hung Wang, National Central U. Taiwan

MONDAY
1026 (Paper Session) - (OB) Transformational Leadership
3:00pm - 4:30pm Sheraton Chicago: Ohio Room
Chair: Zhen Zhang, Arizona State U.
Discussant: Gerard Beenen, Carnegie Mellon U.
A Multilevel Investigation on Mechanisms Linking Transformational Leadership and Innovative Behavior | Chun-Hsi Vivian Chen, National Central U. Taiwan; Ya-Yun Tang, National Central U. Taiwan
Performance: A Meta-Analytic Review | Gang Wang, U. of Iowa; In-Sue Oh, U. of Iowa; Stephen H Courtright, U. of Iowa; Amy E. Colbert, U. of Iowa

1027 (JS: (OB, CM, SIM) New Findings from the Dark Side: Fresh Perspectives on Incivility in the Workplace
3:00pm - 4:30pm Sheraton Chicago: Mississippi Room
Chair: Lilia Cortina, U. of Michigan
Workplace Incivility and Culture of Honor: Male Employees' Responses to Dishonorable Treatment | Kathi Miner-Rubino, Texas A&M U.; Michael L. Seigel, U. of Florida
The Effects of Workplace Incivility on Work and Family | Sandy Lim, National U. of Singapore; Alexia Lee, Singapore Management U.
Witnessing Incivility among Employees: Effects on Consumer Anger, Global Judgments, and Repatronage | Christine L. Porath, U. of Southern California; Deborah MacInnis, U. of Southern California; Valerie Folkes, U. of Southern California
Customers Behaving Badly: Negative Effects of Customer Incivility on Service Employees | Lisa Marchiondo, U. of Michigan; Lilia Cortina, U. of Michigan
Participants: Lisa Marchiondo, U. of Michigan; Dana B. Kabat, U. of Michigan; Alexia Lee, Singapore Management U.; Christine L. Porath, U. of Southern California; Deborah MacInnis, U. of Southern California; Valerie Folkes, U. of Southern California; Kathi Miner-Rubino, Texas A&M U.; Michael L. Seigel, U. of Florida; Sandy Lim, National U. of Singapore

1028 (JS: (OB, MED) Compassion in Organizations and Compassionate Questions in Organizational Scholarship
3:00pm - 4:30pm Sheraton Chicago: Sheraton 1
Chair: Andre Avrachuck, Fielding Graduate U.
Participants: Richard E. Boyatzis, Case Western Reserve U.; Kim Cameron, U. of Michigan; Jason Kanov, Seattle U.; Jacoba Lilius, Queen's U. Canada; Robert E. Quinn, U. of Michigan
Winner of MED Division Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School)

1029 (JS: (OB, MOC) Social Consequences of Expressing Complex Emotions in the Workplace
3:00pm - 4:30pm Sheraton Chicago: Sheraton 2
Organizers: Lu Wang, U. of Illinois, Urbana-Champaign; Naomi B. Rothman, U. of Illinois, Urbana-Champaign
Chairs: Lu Wang, U. of Illinois, Urbana-Champaign; Naomi B. Rothman, U. of Illinois, Urbana-Champaign
Discussant: Sigal Barsade, U. of Pennsylvania
More than a Passionate Face: Authenticity of Leaders' Emotion Expression and Leader Effectiveness | Lu Wang, U. of Illinois, Urbana-Champaign; Arran Caza, U. of Illinois, Urbana-Champaign; Gang Zhang, U. of Illinois, Urbana-Champaign
Social Consequences of Emotional Ambivalence Expressions in Social Interactions | Naomi B. Rothman, U. of Illinois, Urbana-Champaign
Emotional Aperture Facilitates Working in and Leading Teams | Jeffrey Sanchez-Burks, U. of Michigan; Caroline A Bartel, U. of Texas at Austin; Laura L. Rees, U. of Michigan, Ann Arbor

1030 (JS: (OB, RM) Multilevel and Longitudinal Perspectives on Goal Orientation
3:00pm - 4:30pm Sheraton Chicago: Sheraton 5
Organizer: Michael Horvath, Cleveland State U.
Discussant: Rick DeShon, Michigan State U.
The Distinctiveness of Goal Orientations at Multiple Levels of Specificity | Michael Horvath, Cleveland State U.; Hailey A Herleman, Clemson U.; Amber N. Schroeder, Clemson U.; Benjamin Slade, Clemson U.; Paula Chan, U. of South Florida
Task-Specific Goal Orientation, Engagement, and Mental Energy | Hailey A Herleman, Clemson U.; Melissa Waitsman, Clemson U.; Eric McKibben, Clemson U.; Anthony Kincaid, Clemson U.; Steven Sweat, Clemson U.; Charlotte Powers, Clemson U.; Thomas W Britt, Clemson U.
The Role of Goal Orientation in Goal Directed Behavior | James Beck, U. of Akron; Aaron M. Schmidt, U. of Minnesota, Twin Cities

1031 (Paper Session) - (ODC) The Impacts of Culture, Team Climate and Shared Leadership on Change Processes
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV ODC 1
Presented on Panels 66-68
Motivational Aspects of Shared Leadership: On the Role of Team Identification and Team Self-Efficacy | Miriam Muethel, WHU - Otto Beisheim School of Management; Sarah Gehlein, WHU - Otto Beisheim School of Management
Internalization of New Organizational Culture: Lessons From Employees' Lived-In Experiences | Dr Richa Awasthy, International Management Institute of New Delhi; Rajen K Gupta, Management Development Institute; C. Vijayalakshmi, IFMR, Chennai
The Role of Team Climate for Innovation in Resource-Constrained Innovation Projects | Matthias Weiss, WHU -
MONDAY

Session Details – Monday

1032  (Paper Session) - (ODC) Organizational Change in Difficult Times: Corporate Re-structuring, Innovation, Transformational Merger, and Radical Re-organization Under Duress
3:00pm - 4:30pm Swissotel Chicago: St. Gallen Salon 2
Chair: Anthony J DiBela, Naval War College
Discussant: David S. Bright, Wright State U.
The Dynamics of Mergers of Equals and the Creation of Culture During Integration Period | Israel Dori, College of Management, Israel; Shmuel Ellis, Tel Aviv U.
Business Exit and Strategic Change: Sticking to the Knitting or Striking a New Path? | Carolin Decker, Free U. Berlin; Thomas Mellewigt, Free U. Berlin
The Tension between Dynamic Capabilities and Path Dependency in Innovation Processes | Erk Peter Piening, Leibniz U. Hannover
Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro Longitudinal Study | Zachary Sheaffer, Open U. of Israel & Ariel U. Centre; Benson Honig, Wilfrid Laurier U.; Shaul Zionit, Open U. Israel; Orly Yeheskeli, Interdisciplinary Center

1033  (ODC) ODC Distinguished Speaker: Jane E. Dutton
3:00pm - 4:30pm Swissotel Chicago: Vevay Salon 3
Booster Shots: Strengthening Change Agents for Sustainable Change | Jane E. Dutton, U. of Michigan

1034  (Paper Session) - (OM) Supply Chain Coordination, Innovation and Product Development
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal A
Uncovering the Operational Impact of Supply Chain Alliances: A Plant Level Empirical Investigation | Xiaosong (David) Peng, Texas A&M U.
The Role of the Supply Chain Executive in Supply Chain Integration: A Behavioral Approach | Veronica Hayde Villena Martinez, Instituto de Empresa Business School; Luis R. Gomez Mejia, Arizona State U.; Elena Revilla, Instituto de Empresa Business School
Measuring Buyer-Supplier Relationalism: A Content Analysis-Based Approach | Chanchai Tangpong, North Dakota State U.

1035  (Paper Session) - (OM) Services Operations Management
3:00pm - 4:30pm Hyatt Regency Chicago: San Francisco
Chair: Rosemond Moore, U. of Texas Pan American
The Moderating Role of Strategy on the Relationship Between Servicescape and Customer Satisfaction | Patti Lynn
Collett, U. of Maine; Grant Miles, U. of North Texas; Alan R. Cannon, U. of Texas at Arlington
Bridging Between Goods and Services SCM: Some Fresh Perspectives | T. T. Niranj, Swiss Federal Institute of Technology Zurich, ETH; Miles Weaver, De Montfort U.; Sumit Pillai, Management Development Institute
Schedule Quality Assessment Metrices | Richard J Tarpey, Middle Tennessee State U.; Millicent F. Nelson, Middle Tennessee State U.
Linking business strategy and operations strategy: Are we looking in the right place? | George Burt, U. of Strathclyde; Tom Mullen, U. of Strathclyde

1036  (Paper Session) - (OMT) Perspectives on Governance
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus H
Chair: Simona Giorgi, Northwestern U.
Me or We: The Effects of CEO Organizational Identification on Agency Costs | Steven Bovie, U. of Arizona; Donald A. Lange, Arizona State U.; Michael McDonald, U. of Central Florida; James Westphal, U. of Michigan
Setting Your Own Standards: Internal Corp. Governance Codes as a Response to Institutional Pressure | Ilya Okhmatovskiy, McGill U.; Robert J David, McGill U.
Corporate Sustainability Antecedents: Governance, Board Monitoring and Environmental Regulation | Mariana J. Lebron, Syracuse U.; Punit Arora, Syracuse U.
Economic Imperialism and its Enemies | Ian Maitland, U. of Minnesota

1037  (Paper Session) - (OMT) Categories
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus H
Chair: Renate Elisabeth Meyer, WirtschaftsU. Wien
Knowledge Cohesion and Category Growth | Elizabeth G. Pontikes, U. of Chicago
Categorical Coherence: A New Perspective on Legitimacy | Steven Kahl, U. of Chicago; JoAnne Yates, Massachusetts Institute of Technology
What Connects Audience and Critic? Evidence from the U.S. Brokerage Industry | Anne Fleischer, U. of Toronto

1038  (Paper Session) - (OMT) The Uses and Outcomes of Networks
3:00pm - 4:30pm Hyatt Regency Chicago: DuSable
Chair: Francois Herve Collet, ESADE
Networks as Covers: Evidence from Business and Social On-Line Networks | Mikolaj Jan Piskorski, Harvard U.
Social Network Ties, Social Identity and the Sources of Innovative Performance | Gina Dokko, U. of California, Davis/New York U.; Aimee A. Kane, New York U.; Marco Tortoriello, HEC Paris
Blurred Transitions: How Online Social Interactions Pattern Creative Practices | Esther R Maier, Richard Ivey School of Business

Session Details – Monday

1039 : (Paper Session) - (OMT) Partner Selection in Networks
3:00pm - 4:30pm Hyatt Regency Chicago: Gold Coast
Chair: Markus Perkmann, Imperial College London
Network-Independent Partner Selection and the Evolution of Innovation Networks | Joel A.C. Baum, U. of Toronto; Robin Cowan, UNU-MERIT/Maastricht U.; Nicholas Jonard, U. Luxembourg
Winner of OMT Division Best Paper Award

Do Birds of a Feather Always Flock Together? Homophily Cycles in Joint Venture Networks | Sean Tsuhsiang Hsu, U. of Pittsburgh; Ravi Madhavan, U. of Pittsburgh
An Evolutionary Model of Partner Selection and Organizational Performance | Mohamed Boukhris, U. of Lugano
Beyond Homophily: Hybrid Networks in Venture Capital Investments | Chun-Yun Cheng, National Taiwan U.; Jung-Chin Shen, York U.

Kessler, Montclair State U.; Walter Nord, U. of South Florida; Ashley E. Nixon, U. of South Florida; Jasmine V James, U. of West Florida; Sarah M Acker, Montclair State U.

Heterarchy as a Variation of Hierarchy: A Case Study on Baosteel’s Managerial Systems | Feng-bin Wang, Renmin U. of China; Zhen Zhen, PhD Student, Renmin U. of China; Yang Yang, PhD Student, Renmin U. of China

Centralizing Decisions or Decision-Making? The Duality of Centralization and Innovation | Lorenzo Bizzi, HEC Montreal

1040 : (Paper Session) - (OMT) Framing: From Bath Houses to Opera via Nanotechnology
3:00pm - 4:30pm Hyatt Regency Chicago: Ogden
Chair: Samantha Fairclough, U. of Oxford/U. of Alberta
Bounding Nanotechnology: Deconstructing the Drexler-Smalley Debate | Sarah Kaplan, Rotman School, U. of Toronto; Joanna Radin, U. of Pennsylvania
Pay No Attention to the Organization Behind the Curtain: The Enactment of Image at the Bathhouse | Bryant A Hudson, Florida Atlantic U.; Gerardo Okhuysen, U. of Utah
Social Dimensions of Ratings: Conformity and Differentiation in Security Analysts’ Recommendations | Matteo Prato, IESE Business School; Fabrizio Ferraro, IESE Business School

Unraveling Adaptive Selling: An Empirical Analysis of Underlying Relational Behaviors | Ganesh Kumar, Case Western Reserve U.
Supply Chain Integration as a Spider-Web Network Through Governance Mechanisms | Ming-Chang Huang, Providence U.; Chiu-Yen Chiu, National Chung Hsing U.; Ting-Chun Lu, National Chengchi U.; Hsiang-Lin Cheng, Feng Chia U.

Configurations of Outsourcing Firms and Performance: Exploring Organizational Gestalts | Kirti Sharda, Indian Institute of Management Ahmedabad; Leena Chatterjee, IIM Calcutta

1041 : (Paper Session) - (OMT) Organizing for Flexibility, Change, Innovation & Communication
3:00pm - 4:30pm Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels: 16-23
Communication Networks in Routine and Non-Routine Tasks | Anssi Smedlund, Helsinki U. of Technology; Emily W. Choi, U. of California, Berkeley
Organizing to Reorganize: Doing End-to-End Management in Practice | Paula Jarzabkowski, Aston U.; Jane Kirsten Matthiesen, Aston U.; Martha S. Feldman, U. of California, Irvine
Organizing the “Flexible” Organization: A Spatial Perspective on Flexibility | Sara Varlander, Stockholm U.; Ebba Sjögren, Stockholm School of Economics
Performance Effects of Aligning Information Technology with Organization and Product Market Strategy | Ferdinand Mahr, U. of Munich; Tobias Kretschmer, U. of Munich

What Do We Know About Organic/Mechanistic Structures? Not as Much as We Thought! | Stacey Robin

Explaining Consistency in Corporate Social Performance from an Organizational Identity Perspective | Alison Mackey, California Polytechnic State U., San Luis Obispo; David A. Whetten, Brigham Young U.

1044 : (Paper Session) - (ONE) Environmental Reporting and Reputation
3:00pm - 4:30pm Fairmont Chicago: Crystal Room
Chair: Michael L. Barnett, U. of South Florida
1045 ( ) (Paper Session) - (ONE) Resistance to Institutional Pressures and Symbolic Adoption of Environmental Practices  
3:00pm - 4:30pm Fairmont Chicago: State Room  
Chair: María J. Montes-Sancho, Carlos III U.  
The Impact of Symbolic and Substantive Actions on Environmental Legitimacy | Pascual Berroca, IESE Business School; Liliana Gelabert, U. Carlos III de Madrid; Andrea Fosfuri, U. Carlos III de Madrid  
Decoupling of Standard Implementation from Certification: Implications for Firm Self-Regulation | Deepa Aravind, City U. of New York-College of Staten Island; Petra Christmann, Rutgers U.  
Modeling the Impact of ISO 14001 on Environmental Performance: A Comparative Approach | Olivier Boiral, U. Laval; Jean-François Henri, U. Laval  
To Conform or to Resist: Response Strategies to Institutional Pressures in Light of Uncertainty | David Christopher Sprengel, ETH Zurich; Volker H. Hoffmann, ETH Zurich; Jens Hamprecht, ETH Zurich

1046 ( ) (Paper Session) - (PNP) Innovation Management  
3:00pm - 4:30pm Fairmont Chicago: Ambassador Room  
Chair: Gordon Kingsley, Georgia Institute of Technology  
Discussant: Meredith H. Myers, Case Western Reserve U.  
Management Innovation, Strategy Implementation, and Organizational Performance | Richard Mark Walker, U. of Hong Kong; Fariborz Damanpour, Rutgers U.; Carlos Alberto Devece, U. Jaume I  
Toeing, Blurring or Crossing the Line? How Regulated Organizations View Compliance and Innovation | Marilyn Ayenew Hosea, Case Western Reserve U.; Paul Salipante, Case Western Reserve U.  
Hidden, yet Meaningful: Innovation Creation in the Public Sector | Torsten Oliver Salge, U. of Cambridge  
Harnessing Knowledge for Innovation in Social Enterprises: An Intellectual Capital Perspective | Eric Kong, U. of Southern Queensland

1047 ( ) (Paper Session) - (PNP) Impacting Employee & Organizational Performance  
3:00pm - 4:30pm Fairmont Chicago: Regent Room  
Chair: Anthony T. Milanowski, U. of Wisconsin, Madison  
Discussant: Dean F. Eitelt, DePaul U.  
Pay for Performance: Does it Really Motivate Public Officials? | Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich; Fabian Homberg, U. of Zurich  
Sectoral Differences in Health Benefits and Performance-Based Incentives: An Empirical Study | Xinxiang Chen, U. of Minnesota; Ting Ren, Peking U., HSBC School of Business  
Linking Governance and Performance: ICANN as a Conservative Internet Self-Governance Regime | Maeng Joo Lee, Knowledge Economy Officials Training Institute; Karen M Hult, Virginia Tech; Sang Ok Choi, Virginia Tech  
Measuring and Explaining Organizational Performance in U.S. Federal Agencies | Chansu Jung, U. of Georgia

1048 (:: (RM) How to Publish in Organizational Research Methods (ORM): Insights and Advice from the Editor and Editorial Board Members  
3:00pm - 4:30pm Sheraton Chicago: Superior A and B  
Organizer: Robert J. Vandenberg, U. of Georgia  
Introduction and Comments from the Editor | Robert J. Vandenberg, U. of Georgia  
Round Table Discussion Groups: Bring Your Questions, or Just Come to Gather Wisdom | Herman Aguinis, Indiana U., Bloomington; Anne D. Smith, U. of Tennessee; James M. LeBreton, Purdue U.; Robert P. Gephart, U. of Alberta; Timothy Hinkin, Cornell U.; Jeremy Collin Short, Texas Tech U.; Terri A. Scandura, U. of Miami

1049 ( ) (Paper Session) - (SIM) II. Corporate Social Performance: Contexts & Effects  
3:00pm - 4:30pm Fairmont Chicago: Chancellor Room  
Chair: Archie B Carroll, U. of Georgia  
Discussant: Robbin Derry, U. of Lethbridge  
Correlates of Corporate Social Responsibility Expenditures in an Emerging Sub-Saharan Economy | Scott D Julian, Wayne State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.  
Compliance or Resistance: Performance Feedback and Strategic Responses to Institutional Pressures | Joshua Watson, INSEAD  
Endangering social and economic sustainability: supply chain management in the automobile industry | Julia Roloff, ESC Rennes School of Business; Michael Stefan Assiaender, U. Kassel

1050 ( ) (Paper Session) - (SIM) IV. Ethics & Mgt: Theoretical & Philosophical Ethics.  
3:00pm - 4:30pm Fairmont Chicago: Embassy Room  
Chair: Gerald F Cavanagh, U. of Detroit Mercy  
Discussant: Ben Wempe, Erasmus U.  
The Two Sides of Virtue: Traits, Strengths, and Behavior in Organizations | Miguel Alzola, Fordham U.
Session Details – Monday

1051 SHCS: (SIM, OB, MOC) New Directions in Ethics Research: Disentangling the Dynamic Processes in Ethical Decision-making
3:00pm - 4:30pm Hyatt Regency Chicago: Gold Room
Chair: Suzanne Chan-Serafin, U. of New South Wales
Discussant: Ann Tenbunbels, U. of Notre Dame
A Functional Account of Moral Emotions in Organizations
Kristin Smith-Crowe, U. of Utah; Danielle E. Warren, Rutgers U.
Walking a Thin Line at Time Zero: The Ethical Consequences of Time Pressure
Dolly Chugh, New York U.; Mary Kern, Baruch College
Weaving a Tangled Web of Lies: How Lying Escalates and Diffuses in Organizations
Suzanne Chan-Serafin, U. of New South Wales
Missed Opportunities and Inherent Limitations of the Ethical Decision-making Approach
Donald A Palmer, U. of California, Davis
Winner of Making Connections Award, sponsored by the OB Division

1052 (TIM) Technology & Innovation Management Distinguished Speaker Session
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal G
Division Chair: Paul Almeida, Georgetown U.
Program Chair: Fernando Suarez, Boston U.
New Frontiers in Innovation Research
Rebecca Henderson, Massachusetts Institute of Technology

1053 (Paper Session) - (TIM) Intellectual Property Strategies
3:00pm - 4:30pm Hyatt Regency Chicago: Homer
Chair: Daya Shanker, Deakin U.
Financial Patenting in Europe
Bronwyn Hall, U. of California, Berkeley; Grid Thoma, Department of Computer Science and Mathematics - U. of Camerino; Salvatore Torrisi, U. of Bologna
Alternative Motives to File for Patents: Defensive Publishing in the Patent System
Joachim Henkel, Technical U. Munich; Florian Jell, Technical U. Munich
License to Speed: the Role of Technology Licensing in Accelerating the Invention process
Maria Isabella Leone, Luss Guo Cari U.; Toke Reichstein, Copenhagen Business School
Firm Status and Screening at the Patent Office
Ryan Michigan, Columbia U.

1054 (Paper Session) - (TIM) Antecedents of Entrepreneurial Activity
3:00pm - 4:30pm Hyatt Regency Chicago: Picasso
Chair: Sergey Anokhin, Kent State U.
The Foundation of Entrepreneurial Intention
Riccardo Fini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Gian Luca Marzocchi, U. of Bologna; Maurizio Sobrero, U. of Bologna
The Influence of Technological Interdependence on Employee Entrepreneurship and Mobility
Martin Ganoc, U. of Illinois, Urbana-Champaign
The Influence of Professional Identity on New Opportunity Recognition in Offshoring Processes
Rosa Grimaldi, U. of Bologna; Elisa Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, U. of Bologna
Spinoff Legitimacy and the Social Construction of University Funding
Konstantinos Pitsakis, Cass Business School, City U.; Vangelis Souitaris, City U. London

1055 (Paper Session) - (TIM) Strategic Alliances and Firm Performance
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 272
Chair: Nicholas Argyles, Washington U. in St. Louis
Expanding the Technological Breadth of a Firm with Strategic Alliances: A Study of Joint Patenting
Erin G. Pleggenkuhle-Miles, U. of Texas, Dallas; Theodore Andrew Khoury, Oregon State U.
Rotating Leadership and Symbiotic Organization: Relationship Processes in Collaborative Innovation
Jason Davis, Massachusetts Institute of Technology
Alliance Portfolio, Technological Knowledge and Innovation: A Longitudinal Study
Cristina Quintana-Garcia, Malaga U.; Carlos A. Benavides-Velasco, Malaga U.
Alliance Organization and Technological Performance
Arvind A Ziedonis, U. of Michigan, Ann Arbor; Michael J Leiblein, Ohio State U.; Jeff Macher, Georgetown U.

Monday 3:45PM

1057 (OCIS) OCIS Keynote Address: Designing Online Communities from Theory
3:45pm - 5:15pm Hyatt Regency Chicago: Water Tower
Distinguished Speaker: Robert E. Kraut, Carnegie Mellon U.

Monday 4:45PM

1058 (Paper Session) - (BPS) Competitive Heterogeneity: Dynamic Capabilities
4:45pm - 6:15pm Hyatt Regency Chicago: Acapulco
Chair: Paul Louis Drnevich, U. of Alabama
Discussant: David J Collis, Harvard U.
Dynamic Capabilities Deconstructed
Giada Di Stefano, Bocconi U.; Margaret Peteraf, Dartmouth College; Gianmario Verona, Bocconi U.
Making the Dynamic Capabilities View Dynamic: An Evolutionary Resource-based Theory
J.W. Stoelehorst, U. of Amsterdam; Hung-Yao Liu, U. of Amsterdam Business School
The Performance Implications of Dynamic Capabilities: The Case of Innovation
Ulrich Lichtenthaler, WHU - Otto Beisheim School of Management; Holger Ernst, WHU - Otto Beisheim School of Management
Dynamic Capabilities & Organizational Performance: Evidence from Mutual Funds
Dimo Ringov, INSEAD
4:45pm - 6:15pm Hyatt Regency Chicago: Addams
Chair: Christine H Mooney, Northern Illinois U.
Discussant: Andreas Koenig, IMD
Decomposability in Decision Making: Investigating the Roles of Interdependence and Coupling | Sai Krishna Yadavaram, National U. of Singapore
The Effect of Emotions on Strategic Decision Making | Anil Nair, Old Dominion U.; Mahesh Gopinath, Old Dominion U.; Weichu Xu, Old Dominion U.
Psychological Biases and Strategic Decision Making: It is not all Bad News | Dirk Martignoni, U. of St. Gallen; Daniela Patricia Blettner, U. of Southern Mississippi; Richard A Bettis, U. of North Carolina, Chapel Hill

1060  Paper Session - (BPS) Business Location
4:45pm - 6:15pm Hyatt Regency Chicago: Bunionham
Organizer: David Ridley, Duke U.
Chair: Kira Fabrizio, Duke U.
Location Strategy for Agglomeration Economies | Wilbur Chung, U. of Maryland, College Park
Fragile Foundations of Regional Scientific Advantage? US Stem Cell Policy and Geography of Discovery | Jeff Furman, Boston U.
Retail Zoning and Competition | David Ridley, Duke U.
Value Creation and Appropriation through Geographic Strategy: Evidence from FDI | J Myles Shaver, U. of Minnesota

1061  Paper Session - (BPS) New Perspectives on Alliance Structure & the Allocation of Control Rights
4:45pm - 6:15pm Hyatt Regency Chicago: Columbus G
Organizers: Simon D. Wakeman, ESMT; Matthew J Higgins, Georgia Institute of Technology
Chair: Carolin Haueussler, U. of Munich
Strategic alliance contracts: An overview of ex ante preferences for control rights | Carolin Haueussler, U. of Munich; Matthew J Higgins, Georgia Institute of Technology
Target Selection and Value Appropriation: Role of Board Interlocks in Research Intensive Industries | Tunji Adegbesan, Pan-African U.; Matthew J Higgins, Georgia Institute of Technology; Leslie Vincent, U. of Kentucky
Presenters: Daniel Walter Elfenbein, Washington U. in St. Louis; Simon D. Wakeman, ESMT; Matthew J Higgins, Georgia Institute of Technology; Tunji Adegbesan, Pan-African U.

1062  Paper Session - (BPS) Corporate Governance: Implications of TMT Diversity
4:45pm - 6:15pm Hyatt Regency Chicago: Comiskey
Chair: Steve Gove, Virginia Tech
Discussant: Chantu Sundaramurthy, San Diego State U.
An Examination of What, How and When TMT Experience Matters for Firm Innovativeness | Eric Fang, U. of Illinois; Michael K. Bednar, U. of Illinois
TMT Functional Diversity To Organizational Innovation: The Moderating Effects of Environment | Culi Qian, Hong Kong U. of Science and Technology; Qing Cao, U. of Connecticut; Hongzhang Zhang, Shandong U.
Harnessing Internal Knowledge for Exploratory Innovation: The Mediating Role of TMT Factors | Mariano L.M. Heyden, Rotterdam School of Management, Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.
Taking a Closer Look at the Relationship Between Top Management Team Diversity and Firm Performance | Hyuntaek Roh, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign

1063  Wiley-Blackwell Dissertation Award Finalists
4:45pm - 6:15pm Hyatt Regency Chicago: Grand C North
Chair: Joanne Oxley, U. of Toronto
Organizational experience and the creation of new products for new markets | J.P. Eggers, New York U.
Connecting the dots: Uncovering the technology scouting process | Felipe Monteiro, Wharton School, U. of Pennsylvania
Acquisition capability development: Behavioral and cognitive learning perspectives | Mario Schijven, Texas A&M U.
Four Essays on Antecedents and Consequences of Governance in Strategic Alliances | Jochen Schweitzer, U. of Technology, Sydney
Essays on delegation and control in multi-unit firms | Metin Sengul, Boston College

1064  Paper Session - (BPS) Cooperation, Coordination and Networks
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 40-51
Coordination Within vs. Across Firms | Kannan Srikanth, Indian School of Business
Partner Experience, Capability Complementarity, and the Quality of Interfirm Collaborations | Sahangsoon Kim, U. of Southern California, Marshall School of Business
Risk Management in the Network Economy | JiFeng Yu, U. of Nevada, Las Vegas; Yijia Lin, U. of Nebraska, Lincoln; Manfred Peterson, U. of Nebraska, Lincoln
The Uncertainty-Governance Choice Puzzle Revisited: A Review of TCE, RBV and Real Options Studies | Thomas Mellemvigt, Free U. Berlin; Franziska Koenig, Freie U. Berlin
Network Dynamics, Network Resource, Power, and Innovation | Cheng-Min Chuang, National Taiwan U.; Kuen-Shiou Yang, National Taiwan U.
A Property-Rights View of Franchise Branding | Shih-Fen S. Chen, U. of Western Ontario
Governance Strength and the Content of Experience: Evidence from Fire Service Organizations | Jay Horwitz, U. of Toronto
Session Details – Monday

Emergent Forms of Coopetition and Cooperation: An International Study on the Opera Houses Sector | Marcello M Mariani, U. of Bologna; Gino Cattani, New York U.

TCE and RBV Explanations of Firms’ Boundary Choices: Unintended Assumptions and Subtle Implications | Nilesh Khare, Ohio State U.

Why Weaker Firms Collaborate with Dominant Partners! | Brian Vincent Tjemkes, VU U. Amsterdam; Anoop Madhok, Schuchill School of Business; Olivier Furrer, Radboud U. Nijmegen


How to Survive, Compete and Thrive: Small Firms’ Business Models in the Italian Textile Industry | Arnaldo Camuffo, Bocconi U. and Sda Bocconi School of Management; Andrea Vinelli, U. of Padova; Roberto Pozzana, U. of Padova; Laura Benedetti, Società per gli Studi di Settore


Firm and Industry Dynamics: Entry, Exit and Investment During a Change in Industry Conditions | James Costantini, INSEAD

Institutional Forces as a Predictor of Competitive Rivalry | Mike Valente, U. of Victoria; Christine Oliver, York U.; Christopher Fredette, Sprott School of Business, Carleton U.

Strategic Convergence Under Multiple Reference Targets in the UK Mobile Phone Industry | Claudio Giachetti, U. Ca’ Foscari of Venice; Joseph Lampel, City U. London

Maximize Value & ‘Manage for Cash’: Firm Operating and Financial Responses to a Financial Crisis | James Costantini, INSEAD

Disentangling Positive and Negative Externalities on Two-Sided Markets: the EBay Case | Corentin Curchod, Audencia Nantes School of Management; Nicolas Neysen, Louvain School of Management

Triple Bottom Line: Senior Leadership and Directors’ Roles in Creating Strategic Issue Momentum | Gary Dushnitsky, U. of Pennsylvania; Dovev Lavie, Technion Israel Institute of Technology; Mary J. Benner, U. of Pennsylvania; Ashish Sood, Emory U.

CAR Business Meeting | 4:45pm - 6:00pm Sheraton Chicago: Chicago 10
All members of the division are encouraged to attend. Division Chair: Jon P. Briscoe, Northern Illinois U.

Does Social Identity Affect Interpersonal Discrimination? Surfacing Invisible Diversities | 4:45pm - 6:15pm Sheraton Chicago: Huron Room
Organizer: Arlise P. Mckinney, U. of North Carolina, Greensboro
Chair: C Douglas Johnson, Georgia Gwinnett College
Discussant: Michelle R. Hebl, Rice U.

I am Similar to and Different from You: How Workplace Personalization Signals Identity | Gregory Allen Laurence, Syracuse U.; Kristin Byron, Syracuse U.

Discrimination & Self-disclosure as a Matter of Differences/Feelings: A Social Identity Perspective | Maria Kakarika, IE Business School

To Ask or Not to Ask: Do Inquiry Minds Really Want to Know About Sexual Identity? | C Douglas Johnson, Georgia Gwinnett College; Godfrey A Gibbison, Georgia Southern U.

Humanitarian Management Network | 4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 283
The Humanitarian Management Network (www.humananetwork.org) tries to impact the way businesses operate by integrating humanistic thought into strategy in the quest for a more ‘life-conducive’ economy. In the caucus session we will want to work on current publications in progress (2 case volumes on humanistic management in practice, 1 volume on humanistic business philosophy, 1 volume on humanistic management education, 1 volume on humanitarian management tools). We will also work on a series of working papers aimed at the Academy of Management Review, AMLE, and the Journal of Business Ethics. The Humanitarian Management Network has already come forward with, ‘Humanism in Business’, a book that looks at how humanism can contribute to management theory and practice on a system, organizational and personal level. (Cambridge University Press, March 2009.)

Going Green, Art/Aesthetic Inquiry for Managing and Organizational Change | 4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 284
Organizer: Mary Finney, Ohio U.

Greening the Curriculum: How Do We Infuse Green Management into a Business School Curriculum – More Than Reduce, Reuse and Recycle | 4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 285
Organizer: Laura Ann Ketter, Tiffin U.

Alternative Dispute Resolution in the Workplace | 4:45pm - 6:15pm Sheraton Chicago: Erie Room

Participants: Gary Dushnitsky, U. of Pennsylvania; Dovev Lavie, Technion Israel Institute of Technology; Mary J. Benner, U. of Pennsylvania; Ashish Sood, Emory U.

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Session Details – Monday

1074 (CM, OB) Power to the Powerless: How Low Power Individuals Achieve Influence in Exchange Relationships
4:45pm - 6:15pm Sheraton Chicago: Chicago 8
Chair: Aiwa Shirako, U. of California, Berkeley
The strength of weakness: Sympathy elicitation in exchange relationships | Aiwa Shirako, U. of California, Berkeley
Negotiating Flirts: Likable Losers | Laura Kray, U. of California, Berkeley; Connson Chou Locke, London School of Economics
The Benefits of Submissive Behavior in Negotiations | Scott Wiltermuth, Stanford U.; Larissa Z. Tiedens, Stanford U.; Margaret A. Neale, Stanford U.
The Strategic Advantages of Soliciting Others for Advice | Katie Lijnenquist, Brigham Young U.; Adam D. Galinsky, Northwestern U.
Cooperation as a means of reducing conflict: Requesting versus offering help | Frank Flynn, Stanford U.; Caitlin Miller Hogan, Stanford U.
Presenters: Aiwa Shirako, U. of California, Berkeley; Connson Chou Locke, London School of Economics; Scott Wiltermuth, Stanford U.; Laura Kray, U. of California, Berkeley; Frank Flynn, Stanford U.; Margaret A. Neale, Stanford U.; Larissa Z. Tiedens, Stanford U.

1075 (CMS) After the Fall: Saving Management Knowledge from Itself
4:45pm - 6:15pm Hyatt Regency Chicago: Toronto
Chairs: Marta B. Calas, U. of Massachusetts - Amherst; Linda Smircich, U. of Massachusetts, Amherst
Discussants: Hugh Willmott, U. of Cardiff; Stephen Dunne, U. of Leicester
After the Fall: Saving Management Knowledge from Itself? | Marta B. Calas, U. of Massachusetts - Amherst
Presenters: Martin Parker, U. of Leicester; Rick Delbridge, Cardiff U.; Robyn Thomas, Cardiff U.; Raza A Mir, William Paterson U.; Gavin Jack, La Trobe U.

1076 (Paper Session) - (ENT) Biotech Entrepreneurship
4:45pm - 6:15pm Hyatt Regency Chicago: Field
Chair: Mark J. Ahn, Victoria U. of Wellington
Midlife opportunities: Firm age and the value of isomorphic alliance strategies in biotech IPOs | Theodore Andrew Khoury, Oregon State U.; David Deeds, U. of St. Thomas
Dedicated biotechnology firms in the Ivory Tower | Dorothy M. Kirkman, U. of Houston - Clear Lake
The reputational effects of smart money: Insights from Biotechnology Private Placements | Jay J Janney, U. of Dayton

1077 (Paper Session) - (ENT) Family Business Governance and Performance
4:45pm - 6:15pm Hyatt Regency Chicago: Grand D North
Chair: Pramodita Sharma, Concordia U.
A Numerical Taxonomy of Family Business Outcomes: Ten Years of DVs in Family Business Research | Andy Yu, Texas Tech U.; G. T. Lumpkin, Texas Tech U.; Keith H. Brigham, Texas Tech U.; Ritch L Sorenson, U. of St. Thomas
Stewardship or Agency? A Social Embeddedness Reconciliation of Conduct and Performance | Danny Miller, HEC; Isabelle Le Breton-Miller, HEC Montreal / U. of Alberta; Richard Lester, Texas A&M U.
The Board-Performance Link in Family Firms: An Agency & Resource Dependence Theory Analysis | Peter Jaskiewicz, U. of Alberta; Klaus Uhlenbruck, U. of Montana
Is blood thicker than water? Toward a behavioral agency framework of risk taking in family firms | Elizabeth Lim, U. of Texas at Dallas; Michael H. Lubatkin, UConn + EM Lyon

1078 (Paper Session) - (ENT) Networking for Resource Acquisition
4:45pm - 6:15pm Hyatt Regency Chicago: Grand D North
Chair: Chao Guo, U. of Georgia
The Cost of an Entrepreneur’s Social Capital and its Implications for Resource Accumulation | Jane Nyakecho Omalia Khayesi, U. of Lausanne; Gerard George, Imperial College London; Erkko Autio, Imperial College London
Bringing Social Skills into Social Networks: Findings from a Field Study of Entrepreneurs | Lei Chi, Rensselaer Polytechnic Institute; Ruolian Fang, U. of Minnesota; Manli Chen, Rensselaer Polytechnic Institute
More or less? How closure collaboration and networks impact on new venture performance | Ming-Chao Wang, National Cheng Kung U.

1079 (Paper Session) - (ENT) Entrepreneurial Learning
4:45pm - 6:15pm Hyatt Regency Chicago: New Orleans
Chair: Marco Van-Gelder, Massey U. New Zealand
Understanding the Relationship Between Entrepreneurial Orientation and Strategic Learning | Brian S. Anderson, Indiana U.
Sleeping with Elephants: Learning Alliances Between Technology Startups and Industry Leaders | Lourdes Perez,
Session Details – Monday

Heritability of Firm Know-How: Individual Defectors as Knowledge Conduits | Anne Marie Woolstenhulme, U. of Utah

External knowledge sources, firm age and new venture internationalization: An attention-based view | Stephanie A. Fernhaber, Iowa State U.; Dan Li, Indiana U.

1080: (Paper Session) - (GDO) Effects of Gender, Race, and Immigrant Status on Employment Outcomes
4:45pm - 6:15pm Sheraton Chicago: Chicago 7
Chair: Erin Marie Reid, Harvard U.
Discusserant: Caren Goldberg, American U.
Earnings Differentials in Corporate Canada – When Ethnicity Meets Gender | Margaret Yap, Ryerson U.; Charity Ann Hannan, Ryerson U.
Performance Pay and Ethnic Wage Differentials: The Role of Gender, Immigration, and Foreign Language | Tony Fang, York U.; John S Heywood, U. of Wisconsin, Milwaukee
Mobility and Compensation: The Role of Executive Search Firms in Explaining the White-Male Advantage | George Dreher, Indiana U.; Bloomington; Jeong-Youne Lee, U. of Kansas; Thomas A. Clerkin, Indiana U.

1081: (GDO) GDO Town Hall Meeting: Academy Coalition on Faculty Diversity - Progress Report & Future Planning
4:45pm - 6:15pm Sheraton Chicago: Chicago 9
For more information see: http://division.aomonline.org/GDO/coalition/
Organizers: Ron Ophir, York U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Susan L. Kirby, Texas State U.; Erika H. James, U. of Virginia
Facilitators: Robyn A. Berkley, Southern Illinois U. Edwardsville; Christine Brown Mahoney, U. of California, Berkeley; Joycelyn Finley-Henvey, Florida A&M U.; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Lucrezia Songini, Bocconi U.; Manuela Brusoni, Bocconi U.; Karen S. Whelan-Berry, Providence College

1082: (HCM) HCM Distinguished Speaker
4:45pm - 6:15pm Swissotel Chicago: Vevey Salon 4
Sponsored by the University of Alabama at Birmingham
Organizer: Robert Weech-Maldonado, U. of Alabama at Birmingham (UAB)
Distinguished Speakers: Edward O’Connor, U. of Colorado; Denver; C. Marlena Fiol, U. of Colorado, Denver

1083: (HR) Advances in E-Learning Theory and Research
4:45pm - 6:15pm Sheraton Chicago: Missouri Room
Chairs: Annette Towler, DePaul U.; Eyal Ronen, Commercial Legal Software Incorporated
Discusserant: Kenneth G. Brown, U. of Iowa
Interruptions During Training: Implications for E-Learning | Katherine Ely, George Mason U.; Traci Sitzmann, Advanced Distributed Learning
The Effects of Technical Interruptions on Learning and Attrition from Web-Based Instruction | Traci Sitzmann, Advanced Distributed Learning; Katherine Ely, George Mason U.; Bradford S Bell, Cornell U.; Kristina Bauer, Advanced Distributed Learning
The Role of Personality in Determining the Degree of Learner Control in E-Learning Environments | Karin A. Orvis, Old Dominion U.; Robert Brusso, Old Dominion U.; Michael E Wasserman, Clarkson U.; Sandra Fisher, Clarkson U.
Transfer of E-learning in the Workplace: The Effects of Trainee Characteristics and Transfer Climate | Eyal Ronen, Commercial Legal Software Incorporated; Annette Towler, DePaul U.
Participants: Katherine Ely, George Mason U.; Traci Sitzmann, Advanced Distributed Learning; Bradford S Bell, Cornell U.; Kristina Bauer, Advanced Distributed Learning; Karin A. Orvis, Old Dominion U.; Robert Brusso, Old Dominion U.; Michael E Wasserman, Clarkson U.; Sandra Fisher, Clarkson U.

1084: (Paper Session) - (HR) The Relationship Between Human Resources Management Practices and Firm, Unit, and Individual Performance
4:45pm - 6:15pm Sheraton Chicago: Sheraton 3
Chair: Larry Hunter, U. of Wisconsin - Madison
Discusserant: M. Diane Burton, Massachusetts Institute of Technology
Employee-organization relationship, psychological ownership and contextual performance | Samuel Aryee, Aston U.; Li-Yun Sun, Macau U. of Science and Technology; Qin Zhou, U. of Twente
Human Resources in the Service Context: A Unit Level Model | Robert E Ployhart, U. of South Carolina; Chad H. Van Iddekinge, Florida State U.; William Iverson MacKenzie, U. of South Carolina
Human Resource Management’s Effects on Firm-level Relative Efficiency | Clinton Chadwick, U. of Alabama, Huntsville; Ji-Young Ahn, U. of Illinois, Urbana-Champaign; Kiwook Kwon, U. of Illinois, Urbana-Champaign

1085: (Paper Session) - (IM) Barry Richman Dissertation Award Finalists Session
4:45pm - 6:15pm Hyatt Regency Chicago: Crystal B
Division Chair: Tatiana Kostova, U. of South Carolina
Chair: David Raistin, U. of Oklahoma
Comparative Institutional Arrangements Of Social Intermediation in Developing Countries | Geoff Kistruck, Ohio State U.
Connecting the Dots: Uncovering the Technology Scouting Process | Felipe Monteiro, Wharton School, U. of Pennsylvania
R&D Services Outsourcing: Evidence from European and U.S. Firms | Andrea Martinez-Noya, U. of Oviedo
Institutional Distance, Social Capital, and the Performance of Foreign Acquisitions in the United States | Daniel Rottig, California State U. Long Beach

1086: (Paper Session) - (IM) FDI Impact on Local Economies
4:45pm - 6:15pm Hyatt Regency Chicago: McCormick
1087 (Paper Session) - (IM) International Management of People and the Organization
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 1-6

- Dynamic Interaction between Foreign Direct Investment
  and Domestic Investment | Lei Wang, U. of Lugano, USI; Erik Larsen, U. of Lugano, USI
- The Linkage between Inward Investment and
  Outward Investment in the Venture Capital Industry | Qian Gu, National U. of Singapore; Jane Lu, National U. of Singapore
- Concentrated Power, Foreign Direct Investment and
  Economic Growth | Witold Jerzy Henisz, U. of Pennsylvania

1088 (Paper Session) - (IM) International Management of the Evolving Environment
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV IM 2
Presented on Panels 7-11

- Cultural Affinity in International Joint Ventures - An
  Experimental Study | Fan Wu, U. of Magdeburg; Abdolkarim Sadrieh, U. of Magdeburg; Birgitta Wolff, Otto-von-Guericke U.
  Magdeburg
- Impression Management Strategies over Structural
  Supports by Work Experiences in Korea and the U.S. | Sang-Joon Kim, U. of California, Irvine; Jung-Jin Kim, Indiana U., Bloomington
- Internationalization and Performance: An Analysis of Indian
  Firms | Rejie George, Indian Institute of Management, Bangalore; Chitra Singla, Indian Institute of Management, Bangalore
- Isomorphic Pressures and Demonstration Effects:
  Conformity and Upgrading in International Business | Helena Barnard, U. of Pretoria; Gregory Poisson, U. of Pretoria
- Technology Offshore Outsourcing and Firm Performance | C. Annique Un, U. of South Carolina

1089 (Paper Session) - (IM) Cultural and Social Issues
4:45pm - 6:15pm Hyatt Regency Chicago: Soldier Field
Chair: Kerri Crowne, Widener U.
Discussant: Kevin B. Lowe, U. of North Carolina, Greensboro

- Dual Commitment to Organization and Union: Examining the
  Moderating Effect of Perceived Inflation | Edward Osei Akoto, Jackson State U.; Claire Alison Stammerjohann, Jackson State U.
- The Relationship of Social Capital to Career Management in MNCs | Sully Taylor, Portland State U.; Mila B. Lazarova, Simon Fraser U.
- Exporting Culture: The Impact of Multinational Corporations on Local Employees’ Cultural Identity | Dan V. Caprar, AGSM-Australian School of Business
- An Examination of the Role of Experiential Learning in
  the Development of Cultural Intelligence | Ming Li, U. College Dublin; Aidan Kelly, U. College Dublin; William H Mobley, China Europe International Business School

1090 (Paper Session) - (IM) International Entrepreneurship and Innovation
4:45pm - 6:15pm Hyatt Regency Chicago: Wrigley
Chair: William Rhyne, U. of California-Davis
Discussant: Banu Ozkazanc Pan, U. of Massachusetts Boston

- Engaging Transnational Corporations in Community Entrepreneurship Initiatives in Subsidiary Operations | Dr. Aloysius Marcus Newenham-Kahindi, Edwards School of Business, U. of Saskatchewan
- Watching Your Foreign Neighbor: Foreign Learning and
  Innovation in the Biotechnology Industry | Amanda E.K. Budde-Sung, U. of Sydney
- The Impact of Agglomeration and External Relationships on
  Foreign Firms’ Innovativeness | Tsai-Ju Liao, National Taichung Institute of Technology; Chwo-Ming Yu, National Chengchi U.
- Human Mobility, Knowledge Spillovers and Innovation in
  High-Tech Firms in Emerging Markets | Igor Filatotchev, City U. London; Xiaohui Liu, Loughborough U.; Mike Wright, U. of Nottingham; Jingyong Lu, GSM, Peking U.

1091: (Paper Session) - (IP) Perspectives on Leaders and Leadership
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: Jennifer Jordan, Northwestern U.

- CAR: Motive to Develop Leadership vs. Motive to Lead in
  Relation to Leadership Ratings and Career Success | Todd J. Maurer, Georgia State U.; Michael Lippstreu, Georgia Institute of Technology
- ENT: The VC as a Leader: Effects of VC Empowering Leadership on Entrepreneur Stress and Performance |
Yuntao Dong, U. of Maryland - College Park; Henry P. Sims, U. of Maryland; J Robert Baum, U. of Maryland

MED: Leadership Coaching in Columbia Business Schools™ Program on Social Intelligence | Aaron S. Wallen, Columbia Business School; Beth A. Devine, Columbia Business School

ENT: Entrepreneurial Leadership - Construct Refinement and Scale Development | Maaja Renko, U. of Illinois - Chicago; Ayman Tarabishy, George Washington U.; Alan L. Carsrud, Ryerson U.

1092: (Paper Session) - (IP) The Value of Networks
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: Bat Batjargal, Harvard U./Peking U.

ENT: Transnational Entrepreneurs’ Venture Internationalization Strategies: A Practice Theory Approach | Siri Ann Terjersen, Indiana U., Bloomington; Amanda Brickman Elam, Babson College

1093: (Paper Session) - (IP) Strategic Decision Making and Cognition
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: Rhonda K. Reger, U. of Maryland

MOC: Strategic Short-termism as an Issue of Top-Teams’ Temporal Orientation | Boris Kabanoff, Queensland U. of Technology; Jack Keegan, Queensland U. of Technology

OMT: Reconciling the World Society/Transnational Governance Debate: A Typology of Institutional Context | Farzad Alvi, EGADE Zona Centro, Tecnológico de Monterrey

1094: (Paper Session) - (IP) Venture Capital Investment
4:45pm - 6:15pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: Christian Hopp, U. of Vienna

ENT: Cultural Distance, Global Integration and Performance of Corporate Venture Capital Investments | Yong Li, State U. of New York, Buffalo; Steven C. Michael, U. of Illinois, Urbana-Champaign

ENT: Equity Traps: Near Equal Distribution of Equity in VC Syndicates and the Performance of Start-ups | Reddi Kotha, Singapore Management U.

ENT: Decoding Figurative Language in Venture Capitalists’ Communications of Confidence | Mark Cannice, U. of San Francisco; Art Bell, U. of San Francisco

TIM: Corporate Venture Capital as an Exploratory Mechanism. | Gautam Kasthrirangan, Deloitte Consulting; Daniel Robeson, Rensselaer Polytechnic Institute

ENT: Entrepreneurial stories: Getting to the “gut feel” of investors | Jaume Villanueva, U. of Minnesota

1095: (Paper Session) - (IP) Developments for Institutions: Theory & Context
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: Wesley Helms, York U.

OMT: Translating Institutions Across Organizational Boundaries: Six Sigma Implementation at 4Post | Anna Canato, Imperial College Business School; Davide Ravanis, Bocconi U.

BPS: The Substance and Symbolism of Restructuring “C” A Nested Institution View | Pengji Wang, National U. of Singapore; Sangchan Park, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore

OMT: From Theorization to Realization: A Conflict Model of Institutional Strategies | Marvin Washington, U. of Alberta; Karen D. W. Patterson, U. of New Mexico

MH: Institutionalisation and deinstitutionalisation of budget. | Nicolas Berland, U. Paris-Dauphine; Vassili Joannides, Groupe Sup de Co La Rochelle; Yves Levant, ESC Lille

1096: (Paper Session) - (IP) Examining Agency Theory
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: Justin I. Miller, New York U.

BPS: The determinants and the implications of control enhancing mechanisms | Alessandro Zattoni, SDA Bocconi - Parthenope U.

BPS: Ability and Agency Costs: Evidence From Polish Banking | Tomasz Obloj, INSEAD; Frank Douglas, INSEAD


OB: Board Independence: Integrating Agency and Resource Dependence Theories | Raul Barroso, U. of Lausanne

OM: Maverick buying as an agency problem | Katri Karjalainen, Helsinki School of Economics; Erik van Raaij, Rotterdam School of Management, Erasmus U.

TIM: Technology Development in the Oil Industry | Christian Stadler, Dartmouth College
TIM: Firm Decision on Innovation Types: Evidence on Product, Process and Organizational Innovation | Pedro Faria, Instituto Superior Tecnico; Francisco Lima, Instituto Superior Tecnico


TIM: The Content of Management Interpretations of Technical Change | Laurie Apsie, Schuylkill School of Business

1098: (Paper Session) - (IP) The Exploitation Process
4:45pm - 6:15pm Hyatt Regency Chicago: Regency B Table 4
Facilitator: Parshotam Dass, U. of Manitoba


ENT: Windows of opportunity in entrepreneurial decision making | Craig E. Armstrong, U. of Alabama

TIM: The Distinction and Balance of Exploration and Exploitation | Yi-Fen Huang, Dayeh U.

1099: (Paper Session) - (IP) Lean Operations and Quality Management
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: David Zepeda, U. of Minnesota, Twin Cities

OM: Process Management and Quality System: What are the hampering and enabling conditions? | Jon Iden, NHH

TIM: Lean Product Development – Enabling management factors for waste elimination | Anja Schulze, ETH Zurich; Thorsten Steomer, ETH Zurich

OM: Where Should Resources be Spent in Just-in-Time Manufacturing? A Meta-Analytic Investigation | Alan Mackeprang, U. of South Carolina; Anand Nair, U. of South Carolina

1100: (Paper Session) - (IP) Critical Issues on Ethics, Regulation and Compliance
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: Jennifer Leigh, Nazareth College

SIM: An Analysis of Experienced Discrimination in Italy, The Case of Home Mortgages | Davide Secchi, U. of Wisconsin, La Crosse; Raffaello Seri, Insurbia U.

SIM: The Reputational Penalty for Illegal Insider Trading | Peter-Jan Engelen, Utrecht School of Economics

SIM: The self-regulation value of voluntary international initiatives: The role of sponsor goals | Glen Stirling Taylor, California State U. East Bay; Petra Christmann, Rutgers U.

1101: (Paper Session) - (IP) New Directions in Justice Research
4:45pm - 6:15pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: Adam C. Stoverink, Texas A&M U.

OB: Why Do Managers Behave Unfairly? | Jie Li, U. Cincinnati; Suzanne S. Masterson, U. of Cincinnati


1106: (Paper Session) - (IP) Aggression and Abuse in the Workplace
4:45pm - 6:15pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: Jonathan Pinto, Imperial College Business School
GDO: Women Helping Women? Think Again: Relational Aggression Among Women in the Workplace | Beth K. Humberd, Boston College; Judith A. Clair, Boston College
OB: The Influence of Organizational Traits on Abusive Supervision | David Sikora, Florida State U.
ENT: Abusive Behavior within New Venture Top Management Teams | Keith Hmieleski, Texas Christian U.; Michael S. Cole, Texas Christian U.; Bennett J. Tepper, Georgia State U.

1107: (Paper Session) - (MC, ODC) Curriculum for an Academic Coaching Program
4:45pm - 6:15pm Hyatt Regency Chicago: Hong Kong
Facilitator: Larry M. Starr, U. of Pennsylvania
Participants: Terrence Earl Maltbia, Columbia U.; Ruth L. Orenstein, U. of Pennsylvania; John Brent, Ross School of Management, Franklin U.; Leni Wildflower, Fielding Graduate U.

1108: (Paper Session) - (MED) Executive Education: Approaches and Outcome Assessment
4:45pm - 6:15pm Hyatt Regency Chicago: Buckingham
Chair: Gerard Beenen, Carnegie Mellon U.
Discussant: Shahid Yamin, United Arab Emirates U.
OB: Ensuring Executive Education Impact: Beyond the Program Itself | Bettina Buchel, IMD
MED: Seasons of a leader development | Laura Guillen Ramo, INSEAD; Herminia Ibarra, INSEAD
Winner of MED Division Best Paper in Management Education (sponsored by Wiley Publishing)

1109: (MH) Distinguished Speaker: Edgar Schein “The Academic as Artist: Personal and Professional Roots”
4:45pm - 6:15pm Swissôtel Chicago: St. Gallen Salon 1
Distinguished Speaker: Edgar H. Schein, Massachusetts Institute of Technology
Chairs: Jane Whitney Gibson, Nova Southeastern U.; Regina Greenwood, Nova Southeastern U.
The Academic as Artist: Personal and Professional Roots | Edgar H. Schein, Massachusetts Institute of Technology
Participant: Daniel A Wren, U. of Oklahoma
Winner of MOC Division Best Paper Award
OB: Adaptive Coordination and Needfulness make Better Cockpit Crews | Gudela Grote, ETH Zurich; Michaela Kolbe, ETH Zurich; Enikő Zala-Mező, Pädagogische Hochschule Zürich; Nadine Bienefeld, ETH Zurich; Barbara Künzle, ETH Zurich
MED: Weak Cues and Attentional Triangulation: The Pearl Jam Concert Accident at Roskilde Festival | Morten Thanning Vendelo, Copenhagen Business School; Claus Rerup, U. of Western Ontario

1111: (Paper Session) - (MOC) Strategic Cognition
4:45pm - 6:15pm Hyatt Regency Chicago: Wright
Chair: Gerry McNamara, Michigan State U.
Discussant: William Bogner, Georgia State U.
MED: An Attention-Based View of Internationalization | Sedar Yavuz, York U.
ENT: Information Use, Environmental Uncertainty and Cognitive Style in Strategic Decision Processes | Wolfgang Ganswein, RWTH Aachen U.; Bastian Winkenbach, RWTH Aachen U.
OB: Incorporating Organizational Psychopathology into Strategic Issue Diagnosis | Scott D Julian, Wayne State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.

1112: (Paper Session) - (OB) Similarity and Diversity
4:45pm - 6:15pm Sheraton Chicago: Arkansas Room
Chair: Nicole Cundiff, Southern Illinois U. Carbondale
Discussant: Christopher O. L. H. Porter, Texas A&M U.
Session Details – Monday

1113 ▶️: (Paper Session) - (OB) Climate and Culture
4:45pm - 6:15pm Sheraton Chicago: Colorado Room
Chair: Patrick S. Malone, American U.
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
Discussant: Strategic Climate and Organizational Productivity: The Role of Work Satisfaction | Karina van de Vroede, Tilburg U.; Marc Van Veldhoven, Tilburg U.; Jaap Pauwe, Tilburg U.
Discussant: A Multilevel Model of Safety Climate: Linking Team-Level Leader-Member Exchange to Safety Outcomes | Scott Seibert, U. of Iowa; Maria Kramer, U. of Iowa; Daejong Choi, U. of Iowa
Discussant: Diversity Climate Spillover: Psychological Perceptions of Organizational and Societal Diversity | C. Ashley Fulmer, U. of Maryland - College Park; Cheri Ostroff, U. of Maryland

1114 ▶️: (Paper Session) - (OB) Victims in the Workplace
4:45pm - 6:15pm Sheraton Chicago: Mississippi Room
Chair: Christopher D. Nye, U. of Illinois at Urbana-Champaign
Discussant: Katherine A DeContis, U. of Michigan
Discussant: The Impact of Ostracism on Thwarted Belongingness and Workplace Contributions | Jane O’Reilly, U. of British Columbia; Sandra L. Robinson, U. of British Columbia
Discussant: Subordinates as Targets of Noncontingent Punishment: A Victimology Perspective | William H. Bommer, California State U. - Fresno; Jane O’Reilly, U. of British Columbia
Discussant: Identifying Targets of Counterproductive Behavior: The Role of Personality and Physical Appearance | Brent A. Scott, Michigan State U.; Timothy J. Judge, U. of Florida
Discussant: They’re Talkin’ About Me Again: The Negative Impact of Being the Target of Gossip | Girish Chandra, U. of British Columbia; Sandra L. Robinson, U. of British Columbia

1115 ▶️: (Paper Session) - (OB) Trust or Cynicism in the Face of Change?
4:45pm - 6:15pm Sheraton Chicago: Ohio Room
Chair: Paul Johnson, Oklahoma State U.
Discussant: Michael J. Provierta, Barry U.
Discussant: An Empirical Examination of Employee Responses to Confidential Information Rules | David R Hannah, Simon Fraser U.; Kirsten M. Pankratz, Simon Fraser U.
Discussant: Predicting and Mitigating the Effects of Organizational Cynicism on Work Outcomes | Kristyn A. Scott, U. of Toronto at Scarborough; David Zweig, U. of Toronto
Discussant: An Exploration of the Antecedents to Cynicism about the Information Technology Profession | Trevor B King, U. of Arkansas; Anne O’Leary-Kelly, U. of Arkansas; Nita Brooks, Middle Tennessee State U.; Darryl D. Wilson, Old Dominion U.; Vicki R. McKinney, unaffiliated

1116 ▶️: JS: (OB, HR) Antecedents and Consequences of Psychological Contracts: From Development to Breach
4:45pm - 6:15pm Sheraton Chicago: Sheraton 5
Chair: Crystal M. Harold, Temple U.
Discussant: Denise M. Rousseau, Carnegie Mellon U.
Discussant: Exploring an Equity Model of a Psychological Contract | Lisa Schurer Lambert, Georgia State U.
Discussant: Social Exchanges as Mechanisms Between Psychological Contract Breach and Work Performance | P. Matthijs Bal, VU U. Amsterdam; Dan S. Chiaburu, Texas A&M U.; Paul G W Jansen, VU U. Amsterdam
Discussant: The Role of Attributional Processing Following Employee Psychological Contract Breach | Stacie Lindley, IUPUI; Crystal M. Harold, Temple U.


Stacie Lindley, IUPUI; Crystal M. Harold, Temple U.

1117 ▶️: JS: (OB, HR, OMT) Speaking Up or Shutting Up: Exploring New Directions in Research on Voice and Silence
4:45pm - 6:15pm Sheraton Chicago: Sheraton 2

Discussant: Speaking Up Versus Being Heard: The Outcomes of Voice From Multiple Perceptions | Ethan Burris, U. of Texas, Austin; James R. Detert, Cornell U.
Discussant: Is It Safe To Speak Up? The Effects of Voice Behavior on Individual Performance Ratings | R David Lebel, Wharton School
School, U. of Pennsylvania; Katherine Klein, U. of Pennsylvania; Nancy Rothbard, U. of Pennsylvania; Steffanie L. Wilk, Ohio State U.


The Courage of Their Convictions: Explaining Observer Intervention in Racially Biased Behavior | Ashleigh Shelby Rosette, Duke U.; Patricia Faison Hewlin, Georgetown U.; Lynn Bowes-Spery, Western New England College

Participants: Sara L. Wheeler-Smith, New York U.; Steffanie L. Wilk, Ohio State U.; Sharon K. Parker, U. of Sheffield; Uta Bindl, U. of Sheffield; Linn Van Dyne, Michigan State U.; Ashleigh Shelby Rosette, Duke U.; Patricia Faison Hewlin, Georgetown U.; Lynn Bowes-Spery, Western New England College; Siok Fun Wong, Applied Behavioral Sciences Dep't. Ministry of Defense, Singapore; Ethan Burris, U. of Texas, Austin; James R. Detert, Cornell U.

1118 ● JS: (OB, OWE) Green Creativity and Entrepreneurship
4:45pm - 6:15pm Sheraton Chicago: Mayfair Room
Chair: Pamela Tierney, Portland State U.
Discussant: Andrew J. Hoffman, U. of Michigan
Creativity and Sustainability in the Organization: Bridging Two Distant but Related Streams | Desiree Pacheco, U. of Colorado, Boulder
How Social Norms Influence Environmental Innovation | William Meek, U. of Louisville; Jeffrey G. York, U. of Virginia
The Personal and Contextual Profile of a 'Green Innovator' | Pamela Tierney, Portland State U.

1119 ● JS: (OB, TIM) Creativity and Teams: Bringing Parallel Research Streams Together
4:45pm - 6:15pm Sheraton Chicago: Sheraton 1
Organizer: Lucy L. Gilson, U. of Connecticut, Storrs
Chair: Matthew A. Cronin, George Mason U.
Discussants: Paul E. Tesluk, U. of Maryland; Lucy L. Gilson, U. of Connecticut, Storrs
Is Compositional Balance the Key to Team Creativity? | Nora Madjar, U. of Connecticut; John Mathieu, U. of Connecticut, Storrs
Team Creative Environment: An Expanded View of the Nomological Network within Supply Chain Teams | Travis Maynard, Colorado State U.; Tammy L. Rapp, U. of Connecticut, Storrs; Matthew D. Dean, U. of New Orleans
Does Individual Help Seeking Aid Creativity? It Depends on the Group–Cross-Level Effects | Jennifer Mueller, U. of Pennsylvania; Dishan Kamdar, Indiana School of Business
Team Creativity in New Product Idea Selection and Development | Christina E. Shalley, Georgia Institute of Technology; Yi Liu, Georgia Institute of Technology; Alka Citrin, -

1120 ● (ODC) ODC Business Meeting: World Cafe on the Future of ODC
4:45pm - 6:15pm Swissôtel Chicago: Vevey Salon 2

Let's talk about what matters! Tell us how ODC can best support your work. Join in round table dialogues to shape the future of our Division.
Host: Frank J. Barrett, Naval Postgraduate School
Facilitator: Jude G. Olson, Lockheed Martin Aeronautics Company

1121 ● (Paper Session) - (OM) Outsourcing
4:45pm - 6:15pm Hyatt Regency Chicago: Crystal A
Chair: Gopesh Anand, U. of Illinois at Urbana-Champaign
- Offshore Outsourcing of Services: An Evolutionary Perspective | Wendy Lea Tate, U. of Tennessee, Knoxville; Lisa Marie Eliram, Miami U.; Evi Hartmann, European Business School; Lydia Bals, Copenhagen Business School
- Corporate Global Outsourcing Decisions: A Choice of Rationality and Interorganizational Ties | Humphrey Hung, Hong Kong Polytechnic U.
- The Dynamics of Strategic Resources in the Logistics Outsourcing Relationship | Fujun Lai, U. of Southern Mississippi; Yu Tian, Sun Yat-Sen U.; Brian J. Collins, U. of Southern Mississippi

1122 ● (Paper Session) - (OM) Projects, Innovation and Service Operations
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV OM 1
Presented on Panels 59-63
- Logistics Costs: an essay of the modal shift operation on containerized cargo | Camila Papa Lopes, U. Católica de Santos; Rafael Mateus Barreto, unisantos; Washington Luiz Pereira Soares, unisantos; Getulio Kazue Akabane, U. Católica de Santos; Luiz Carlos Silveira, U. Metropolitana de Santos
- A Multi-Level Analysis of Low-Volume Professional Service Work | Rachna Shah, U. of Minnesota; Devasheesh P. Bhave, John Molson School of Business, Concordia U.
- Customer Interaction, Learning, and Service Innovation: Evidence from China | Ruoyong Zhang, Xi’an Jiaotong U.; Ximlei Liu, Xi’an Jiaotong U.; Wei Sun, Xi’an Jiaotong U.
- Product Innovation: An International Perspective | Muammer Ozer, City U. of Hong Kong

1123 ● (Paper Session) - (OM) Perceptions, Performance and Theory
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV OM 2
Presented on Panels 64-68
- A Behavioral Theory of Operational Focus | Mikko Ketokivi, Helsinki U. of Technology; Fabrizio Salvador, Instituto de Empresa Business School
- Integrating he resource based view and the transaction cost theory of the firm | Francois Duhamel, U. de Las Américas, Puebla, Mexico
1124: (Paper Session) - (OM) Environmental & Sustainability Issues
4:45pm - 6:15pm Hyatt Regency Chicago: San Francisco
Chair: Deanna M. Kennedy, U. of Massachusetts Amherst
Non-participation as a driver of institutional change in social and environmental performance | Dayna Simpson, Oregon State U.; Robert D Klassen, U. of Western Ontario; Damien Power, U. of Melbourne
Toward Assessing Financial Returns from Green Structural and Infrastructural Expenditures | Robert D Klassen, U. of Western Ontario; Markus Biehl, York U.
OM Division Chan Hahn Best Paper Award Finalist
OM Division Winner of Chan Hahn Best Paper Award
The Relationship between Sustainable SCM and Sustainable Performance: An Integrated Framework | Hale Kaynak, U. of Texas, Pan American; Ivan Montiel, California State U. Los Angeles
Beyond the Product-Process Matrix: Fit between Production Process Specificity and Task Environment | Pekka Helikö, Helsinki U. of Technology; Antti Tenhälä, Helsinki U. of Technology
OM Division Best Student Paper Award Finalist
Winner of OM Division Best Student Paper Award

1125: (Paper Session) - (OMT) Institutional Logics
4:45pm - 6:15pm Hyatt Regency Chicago: Columbian
Chair: Renate Elisabeth Meyer, WirtschaftsU. Wien
The Logics of Politics: The U.S. Automobile Industry’s Struggle With Safety Regulation | Simona Giorgi, Northwestern U.
The Institutionally Contingent Nature of Diffusion: Modernization of Danish Municipalities | Anders Villadsen, Aarhus U.

1126: (Paper Session) - (OMT) Searching for Knowledge
4:45pm - 6:15pm Hyatt Regency Chicago: Columbus H
Chair: Emmanuel A. Abegunrin, Capella U.
When Policy Meets Practice: The Problems of ‘Mode 2’ Initiatives in Translating Academic Knowledge | Jacky Swan, U. of Warwick; Michael Bresnen, Manchester Business School; Maxine Robertson, Queen Mary U. of London; Sue Newell, Bentley College; Sue Dopson, Said Business School

1127: (Paper Session) - (OMT) Network Governance: Trust, Reciprocity and Sanctions
4:45pm - 6:15pm Hyatt Regency Chicago: DuSable
Chair: Balazs Kovacs, Stanford U.
My Brother’s Keeper: The Impact of Third-Party Sanctioning on Social Network Dynamics | Magnus Tofason, Columbia U.
The Evolution of Pure Generalized Reciprocity | Wayne E Baker, U. of Michigan; Nathaniel Bulkley, Pfizer Inc
Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

Should I Stay or Should I Go? Informal Ties and Entrepreneurship Choices: Evidence From Mutual Funds | Aleksandra J Kaczorczyk, U. of Michigan, Ann Arbor Performance Aspirations and Exit from Entrepreneurship | Karl Wennberg, Imperial College Business School

1128: (Paper Session) - (OMT) Entrepreneurship
4:45pm - 6:15pm Hyatt Regency Chicago: Gold Coast
Chair: Sheryllynn Roberts, U. of Texas at Arlington
Old Mindsets and New Opportunities: How Founders’ Prior Experience Affects New Venture Survival | Chad Navis, Emory U.
Bring the Society Back In: Relational Identities in the Creation of Entrepreneurship | Dalil Ma, Drexel U.

1129: (Paper Session) - (OMT) Absorptive Capacity
4:45pm - 6:15pm Hyatt Regency Chicago: Ogden
Chair: Bob Hinings, U. of Alberta
Discussant: Mark Ebers, U. zu Koeln
A Measure of Absorptive Capacity: Development and Validation | Tessa Flatten, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.; Andreas Engelen, RWTH Aachen U.; Greta Greve, RWTH Aachen U.
Relative Absorptive Capacity and Trust in Knowledge-Seeking Alliances | Rekha Krishnan, Simon Fraser U.; Preet S Aulakh, York U.; Marshall Shiming Jiang, Brook U.
The Configuration of Internal and External Routines of Absorptive Capacity: A New Perspective | Arie Y. Levin, Duke U.; Silvia Massini, Manchester Business School; Carine Peeters, ULB - Solvay Brussels School of Economics and Management

1130: (Paper Session) - (OMT) Deinstitution & Institutional Resistance
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center V V OMT 1 Presented on Panels 12-18
Diffusion of MNE Practices in Host Countries: Economic or Institutional Effects? | Jesper Edman, Hitotsubashi U.
CONFERENCE PROCEEDINGS

MONDAY - Session Details – Monday

Session Details – Monday

Teaching-oriented

Is Network Centrality a Sufficient Condition for Knowledge Acquisition? On Why Motivation is Needed
Mia Reinholt, CBS; Torben Pedersen, Copenhagen Business School; Nicolai Foss, Copenhagen Business School

Research-oriented

1133: (Paper Session) - (OMT) The Ecology of Organizations
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 265
Chair: Nydia MacGregor, U. of California, Berkeley

International-oriented

1134: (ONE) ONE Speaker: Richard L. Sandor, Chairman and Chief Executive Officer of the Chicago Climate Exchange
4:45pm - 6:15pm Fairmont Chicago: Crystal Room
Richard L. Sandor, Ph.D., Dr. Sc.h.c. Chairman and Chief Executive Officer of the Chicago Climate Exchange

Theme-oriented

1132: (Paper Session) - (OMT) Networks, Knowledge and Creativity
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 261
Chair: Jean-Paul Lambermont-Ford, Royal Holloway, U. of London

Best Paper Proceedings

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<td>Heng Xu, Pennsylvania State U.; Cheng Zhang, Fudan U.; Pan Shi, Pennsylvania State U.; Peijian Song, Fudan U.</td>
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<tr>
<td>Evaluation of Theories of Integrated Product Development Effectiveness</td>
<td>Donald Gerwin, Carleton U.</td>
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<td>The Interplay Between Process Control, Managerial Knowledge, and Product Innovation Outcomes</td>
<td>Serge Rijsdijk, Rotterdam School of Management, Erasmus U.; Jan Van den Ende, Rotterdam School of Management, Erasmus U.</td>
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<td>Portfolio Innovativeness – Functional Bias and Performance Impact</td>
<td>Soeren Salomo, DTU Danish Technical U.; Carsten Schultz, TU Berlin; Katrin Talke, Delft U. of Technology</td>
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<td>Managing Parallel Strategy in Projects with Unforeseeable Uncertainty: Revisiting the Manhattan Case</td>
<td>Sylvain Lenfle, CRG Ecole Polytechnique</td>
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<tr>
<td>Conceptualizing the Dynamics of Rhetorical Congruence in the Context of User-centered Design</td>
<td>Jimmy Huang, U. of Warwick; Andrea Chou, U. of Warwick; Wendy L Currie, U. of Warwick</td>
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<td>The Choice of Project Team Structure in R&amp;D Alliances: The Antecedents of Project Team Complexity</td>
<td>Mahmnut N. Ozdemir, Rotterdam School of Management, Erasmus U.; Jan Van den Ende, Rotterdam School of Management, Erasmus U.</td>
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<td>Spatial Dynamics in High Technologies: A Comparative Analysis of Nanoelectronics</td>
<td>Charles Henry Collet, U. of Grenoble</td>
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**Session Details – Monday**

**1137**: (SIM) SIM Division Business Meeting
4:45pm - 6:15pm Hyatt Regency Chicago: Moulin Rouge
Division Chair: Linda K. Trevino, Pennsylvania State U.
Program Chair: Barry M Milinick, U. of Pittsburgh
Professional Development Workshop Chair: Shawn Berman, U. of New Mexico

**1138**: (TIM) Technology and Innovation Management Division Business Meeting
4:45pm - 6:15pm Hyatt Regency Chicago: Crystal C
Division Chair: Paul Almeida, Georgetown U.
Division Chair-Elect: Shawn M. Carraher, Cameron U.
Program Chair: Fernando Suarez, Boston U.
Professional Development Workshop Chair: Paul M Olk, U. of Denver
Past Chair: Lori Rosenkopf, U. of Pennsylvania
Webmaster: BJ Ziger, U. of Cincinnati
Treasurer: Patricia M. Norman, Baylor U.

**1139**: (Paper Session) - (TIM) M&A Strategy and Innovation
4:45pm - 6:15pm Hyatt Regency Chicago: Homer
Chair: Paul Almeida, Georgetown U.
Corporate Venture Capital and the Sequencing of Inter-organizational Ties over Time | Vareska Van De Vrande, Ecole Polytechnique Federale de Lausanne; Wim Vanhaverbeke, Hasselt U.
Diffusion Patterns in New Technological Capabilities of Greenfield and Acquired Subsidiaries | Katarina Blomkvist, Uppsala U.
Inventors’ Response to Firm Acquisitions | Katrin Hussinger, U. of Maastricht
The Role of Geographic Location in the Acquisition Strategies of High-Technology Firms | Kiril Yurov, Northeastern Illinois U.; Shane Greenstein, Northwestern U.; Mark Shanley, U. of Illinois, Chicago

**1140**: (Paper Session) - (TIM) Diffusion and Adoption of New Technologies
4:45pm - 6:15pm Hyatt Regency Chicago: Picasso
Chair: Paul Richard Steffens, Queensland U. of Technology
Developing an Integrative Model for Understanding Innovation Adoption | Kerrie Unsworth, U. of Western Australia; Sukanlaya Sawang, Griffith U.; Jennifer Murray, Queensland U. of Technology; Tamma Sorbello, Queensland U. of Technology
Understanding the Adoption of Personal Technologies: Introducing Identity Signaling | Alessandro Arbore, Bocconi U.; Isabella Soscia, Bocconi U.

**1141**: (Paper Session) - (TIM) New Product Development
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 26-32
Evaluation of Theories of Integrated Product Development Effectiveness | Donald Gerwin, Carleton U.
The Interplay Between Process Control, Managerial Knowledge, and Product Innovation Outcomes | Serge Rijsdijk, Rotterdam School of Management, Erasmus U.; Jan Van den Ende, Rotterdam School of Management, Erasmus U.
Portfolio Innovativeness – Functional Bias and Performance Impact | Soeren Salomo, DTU Danish Technical U.; Carsten Schultz, TU Berlin; Katrin Talke, Delft U. of Technology
Managing Parallel Strategy in Projects with Unforeseeable Uncertainty: Revisiting the Manhattan Case | Sylvain Lenfle, CRG Ecole Polytechnique
Conceptualizing the Dynamics of Rhetorical Congruence in the Context of User-centered Design | Jimmy Huang, U. of Warwick; Andrea Chou, U. of Warwick; Wendy L Currie, U. of Warwick

**1142**: (Paper Session) - (TIM) Inter-firm collaboration and innovation
4:45pm - 6:15pm Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 33-39
The Choice of Project Team Structure in R&D Alliances: The Antecedents of Project Team Complexity | Mahmnut N. Ozdemir, Rotterdam School of Management, Erasmus U.; Jan Van den Ende, Rotterdam School of Management, Erasmus U.
Spatial Dynamics in High Technologies: A Comparative Analysis of Nanoelectronics | Charles Henry Collet, U. of Grenoble
Analyzing the Outsourcing of Information Technology (IT) Professionals | H. Michael Chung, California State U., Long Beach; Sandra García, California State U., Long Beach

Si Innovation at Headquarter vs. Foreign Subsidiaries: Location Determinants and New Product Performance | Shao-Chi Chang, National Cheng Kung U.; Yung-Chang Hsiao, National Cheng Kung U.

Supplier Innovation & Strategy: Performance Implications of Dependencies and Trust in the Supply Chain | Ricarda R. Bouncken, U. of Greifswald; Thorsten Andreas Teichert, U. of Hamburg

1143 (MED) (Paper Session) - (TIM) Technological Discontinuities
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 260
Chair: Bart Van Looy, K.U.Leuven

The Role of Peripheral Information for Innovation Successes: The Moderating Effect of Discontinuity | Dirk Luettgens, RWTH Aachen U.; Frank T. Piller, RWTH Aachen U.; Kathleen Diener, RWTH Aachen U.; Philipp Wagner, RWTH Aachen U.

Putting Technological Capabilities Back In: Revisiting Incumbents’ Failures | Kitty Chiu, INSEAD

Two Roads to Riches? The (In)Frequency of Strongly Disruptive Technological Change | Kenneth L Simons, Rensselaer Polytechnic Institute

Radical Innovators and Incremental Developers: Capabilities and Innovations in the Media Industry | Patrik Wikström, Jönköping U.; Hanna-Kaisa Elonen, Lappeenranta U. of Technology; Ari Jantunen, Lappeenranta U. of Technology

1144 (MED) (Paper Session) - (TIM) Product Technology and Product Innovation
4:45pm - 6:15pm Hyatt Regency Chicago: Skyway 272
Chair: Arash Azadegan, New Mexico State U.

Do Firms Sustain Innovation Through More Employee Training? Evidence from Italian Enterprises | Paolo Neirotti, Politecnico di Torino; Emilio Paolucci, Politecnico di Torino

Product Technology Strategy of Firms with In-house Users and Pre-existing Technological Competence | Raja Roy, Tulane U.; Mitrabaran Sarkar, U. of Central Florida

Learning by Exporting: Product vs. Process Innovation and the Role of Firm Size | Elena Golovko, Tilburg U.; Giovanni Valentini, Bocconi U.

Exploring the Relationship between Technical And Service Characteristics in Product Innovation | Paul Windrum, Manchester Metropolitan U.

1145 (MED) Management Education Division Business Meeting and Awards Celebration
5:00pm - 6:30pm Hyatt Regency Chicago: Haymarket
Division Chair: Alvin Hwang, Pace U.
Division Chair-Elect: Katherine A. Karl, Marshall U.
Program Chair: Kenneth R Thompson, DePaul U.
Professional Development Workshop Chair: Jon Billsberry, Coventry U.

1146 (RM) Research Methods Division Business Meeting
5:00pm - 6:00pm Sheraton Chicago: Superior A and B
Join us for a briefing on all the activities your officers, representatives, and other volunteers have engaged in over the past year.
Division Chair: Charles A. Pierce, U. of Memphis
Division Chair-Elect: Timothy Hinkin, Cornell U.
Program Chair: Stephanie L. Castro, Florida Atlantic U.
Professional Development Workshop Chair: Mark A. Griffin, U. of Sheffield
Past Chair: Mark Gavin, Oklahoma State U.

Monday 5:15PM

1147 (OCIS) OCIS Business Meeting
5:15pm - 6:15pm Hyatt Regency Chicago: Water Tower

Monday 5:30PM

1148 (ICW) Northeastern University and Moscow State University Annual Reception
5:30pm - 7:30pm Sheraton Chicago: Ontario Room
Organizer: Cynthia Lee, Northeastern U.

1149 (ICW) OBTS Teaching Society for Management Educators Reception
5:30pm - 7:30pm Sheraton Chicago: Sheraton 4
Organizer: Jeanie Mannheimer Forray, Western New England College

Monday 6:00PM

1150 (ICW) Baker College Doctoral Student Seminar
Monday 6:00pm - 9:00pm Hyatt Regency Chicago: Skyway 269
Organizer: John Coulter Vinton, Baker College

1151 (RM) Research Methods Division Social Hour
6:00pm - 8:00pm Sheraton Chicago: Michigan A and B
Come join us for some great food and conversation!
Division Chair: Charles A. Pierce, U. of Memphis
Division Chair-Elect: Timothy Hinkin, Cornell U.
Program Chair: Stephanie L. Castro, Florida Atlantic U.
Professional Development Workshop Chair: Mark A. Griffin, U. of Sheffield
Past Chair: Mark Gavin, Oklahoma State U.

Monday 6:15PM

1152 (CAR) CAR Division Social
6:15pm - 8:15pm Sheraton Chicago: Chicago 10
Members and guests of the division are invited to attend.
Division Chair: Jon P. Briscoe, Northern Illinois U.
Program Chair: Suzanne C. de Janasz, U. of Mary Washington

1153 (TIM) TIM Division Social Event
6:15pm - 10:00pm Hyatt Regency Chicago: Grand F

Monday 6:30PM

1154 (BPS) Business Policy & Strategy Division Business Meeting

MONDAY
Division Chair-Elect: Joanne Oxley, U. of Toronto
Program Chair: Tammy L. Madsen, Santa Clara U.
Professional Development Workshop Chair: Nicholas Argyres, Washington U. in St. Louis
Chair: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign
Past Chair: Russell Coff, Emory U.

1155: (CMS) Critical Management Studies Division Business Meeting
6:30pm - 8:00pm Hyatt Regency Chicago: Toronto
CMS Prizes, Awards and Executive Reports
Chair: Ann L Cunliffe, U. of Hull

1156: (ENT) ENT Business Meeting
6:30pm - 7:30pm Hyatt Regency Chicago: Grand B
To be held 6:30 - 7:30 pm, immediately followed by the ENT Social Reception
Division Chair: Ronald K. Mitchell, Texas Tech U.
Division Chair-Elect: Eileen Fischer, York U.
Program Chair: Per Davidsson, Queensland U. of Technology
Professional Development Workshop Chair: Mike Wright, U. of Nottingham
Coordinators: G. T. Lumpkin, Texas Tech U.; Sharon Alvarez, Ohio State U.; Lowell W. Busenitz, U. of Oklahoma
Past Chair: Timothy M Stearns, California State U. Fresno
Newsletter Editor: Melissa S. Baucus, U. of Louisville
Secretary: Terry W Noel, Illinois State U.
Treasurer: Timothy S. Reed, U.S. Air Force Academy

1157: (GDO) GDO Business Meeting
6:30pm - 7:30pm Sheraton Chicago: Chicago 9
Division Chair: Christy Harris Lemak, U. of Michigan
Division Chair-Elect: Robert Weech-Maldonado, U. of Alabama at Birmingham (UAB)
Program Chair: David A. Kravitz, George Mason U.
Professional Development Workshop Chair: Diana Bilimoria, Case Western Reserve U.

1158: (HCM) HCM Business Meeting
6:30pm - 7:30pm Swissôtel Chicago: Vevey Salon 4
Division Chair: Robert W. Trice, University of Texas at Austin
Division Chair-Elect: Virginia M. Harvey, North Carolina State U.
Program Chair: Eric S. Williams, U. of Alabama
Professional Development Workshop Chair: Trish Reay, U. of Alberta

1159: (IMD) IMD Debriefing #4, CBS
6:30pm - 8:30pm Hyatt Regency Chicago: Skyway 290
Organizer: Mette Halborg, Copenhagen Business School

1160: (IM) International Management Division Business Meeting
6:30pm - 7:30pm Hyatt Regency Chicago: Crystal B
Business updates and award presentations
Division Chair: Tatiana Kostova, U. of South Carolina
Division Chair-Elect: Anil K Gupta, U. of Maryland, College Park
Program Chair: Seung Ho "Sam" Park, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: Mary Yoko Brannen, INSEAD/ San Jose State U.

1161: (MED) Management Education Division Social
6:30pm - 9:30pm Hyatt Regency Chicago: Grand E
Division Chair: Alvin Hwang, Pace U.
Division Chair-Elect: Katherine A. Karl, Marshall U.
Program Chair: Kenneth R Thompson, DePaul U.
Professional Development Workshop Chair: Jon Billsberry, Coventry U.

1162: (MH) Management History Division Business Meeting
6:30pm - 7:30pm Swissôtel Chicago: St. Gallen Salon 3
Division Chair: Richard Blackburn, U. of North Carolina, Chapel Hill
Program Chair: Gerard P. Hodgkinson, U. of Leeds
Professional Development Workshop Chair: Mark J. Martinko, Florida State U.

1164: (OB) OB Division Awards and Celebration/Social
6:30pm - 8:30pm Sheraton Chicago: Chicago 6
Presentation of OB Division Awards followed by Division Celebration and Social Hour

1165: (OCIS) OCIS Social Hour
6:30pm - 8:30pm Hyatt Regency Chicago: Columbus KL

MONDAY
MONDAY

Philipp Tuertscher, Vienna U. of Economics and Business Administration

The Influence of Virtualness on Onboarding within Virtual Teams: A Call for Further Research | Delmonize
Antonio Smith, Rochester Institute of Technology; Rose Hair, Rochester Institute of Technology; Felicia Cheung, Rochester Institute of Technology

The Role of Gatekeeper Expertise and Cognition in the Design of Routines: A Conceptual Model | Devaki Rau, Northern Illinois U.; Thorvald Haerem, Norwegian School of Management


A Study of the Significant Factors Affecting Trust in Electronic Commerce | Musfiq Mannan Choudhury, Durham Business School; Christos Tsimopoulos, Durham Business School

Technology as Enabler for Empowerment in Distributed Teams: A Field Study on Leadership Attitudes | Petra Saskia Bayerl, Delft U. of Technology; Kristina Lauche, Delft U. of Technology

Project Management Offices in the IT Area: A Context-Discriminatory Model for Their Establishment | Andrea Giovanni Spelta, U. Municipal de Sao Caetano do Sul - USCS - Brazil; Alberto Luiz Albertin, EAESP, Fundação Getúlio Vargas

Value Gains in Alliances: The Roles of Related Experience and Information Technology | Yu Liu, Rensselaer Polytechnic Institute

Work Design for Volunteers: The Case of Open Source Software Development | Caryn A. Conley, Florida Atlantic U.


Two Cases, One Result: Marketplace Becomes a Strategic Mediator | Lapo Mola, U. of Verona; Cecilia Rossignoli, U. of Verona; Andrea Carugati, Aarhus U.

Media Synchronicity: An Examination of Its Influence on Identity and Learning in Virtual Teams | Garry G. Burnett, George Washington U.; Mary Granger, George Washington U.

Online Identity and Its Effects in Computer Mediated Communication | Rebecca Justice, Binghamton U.; Surinder Kahai, State U. of New York, Binghamton; Rui Huang, State U. of New York, Binghamton


Differential Learning Curves in Software Development: Does Type of Project Knowledie Matter? | Keumseo Kang, Purdue U., West Lafayette; Jungpil Hahn, Purdue U.

TML: The Role of Information System Attributes, the User and the Learning Experience | Allard C.R. Van Riel, U. of Liege; Zuzana Sasovova, VU U. Amsterdam

Knowledge Transactions in Teams: A Network Formulation to Test and Extend Transactive Memory Theory | Jing Wang, Northwestern U.; Noshir Contractor, Northwestern U.

1167 : (ODC) ODC Division Reception
6:30pm - 7:30pm Fairmont Chicago: Crystal Room
Program Chair: Magali Delmas, UCLA
Division Chair: Linda K. Trevino, Pennsylvania State U.
Past Chair: Kimberly D. Elsbach, U. of California, Davis

1168 : (ONE) ONE Business Meeting
6:30pm - 7:30pm Fairmont Chicago: Crystal Room
Program Chair: Frank J. Barrett, Naval Postgraduate School
Past Chair: Daniel Carpenter, Naval Postgraduate School
Division Chairs: Matt Zabala, U. of California, Berkeley; and Robert H. Lengnick-Hall, U. of Idaho

1169 : (OMT) OMT Business Meeting and Artfact
6:30pm - 7:30pm Hyatt Regency Chicago: Columbus H
Division reports, award presentations and The Artfact.
Division Chair: William Ocasio, Northwestern U.
Division Chair-Elect: Henrich R. Greve, INSEAD
Program Chair: Royston Greenwood, U. of Alberta
Professional Development Workshop Chair: Matthew Kraatz, U. of Illinois
Past Chair: Kimberly D. Elsbach, U. of California, Davis

1170 : (PNP) PNP Business Meeting
6:30pm - 7:30pm Fairmont Chicago: Ambassador Room
Program Chair: Magali Delmas, UCLA
Past Chair: Vivian Martinez, U. of Arizona
Division Chairs: Laura Hall, U. of Arizona; and Frank H. Place, U. of Colorado

1171 : (SIM) SIM Division Reception
6:30pm - 8:00pm Fairmont Chicago: Gold Room
Division Chair: Luis E. Martinez, National Postgraduate School
Past Chair: William Ocasio, Northwestern U.
Division Chairs: Francisco J. Mayoral, U. de Moncloa; and Wolf-Jürgen Thomas, Christian-Albrechts-U. Kiel

1172 : (Paper Session) - (SIM) International Corporate Citizenship, Sustainability, and MNCs.
6:30pm - 8:30pm Fairmont Chicago: Gold Room W
Responding to global demand for negative external effect management | Bertrand Valiorgue, Clermont graduate school of management
Globalization Ethics: The Case of MNC Gold Mining Failures in El Salvador | Denis Collins, Edgewood College
Designing Organizations to Innovate for Sustainability | Leslie Elizabeth Sekerka, Menlo College; Anke Arnaud, Embry Riddle Aeronautical U.; Howard Harris, U. of South Australia
Employee Values and Environmental Attitudes in the Chinese Energy Industry | Rosa Chun, Manchester Business School; Du Meng, Manchester Business School
How Acceptable is Bullying? Cultural Explanations for Trends in 15 Countries | Jacqueline Laura Power, Odette School of Business; Celeste M. Brotherhood, U. of Quebec, Montreal; Silvia Ines Monserrat, U. Nacional del Centro; Luisa Mayoral, U. Nacional del Centro; Catherine Lee Jordan, U. of Western Australia; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Panagiotis Polychroniou, U. of Patras; Wai-ming Mac Mak, Hong Kong Polytechnic U.; Zoltan Buzady, Budapest College of Management; Romina Mathew, IIMT, India; Antonio Garzon-Vico, U. College; Sergio Madero, Tecnologico de Monterrey, Campus Monterrey; Anthony Ugochukwu Obiaju Nnedum, Nnamdi Azikiwe U.; Daria Golebiowska-Tatj, Warsaw U. of Technology, Aicha Chuang, National Taiwan U.; John Blenkinsopp, U. of Teenside; Nikos Bozionelos, U. of Durham; Christine Ann Sprigg, U. of Sheffield, Carolyn Axtell,

U. of Sheffield, UK; David Holman, U. of Sheffield; Dawn J. Fischer, Texas Tech U.; Lynn Bowes-Spery, Western New England College; Bahaudin Mujtaba, Nova Southeastern U.; Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey

> Beyond the compliance model in MNC supplier factories: A Social Capital Model | Elisabet Garriga, EADA Business School

> Moral Reasoning of Procurement Professionals: An Empirical Study across the Taiwan Strait | Yi-Hui Ho, Chang Jung Christian U.; Chieh-Yu Lin, Chang Jung Christian U.

> Trust in Supply Chain Relationship: measurement, process and culture impact | Zheng Liu, U. of Cambridge; Yongsian Shi, Cambridge U.

> Corporate Citizenship as the Reconstruction of Governance Roles and Relationships | Judy Muthuri, International Centre for Corporate Social Responsibility, Jeremy Moon, Nottingham U.

> Corporate Citizenship in Switzerland: Nature and extent, subnational variations, and firm size | Gian-Claudio Gentile, Swiss Federal Institute of Technology Zurich, ETH; Christian Lorenz, Swiss Federal Institute of Technology Zurich, ETH

1173: (Paper Session) - (SIM) CSR, CSP, Governance.
6:30pm - 8:00pm Fairmont Chicago: Gold Room VV

Dark Side of the Norm of Reciprocity: Ethical Compromise in Managerial Decision Making | Chanchai Tangpong, North Dakota State U.; Jin Li, North Dakota State U.


Does corporate social responsibility change caring citizens to egoistic consumers? (WITHDRAWN) | Toke Fosgaard, Copenhagen U.

Corporate Social Responsibility Excellence: Findings from Leading Companies in the U.S. | Misato Sakai, U. of Minnesota

CSR Perceptions and Job Choice: An Analysis of American, Chinese, and Lebanese Workers | Cedric Dawkins, California State Polytechnic U. - Pomona; Dima Jamali, American U. of Beirut; Lianlian Lin, California State Polytechnic U.; Ji-Xin Zhao, North China U. of Technology

CSR Case Safari | Sophia Kusyk, IESE Business School

The Social Enterprise Challenge to Business Models | Marlene J Le Ber, Ivey School of Business

Institutional determinants of good corporate governance: Insights from Nigeria | Emmanuel Afolabi Adegbite, City U. London; Chizu Nakajima, Cass Business School, City U.

Resolving the CSP-CFP Link: The Role of CSP Scope and Strategic Relatedness on Firm Identity | Carmen K. Ng, Hong Kong U. of Science and Technology


Do Blood Ties really Matter? The Effects of Family Ownership on Corporate Social Performance | Sebastien Fosse, Instituto de Empresa Business School; Luis R. Gomez-
7:30pm - 8:30pm Hyatt Regency Chicago: Columbus IJ
Division Chair: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign
Division Chair-Elect: Joanne Oxley, U. of Toronto
Program Chair: Tammy L. Madsen, Santa Clara U.
Professional Development Workshop Chair: Nicholas Argyres, Washington U. in St. Louis
Past Chair: Russell Coff, Emory U.

1176 (ENT) ENT Social Reception
7:30pm - 10:30pm Hyatt Regency Chicago: Grand D North
Monday 7:30pm, immediately after the ENT Business Meeting.
Program Chair: Per Davidson, Queensland U. of Technology
Professional Development Workshop Chair: Mike Wright, U. of Nottingham
Facilitator: Helena Yli-Renko, U. of Southern California

1177 (GDO) GDO Reception and 25th Anniversary Celebration
7:30pm - 9:30pm Sheraton Chicago: Sheraton 5
New, international, and continuing members are invited to join us for a special reception, as we celebrate the Division’s 25th anniversary.
Organizers: Gary N. Powell, U. of Connecticut, Storrs; Belle Rose Ragsin, U. of Wisconsin, Milwaukee
Division Chair: Jeannette N. Cleveland, Pennsylvania State U.
Division Chair-Elect: Quinetta Roberson, Villanova U.
Program Chair: David A. Kravitz, George Mason U.
Professional Development Workshop Chair: Diana Biliomoria, Case Western Reserve U.

1178 (HCM) HCM Division Reception
7:30pm - 9:30pm Swissotel Chicago: Vevey Salon 1
Sponsored by the American College of Healthcare Executives
Hosts: Peter A Weil, American College of Healthcare Executives;
Reed L. Morton, American College of Healthcare Executives
Division Chair: Christy Harris Lemak, U. of Michigan
Division Chair-Elect: Robert Weech-Maldonado, U. of Alabama at Birmingham (UAB)
Program Chair: Eric S. Williams, U. of Alabama
Professional Development Workshop Chair: Trish Reay, U. of Alberta
Past Chair: Timothy Hoff, State U. of New York, Albany

1179 (ICW) The University of Texas, Arlington Texas Dept of Management
7:30pm - 9:30pm Hyatt Regency Chicago: Crystal A
The University of Texas, Arlington, Department of Management will be hosting a reception this year at the Academy of Management.
Organizer: Kathy Dunn, U. of Texas, Arlington

1180 (MH) Management History Division Reception
7:30pm - 10:00pm Swissotel Chicago: St. Gallen Salon 1

1181 (MOC) MOC Social Hour
7:30pm - 9:00pm Hyatt Regency Chicago: Truffles
Division Chair: Luis Martins, Georgia Institute of Technology
Division Chair-Elect: Richard Blackburn, U. of North Carolina, Chapel Hill
Program Chair: Gerard P. Hodgkinson, U. of Leeds
Professional Development Workshop Chair: Mark J. Martinko, Florida State U.

1182 (OMT) OMT Social Hour
7:30pm - 9:00pm Hyatt Regency Chicago: Grand A

Sponsored by: Imperial College London and the University of Alberta School of Business
Division Chair: William Ocasio, Northwestern U.
Division Chair-Elect: Henrich R. Greve, INSEAD
Program Chair: Royston Greenwood, U. of Alberta
Professional Development Workshop Chair: Matthew Kraatz, U. of Illinois
Past Chair: Kimberly D. Eisbach, U. of California, Davis

1183 (ONE) ONE Social
7:30pm - 9:00pm Fairmont Chicago: State Room
Program Chair: Magali Delmas, UCLA

1184 (PNP) PNP Social
7:30pm - 9:00pm Fairmont Chicago: Regent Room

Monday 7:45PM

1185 (IM) International Management Division Social (Offsite)
7:45pm - 10:45pm Offsite: Navy Pier
IMD Social will be held 7:45-10:45 p.m. on Monday at Crystal Garden@Navy Pier, "Live Blues Band", 700 East Grand Avenue, Mezzanine Level, Chicago, Tel:3125955436/3125955446
Division Chair: Tatiana Kostova, U. of South Carolina
Division Chair-Elect: Anil K Gupta, U. of Maryland, College Park
Program Chair: Seung Ho "Sam" Park, SKOLKOVO Institute for Emerging Market Studies
Professional Development Workshop Chair: Mary Yoko Brannen, INSEAD/San Jose State U.

Monday 8:00PM

1186 (ICW) Copenhagen Business School Reception
8:00pm - 10:00pm Hyatt Regency Chicago: Wrigley
Organizer: Flemming Pouolfelt, Copenhagen Business School

1187 (ICW) British Academy Of Management Reception
8:00pm - 10:00pm Sheraton Chicago: Sheraton 4
Organizer: Beatriz Castel-Arles, British Academy of Management

Monday 8:30PM

1188 (ICW) Case Weatherhead School of Management Organizational Behavior Department Reception
8:30pm - 10:30pm Swissotel Chicago: Vevey Salon 2
Please join us at the 2009 AOM Weatherhead School of Management Department of Organizational Behavior Alumni, Faculty & Student Reception
Organizer: Lila E Robinson, Weatherhead School of Management

Monday 9:00PM

1189 (ICW) University of Pittsburgh Academy of Management Conference 2009 Reception
9:00pm - 11:00pm Hyatt Regency Chicago: Crystal C
Organizer: Patrick Lawrence Yorio, U. of Pittsburgh
Tuesday 7:00AM

1190: (HCM) HCM Networking Breakfast
7:00am - 8:00am Hyatt Regency Chicago: Vevey Salon 1
Sponsored by Rush University
Host: Andrew N. Garman, Rush U.
Program Chair: Eric S. Williams, U. of Alabama

1191: (MSR) MSR MORNING MEDITATION SESSION
7:00am - 8:00am Hyatt Regency Chicago: Skyway 281
A participative and experiential introduction to meditation for enhancing integral balance, inner well-being, positive energy, and spiritual vitality.
Organizer: Gerald Biberman, U. of Scranton

Tuesday 7:30AM

1192: (AAA) AOM Past Presidents Breakfast
7:30am - 8:30am Hyatt Regency Chicago: Crystal A

Tuesday 8:00AM

1193: (AAA) AOM Membership
8:00am - 9:00am Hyatt Regency Chicago: Grand Foyer-Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: James Calvin, Johns Hopkins U.

1194: (AAA) Conference Registration
8:00am - 9:00am Hyatt Regency Chicago: Grand Foyer-Registration
Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

1195: (AAA) Chicago 2009 LAC
8:00am - 9:00am Hyatt Regency Chicago: Skyway 273
Organizers: Lisa K Gundry, DePaul U.; Margaret Posig, DePaul U.

1196: (BPS) Entrepreneurial Actions within Networks
8:00am - 9:00am Hyatt Regency Chicago: Acapulco
Organizers: Benjamin L. Hallen, U. of Maryland, College Park; Balagopal Vissa, INSEAD
Discussant: Filipe Manuel Simoes Dos Santos, INSEAD
The Accuracy of Entrepreneur Evaluations of Venture Capitalists and Network Safety Nets | Benjamin L. Hallen, U. of Maryland, College Park
Who do Entrepreneurs Connect to? A Matching Theory of Tie Formation in Entrepreneurial Networks | Balagopal Vissa, INSEAD
Social Influence Given (Partially) Deliberate Matching: Career Imprints and Academic Entrepreneurs | Toby E. Stuart, Harvard U.; Pierre Azoulay, Massachusetts Institute of Technology; Christopher C. Liu, Harvard U.

1197: (Paper Session) - (BPS) Strategy Process & Change: Risk taking, Flexibility & Consistency

8:00am - 9:30am Hyatt Regency Chicago: Addams
Chair: Nathan T. Washburn, Thunderbird
Sophistication in Strategic Risk Taking | Daniel Malter, U. of Maryland, College Park
On the Decomposition of Project Finance Risk | Barclay James, Louisiana State U.
How Does the Field of Strategy Keep a Consistent Ethos? | Guilherme Azevedo, McGill U.

1198: (Paper Session) - (BPS) Corporate Effects?
Reputation, Legitimacy, & Consumer Utility
8:00am - 9:00am Hyatt Regency Chicago: Atlanta
Chair: Jai Joon Lee, California State U. Sacramento
Discussant: Bente Lohwandahl, BI Norwegian School of Management
Compensatory Legitimation: Naming Strategies and the Categorical Imperative | Eric Zhao, U. of Toronto
Do Reputable Sellers Extract Price Premia? Role of Competitors’ Reputation Gap and Consumers Utility | Tomasz Obloj, INSEAD; Laurence Capron, INSEAD
Responding to Organizational Crises: Impression Management Activities to Repair Firm Reputation | Donald Joseph Scheper, U. of Kansas

1199: (Paper Session) - (BPS) Industry Dynamics: Within & Between
8:00am - 9:30am Hyatt Regency Chicago: Burnham
Chair: Feng Zhu, U. of Southern California
Discussant: James Costantini, INSEAD
Rivalry Within and Between Strategic Networks: An Investigation of the US Automotive Industry | Jennifer Davies, Curtin U. of Technology; Peter Galvin, Curtin U. of Technology; Prakash Singh, U. of Melbourne
Do Business Groups Enable or Constrain the Strategic Transformation of Affiliated Firms? | Sathiyajit Gubbi, Indian Institute of Management, Calcutta; Preet S Aulakh, York U.; Sougata Ray, IIM Calcutta / Infosys Technologies Limited
Organizational Attributes, Interfirm Competition and Firm Performance: A Cross-sectional Analysis | Yunxuan Han, Temple U.; Patrick G. Magnetti, Villanova U.; Robert D. Hamilton, Temple U.; Pamela J Derfus, U. of Maryland
Digital Technology Diffusion and the Barriers to Interindustry Business Model Convergence | Gianvito Lanzolla, Cass Business School, City U.

1200: (Paper Session) - (BPS) Alliances & Networks:
Funky Methods in Alliance/Network Research
8:00am - 9:30am Hyatt Regency Chicago: Columbus G
Chair: Mazhar Islam, U. of Minnesota
Discussant: Andrew V. Shipilov, INSEAD
Session Details – Tuesday

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:00am - 9:30am</td>
<td><strong>Strategic Challenges in Organizational</strong></td>
<td>Hyatt Regency Chicago: Columbus U.</td>
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<tr>
<td>8:00am - 9:30am</td>
<td><strong>Corporate Governance: Executive Compensation</strong></td>
<td>Hyatt Regency Chicago: Comiskey U.</td>
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<tr>
<td>8:00am - 9:30am</td>
<td><strong>Corporate Effects: Performance of Diversification Strategies</strong></td>
<td>Hyatt Regency Chicago: Grand C North</td>
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**Strategic Challenges in Organizational Learning**
Organizers: Jerker C. Denrell, U. of Oxford; Christina Fang, New York U.
Chair: Daniel Levinthal, U. of Pennsylvania
Discussant: Daniel Levinthal, U. of Pennsylvania; George Wu, U. of Chicago
Participants: Daniel Levinthal, U. of Pennsylvania; George Wu, U. of Chicago; Christina Fang, New York U.; Linda Argote, Carnegie Mellon U.; Anne S Miner, U. of Wisconsin, Madison
Presenters:
- Learning to detect change: Ye Li, U. of Chicago Booth School of Business; Cade Massey, Yale U.; George Wu, U. of Chicago
- Organizational Learning in Hubby Networks: Christina Fang, New York U.; Melissa A Schilling, New York U.
- Transactive Memory and Strategic Advantage: Linda Argote, Carnegie Mellon U.
- Learning and Improvisation in New Firms: The Problem of Creation: Anne S Miner, U. of Wisconsin, Madison
- Does One Size Fit All? The Effects of CEO Compensation Types on Firm Performance over CEO Tenure: Wanrong Hou, U. of Wisconsin-Milwaukee; Maria Goranova, U. of Wisconsin Milwaukee
- Peer Comparisons of CEO Pay: Fair Pay or Power Play?: Taekjin Shin, U. of California, Berkeley

**Corporate Governance: Executive Compensation**
Chair: Joachim Schwalbach, Humboldt-U. Berlin
Discussant: David Souder, U. of Connecticut
Do CEOs Encounter Within-Tenure 'Settling Up'? New Evidence That Boards Have Short Memories: Adam J. Wowak, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.
Participants:
- Peer Comparisons of CEO Pay: Fair Pay or Power Play?: Taekjin Shin, U. of California, Berkeley

**Corporate Effects: Performance of Diversification Strategies**
Chair: Lalit Manral, U. of Central Oklahoma
Discussant: Todd Alessandri, Northeastern U.
1205 JS: (CAR, HR) Mentoring Frontiers: Forging New Connections to Emotions, Networks, and Institutional Logics
8:00am - 9:30am Sheraton Chicago: Chicago 10
Discussant: Kathy E. Kram, Boston U.
Coordinators: Wendy Marcinkus Murphy, Northern Illinois U.; Dawn E. Chandler, California Polytechnic State U., San Luis Obispo
Mentor Behaviors in India and the U.S. | Aarti Ramaswami, Indiana U., Bloomingtom
An Emotional Signaling Theory of Mentoring Initiation | Dawn E. Chandler, California Polytechnic State U., San Luis Obispo; Jean-Francois Coget, California Polytechnic State U.
The Multiplexity of Developmental Networks: An Empirical Investigation | Otilia Obodaru, INSEAD; Wendy Marcinkus Murphy, Northern Illinois U.; Dan Halgin, U. of Kentucky
Historical Contingency of Developmental Networks: A Study of Major League Baseball 1910-2006 | Richard Donald Cotton, Boston College
Participants: Nikos Bozionelos, U. of Durham; Jean-Francois Coget, California Polytechnic State U.; Richard Donald Cotton, Boston College; Dan Halgin, U. of Kentucky; Smriti Joshi, Durham Business School; Otilia Obodaru, INSEAD; Aarti Ramaswami, Indiana U., Bloomingtom; Tom Redman, U. of Durham

1206 CAU: (CAU) African Management Research
8:00am - 9:30am Hyatt Regency Chicago: Skyway 283
Participants: David Zoogah, Morgan State U.; Moses Acquaah, U. of North Carolina, Greensboro; Eileen Kwegiga, Bryant U.

1207 CAU: (CAU) What we (don’t) know about race, status and negotiations
8:00am - 9:30am Hyatt Regency Chicago: Skyway 284
Organizers: Lisa M. Amoroso, Roosevelt U.; Denise Lewin Loyd, Massachusetts Institute of Technology

1208 CAU: (CAU) Methods: Innovative Technologies in Research
8:00am - 9:30am Hyatt Regency Chicago: Skyway 285
This caucus will provide an opportunity for scholars to share their experiences and collaboratively build new knowledge around using technology in management research. Through a facilitated discussion, we will explore: * examples of the various ways scholars are using innovative technology in management research in order to map the landscape; * the implications of using these technologies – the opportunities and challenges scholars have encountered; and * lessons learned that can guide scholars as they consider adopting technology in their own research.
Organizers: Jason Azuma, Boston U.; Amy M. Gannon, Boston U.
Participants: Modupe Akinola, Harvard U.; Felipe Gorenstein Massa, Boston College; Spencer Harrison, Boston College; Ryan Quinn, U. of Virginia; Dorian Stiefel, U. of Tennessee, Knoxville

1209 (Paper Session) - (CM) New Thoughts on Conflict in the Organization
8:00am - 9:30am Sheraton Chicago: Erie Room
Chair: Alice F Stuhlmacher, DePaul U.
The Impact of LMX Differentiation on Relationship Conflict through Justice Climate Strength | Rebecca S Lau, City U. of Hong Kong; Anthony Cobb, Virginia Tech
Conflict Avoiding: Its Malfunctioning, Mechanism, and Solution | Zhi-Xue Zhang, Peking U.; Xin Wei, Peking U., P. R. China
An Organizing Framework for Lay Thinking About Conflict | Nir Halevy, Northwestern U.; Eileen Chou, Northwestern U.
Does Task Conflict Trigger More Relationship Conflict in Geographically Distributed Teams? | Patricia J Holahan, Stevens Institute of Technology; Ann C Mooney, Stevens Institute of Technology; Laura Finnerty Paul, Skidmore College

1210 SHCS: (CM, RM, OB) Dealing with Common Pitfalls and Misconceptions in Team Research
8:00am - 9:30am Sheraton Chicago: Chicago 8
Organizers: Astrid C. Homan, VU U. Amsterdam; Gerben A. Van Kleef, U. of Amsterdam; Bernard Nijstad, U. of Groningen
Introduction: Astrid C. Homan, VU U. Amsterdam
Chair: Astrid C. Homan, VU U. Amsterdam
Facilitator: Gerben A. Van Kleef, U. of Amsterdam

1211 (Paper Session) - (CMS) The Political Economy of Management
8:00am - 9:30am Hyatt Regency Chicago: Toronto
Chair: Anna-Maria Murtoila, Åbo Akademi U.
Discussant: Paul Adler, U. of Southern California
Diversity in the Lean Automobile Factory: Re-Doing Class along Socio-Demographic Identities | Patrizia Zanoni, Hasselt U.
Best CMS Paper
The Ideology of Opposition: Accounting for Managerial Hostility Towards Trade Unions | Brian Harney, Dublin City U.; Tony Dundon, National U. of Ireland, Galway; Niall Cullinan, National U. of Ireland, Galway
Buyers of Souls & Sellers of Souls – Some Dynamics of the Current Financial Crisis | Craig R. Littler, St. Andrews U.

1212 (Paper Session) - (ENT) International & Transnational Entrepreneurship
8:00am - 9:30am Hyatt Regency Chicago: Field
Chair: Siri Ann Terjesen, Indiana U., Bloomington
Beyond cost: The role of intellectual capital in SME offshoring and innovation | Martina Musteen, San Diego State U.; Mujtaba Alsan, Pittsburg State U.
Does Internationalization Always Enhance Performance of High-Tech Entrepreneurial Firms? | Hong-
Session Details – Tuesday

1213  ▶️ (Paper Session) - (ENT) Corporate Entrepreneurship
8:00am - 9:30am Hyatt Regency Chicago: Grand B
Chair: Judy Matthews, Queensland U. of Technology
The Differential Effects Of Organizational Antecedents On Dimensions Of Corporate Entrepreneurship | Henri Burgers, Queensland U. of Technology/ RSM Erasmus U.
Organizational Aging Processes and Technological Entrepreneurship | Young Rok Choi, Singapore Management U.
Managing Career Risk in Corporate Ventures: Analysis from the field | Gordon Kwesi Adomdza, Northeastern U.; Mathew R. Allen, Northeastern U.; Marc Meyer, Northeastern U.; Bruce Pratt, EMC
Parent Resources and Managerial Oversight as Determinants of Internal Corporate Venture Performance | Robert P. Garrett, Oregon State U.

1214  ▶️ (Paper Session) - (ENT) Not-for-profit and Social Entrepreneurship: Theory and Method Developments
8:00am - 9:30am Hyatt Regency Chicago: Grand B North
Chair: Sameeksha Desai, U. of Missouri - Kansas City
Taking Social Entrepreneurship Seriously | Patricia Corner, Auckland U. of Technology; Marcus W. Y. Ho, Auckland U. of Technology
Identifying the Drivers of Social Entrepreneurial Impact: An Exploratory Empirical Study | Paul Bloom, Duke U.; Brett R. Smith, Miami U. Ohio

1215  ▶️ (Paper Session) - (ENT) Gender Issues in Entrepreneurship
8:00am - 9:30am Hyatt Regency Chicago: New Orleans
Chair: Amanda Bullough, Thunderbird
Explaining female and male preferences and actual involvement in self-employment | Ingrid Verheul, Erasmus U. Rotterdam; Roy Thurik, Erasmus U. Rotterdam; Isabel Grilo, European Commission
The Impact of Entrepreneurship Training on Entrepreneurship Characteristics of Youth | Noa Bergman, Technion Israel Institute of Technology; Zehava Rosenblatt, U. of Haifa; Uzi De Haan, Technion Israel Institute of Technology
The Husband of an Entrepreneur – Traditional Leader or Modern Follower? | Anna Nikina, Grenoble Ecole de Management; Lois Shelton, California State U. Northridge

1216  ▶️ (Paper Session) - (ENT) The Entrepreneurial Individual
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 1
Presented on Panels 12-15
Human Capital Factors Influencing Performance in High-Technology SMEs | Gary Castrogiovanni, Florida Atlantic U.; Domingo Ribeiro, U. of Valencia, Spain
Do Entrepreneurs Actually Use Intuition or Just Say That They Do? | Brian D. Blume, U. of Michigan, Flint
Entrepreneurs’ Core Self-Evaluations and Firm Performance: A Longitudinal Critical Event Analysis | Dong Liu, U. of Washington; Ho Kwong Kwan, Drexel U.
Starting Technologically Innovative Ventures: Reasons, Human Capital, and the Role of Gender | Anat BarNir, U. of North Texas

1217  ▶️ (Paper Session) - (ENT) Corporate Entrepreneurship
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 2
Presented on Panels 16-19
Corporate Entrepreneurship in Global Auto Industry: A Supply Chain and Learning Perspective | Ronaldo C. Parente, Rutgers U.; Denise R. Dunlap-Hinkler, Northeastern U.; Eugene Hahn, Salisbury U.
Firm resources, organizational capabilities and corporate entrepreneurship: A case of China | Crystal Xiangwen Jiang, Bryant U.; Chun Guo, U. of Massachusetts Amherst
The profile of the intrapreneur and its effect on innovation performance in creative firms | Carmen Camel-Ordaz, U. de Cadiz; Luz Fernandez-Alles, U. de Cadiz; Angeles Frenede-Vega, U. de Cadiz; Elena Sousa-ginel, U. Pablo de Olavide; Jose Ruiz-Navarro, U. de Cadiz
External Corporate Venturing within the Resource-based View and the Real Options Theory | Nalin Kulatilaka, Boston U.; Laura Toschi, U. of Bologna
How Syndication Determines Performance of Corporate Venture capital? | Chun-Yun Cheng, National Taiwan U.

1218  ▶️ (Paper Session) - (ENT) Opportunities and New Venture Ideas
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 3
Presented on Panels 20-23
The Impact of Entrepreneurial Actions on Market Discourse and the Market Process | R. Scott Livengood, U. of Maryland
1219 (EN) Growth of New and Small Business
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ENT 4
Presented on Panels 24-28
A Dynamic Resource-Based View of Sustainable Entrepreneurial Firm Growth | Dominic S. K. Lim, Brock U.
Owner Sacrifice and Firm Strategy as Predictors of Growth in Small Business | Kamil Kozan, St. John Fisher College; Dolun Oksoy, Ankara U.; Onur Ozoys, Ankara U.
Performance feedback and new firm growth | Frederic Delmar, EM Lyon; Karl Wennberg, Imperial College Business School

1220 (GDO) Diversity Management and Diversity Climate
8:00am - 9:30am Sheraton Chicago: Chicago 7
Chair: Marcy Crary, Bentley U.
Discussant: C Douglas Johnson, Georgia Gwinnett College
The Cultural Diversity of and Values in Approaches to Diversity Management: An Integration and Model | Jesse E. Olsen, Georgia Institute of Technology; Luis Martins, Georgia Institute of Technology
Building the Multicultural Organization from the Ground Up | Aditi Raghuram, U. of Houston; Aleksandra Lukysyte, U. of Houston; Sabrina D Volpone, U. of Houston; Raenada Wilson, U. of Houston; Brooke Lerman, U. of Houston
An Examination of the Consequences of Compliance with Perceived Pressure to Assimilate in Work Roles | T. Nichole Phillips, Virginia Tech

1221 (GDO) Racial, Sexual, and Sexual Orientation Discrimination and Harassment
8:00am - 9:30am Sheraton Chicago: Chicago 9
Chair: Aneika L. Simmons, Sam Houston State U.
Discussant: Lynn Bowes-Sperry, Western New England College
Sexual Orientation Anti-Discrimination Legislation and Hiring Discrimination and Prejudice | Laura G. Barron, Rice U.
Is Ignorance Really Bliss? Race and Awareness of Racial Harassment in the Workplace | Donna Chrobot-Mason, U. of Cincinnati; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Frank Linnehan, Drexel U.
Males in the Minority: A Test of Sex-Based Harassment Theory | Bryce Nielsen, James Madison U.; Marshall Wilson Pattie, James Madison U.; Charles David White, James Madison U.

1222 (GDO, OB, HR) Looming Crisis in the U.S. Labor Force: Exploring Ways to Engage and Retain Aging Workers
8:00am - 9:30am Sheraton Chicago: Ontario Room
Chair: Lisa Hisae Nishii, Cornell U.
Discussant: Barbara S. Lawrence, U. of California, Los Angeles
The Prevalence of Practices Conductive to the Retention of Retirement-Eligible Employees | Samuel Bacharach, Cornell U.; Peter Bamberger, Technion Israel Institute of Technology
The Impact of Age Group Norms and Employee Relative Age | William H. Bommer, California State U. Fresno; Lynn Shore, San Diego State U.; Bryan J. Pesta, Cleveland State U.
The Role of Climate, LMX, and Demographic Faultlines in the Experiences of Aging Workers | Lisa Hisae Nishii, Cornell U.; Angela Langevin, Cornell U.

1223 (HCM) Refining Theories of Diffusion in Health Care: Insights from the Spread of DRGs Around the Globe
8:00am - 9:30am Swissôtel Chicago: Vevey Salon 4
Chair: John R Kimberly, U. of Pennsylvania
Discussant: Jeffrey Alexander, U. of Michigan, Ann Arbor
The Influence of DRGs on Managerial Mindsets and Behavior | Jon Chilingarian, Brandeis U.
The Globalization of a Management Technology: Lessons from the Global Diffusion of DRGs | Thomas D’Aunno, Columbia U.

1224 (HR) Layoffs, Turnover, and Employee Stress
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV HR 1
Presented on Panels 60-63
Layoff Characteristics and Layoff Agents’ Cognitions: An Experimental Study | Jasmin C Lin, Southern Illinois U.; William McKinley, SIU Carbondale
HR Practices, Organizational Commitment, and Voluntary Early Retirement among Late-Career Managers | Olivier Herrbach, U. Bordeaux and ESC Rennes; Karim Mignonacci, IAE - U. of Toulouse I; Christian Vandenbergh, HEC Montreal; Alessia Negrini, HEC Montreal
An In-Depth Look at Personality and Voluntary Turnover: The Moderating Role of Job Complexity | Cristina Rubino, U. of Houston; Aleksandra Lukysyte, U. of Houston; Kayo Sady, U. of Houston
Work Team Characteristics and Individual Stress | Kevin Saul Cruz, U. of Pittsburgh; Frits Pil, U. of Pittsburgh
1225 ☎: (Paper Session) - (HR) Supervisors, Subordinates, and Performance
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV HR 2
Presented on Panels 64-69

دير: The Differential Focus of Supervisors and Peers in Evaluations of Managerial Potential | Stephanie Thomason, U. of Tampa; Michael R Weeks, U. of Tampa; John Bernardin, Florida Atlantic U.

旨: HOW MUCH DO I TELL MY BOSS? ANTECEDENTS OF KNOWLEDGE SHARING BETWEEN HIERARCHICAL LEVELS | Chunli Zhao, Jacobs U. Bremen; Sven Constantin Voelpel, Jacobs U. Bremen

 направлен: How to support innovative behaviour? The role of satisfaction with HR practices and LMX | Karin Sanders, U. of Twente, The Netherlands; Nicole Torka, U.Twente; Matthijs Moorlamp, U. Twente, The Netherlands; Sandra Groeneveld, U. Twente, The Netherlands; Claudia Groeneveld, U. Twente, The Netherlands

旨: Analysing the Psychological Contract in a multiple-commitment foci environment | Mark Green, U. of Bath; Nick Kinnie, U. of Bath; Juanit Swart, U. of Bath

旨: Subgroup Differences in Job Performance Over Time | William Iveron MacKenzie, U. of South Carolina; Douglas V. Hawks, U. of South Carolina; Robert E Ployhart, U. of South Carolina; Milton D. Haken, Bowling Green State U.

旨: The effect of an unfair event of rating discrepancy under FDPRS on employee appraisal reactions | Won Juk Kwak, Purdue U., West Lafayette; Christine Lynn Jackson, Purdue U., West Lafayette; Stephen G Green, Purdue U.

1226 ☎: (Paper Session) - (HR) New Avenues of Employee Selection Research
8:00am - 9:30am Sheraton Chicago: Missouri Room
Chair: Ryan D. Zimmerman, Texas A&M U.
Discussant: Michael Wesson, Texas A&M U.


旨: Reconsidering Vocational Interests for Use in Personnel Selection | Chad H. Van Iddekinge, Florida State U.; Dan J. Putka, Human Resources Research Organization; John P. Campbell, U. of Minnesota

旨: Nepotism and Its Link to Tacit Knowledge: Putting Some Old Myths to Rest | Peter Jaskiewicz, U. of Alberta; Klaus Uhlenbruck, U. of Montana; David B. Balkin, U. of Colorado, Boulder; Trish Reay, U. of Alberta


1227 ☎: (Paper Session) - (HR) The Effects of Pay Systems on Employees and Organizations
8:00am - 9:30am Sheraton Chicago: Sheraton 4
Chair: Allan Claudius Queiroz Barbosa, Federal U. of Minas Gerais, Brazil
Discussant: Jason D. Shaw, U. of Minnesota

旨: Alternatives of Employee Pay Mix and Their Implications for Organizational Human Capital Management | Yoshio Yanadori, U. of British Columbia; Sung-Choon Kang, Seoul National U.

旨: Pay Dispersion and Workforce Performance | Tae-Yoon Park, U. of Minnesota; Eugene Kim, U. of Minnesota, Twin Cities; Jason D. Shaw, U. of Minnesota

旨: Pay System Change as an Affective Event | Aino Salimaki, Helsinki U. of Technology; Robert B. Lount, Ohio State U.

旨: The Relative Effects of Different Pay-for-Performance Plans on Future Job Performance Levels | Sanghee Park, Cornell U.; Michael Sturma, Cornell U.

1228 ☎ → ☎: (HR, OCIS) Technology, the Internet and Global HRM Transformation
8:00am - 9:30am Sheraton Chicago: McCormick 1230
Organizers: Janet H. Marler, U. at Albany-SUNY; Richard D. Johnson, U. at Albany-SUNY
Chair: Xiaoya Liang, Fudan U.
Discussant: Sandra Fisher, Clarkson U.

e-HRM in Different National Contexts: Strategic Trigger or Strategic Choice? | Janet H. Marler, U. at Albany-SUNY; Emma Parry, Cranfield U.; David P. Lepak, Rutgers U.

旨: Does e-HRM Appropriation Lead to HRM Service Improvements? | Tanya Bondarouk, U. Twente, The Netherlands; Rainer Harms, U. of Twente


旨: Pay System Change as an Affective Event | Aino Salimaki, Helsinki U. of Technology; Robert B. Lount, Ohio State U.

旨: The Relative Effects of Different Pay-for-Performance Plans on Future Job Performance Levels | Sanghee Park, Cornell U.; Michael Sturma, Cornell U.

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旨: Pay System Change as an Affective Event | Aino Salimaki, Helsinki U. of Technology; Robert B. Lount, Ohio State U.

旨: The Relative Effects of Different Pay-for-Performance Plans on Future Job Performance Levels | Sanghee Park, Cornell U.; Michael Sturma, Cornell U.

旨: Alternatives of Employee Pay Mix and Their Implications for Organizational Human Capital Management | Yoshio Yanadori, U. of British Columbia; Sung-Choon Kang, Seoul National U.
Session Details – Tuesday

8:00am - 9:00am Hyatt Regency Chicago: Soldier Field
Chair: Jorge A. Gonzalez, U. of San Francisco
Discussant: Peter J. Dowling, Victoria U. of Wellington
The Adoption of High Performance Work Systems in Foreign Subsidiaries | Sharon Foley, CEU Business School; Hang-yue Ngo, Chinese U. of Hong Kong; Raymond Loi, U. of Macau

Human Resource Management Practices and Performance of Mergers and Acquisitions in Israel | Yaakov Weber, College of Management, Israel; Shlomo Yedidia Tarba, Open U., Raanana, Israel

The Impact of Experience and Experiential Diversity on the Performance of National Football Teams | Winfried Ruigrok, U. of St. Gallen; Peder M. Greve, U. of St. Gallen; Martin Engeler, U. of St. Gallen

Nationality Background of MNC Affiliates' Top Management and Affiliate Performance in Japan | Tomoki Sekiguchi, Osaka U.; Ralf Bebenroth, Kobe U.; DongHao Li, Wakayama U.

1232 (Paper Session) - (IM) Subsidiary Control
8:00am - 9:00am Hyatt Regency Chicago: Wrigley
Chair: Suhaib Riaz, U. of Ontario Institute of Technology
Discussant: Stephen Chen, Macquarie U.
Delegation and Control Mechanisms of Multinational Corporations in Managing Global Accounts | Tiemien Wang, Peking U.

MNC Control of Foreign Subsidiaries: A Cross-level Theorizing | Riki Takeuchi, Hong Kong U. of Science and Technology; Cuili Qian, Hong Kong U. of Science and Technology; Jeffrey Shay, U. of Montana
IM Division Samsung Best Paper Award Finalist Best Paper in Strategy / IB Theory

A Question of Legitimacy? A Dynamic Perspective on MNC Control | Barbara Brenner, Vienna U. of Economics and Business Administration; Björn Ambos, WU Vienna
Remote Control: "Viking" Subsidiaries in Germany and East Asia 1995-2005 | Jern Flohr Nielsen, Aarhus U.; Mikael Søndergaard, U. of Arhus

1233 (Paper Session) - (IM, OB, HR) Cross-Cultural Competence: Assessing the Construct, Its Predictors and Outcomes 8:00am - 9:00am Hyatt Regency Chicago: Crystal B
Chairs: Jeffrey L. Herman, George Mason U.; Allison Abbe, U.S. Army Research Institute for the Behavioral and Social Sciences Discussant: David Matsumoto, San Francisco State U.
Assessing Cross-cultural Effectiveness and Global Leadership Capability | Allan Bird, U. of Missouri, St. Louis; Allison Abbe, U.S. Army Research Institute for the Behavioral and Social Sciences; Gary Oddou, California State U. San Marcos
Predicting Effective Overseas Behavior from Personality and Behavioral Indicators | Lisa M. V. Gulick, George Mason U.; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Michael J. Stevens, Weber State U.
Cross-Cultural Motivation, Affective Commitment and Job Performance Abroad | Irwin José, George Mason U.; Jeffrey L. Herman, George Mason U.
Comparing Developmental, Trait-Based, and Multi-dimensional Measures of Cross-Cultural Competence | Allison Abbe, U.S. Army Research Institute for the Behavioral and Social Sciences; David Geller, George Mason U.; Stacy Everett, George Mason U.
Presenters: Allan Bird, U. of Missouri, St. Louis; Lisa M. V. Gulick, George Mason U.; Irwin José, George Mason U.
Participants: Gary Oddou, California State U. San Marcos; Mark E. Mendenhall, U. of Tennessee, Chattanooga; Michael J. Stevens, Weber State U.; David Geller, George Mason U.; Stacy Everett, George Mason U.

1234 (Paper Session) - (IP) New Perspectives in LMX Research
8:00am - 9:00am Hyatt Regency Chicago: Regency A Table 1
Facilitator: Andrew T. Hinrichs, Texas A&M U.

OB: Servant Leadership: Linking the Heart of the Servant-Leader to Leader-Member Exchange | Christine Siew-Kuan Koh, Nanyang Technological U.; Kok-Yee Ng, Nanyang Technological U.
OB: The Effects of LMX Quality and Perceived Marketing Capabilities on Employees' Learning Orientation | Ada Hui Kan Wong, Hong Kong Polytechnic U.; Wing Lam, Hong Kong Polytechnic U.; Paul Ellis, Hong Kong Polytechnic U.
OB: The Effects of LMX and Participative Management on OBSE and its Relationship with Task Performance | Yang Sui, GSM, Peking U.; Hui Wang, Peking U.
SIM: What makes Leaders different from Managers? Embodying the Three Roles of a Steward | Morela Hernandez, U. of Washington; Marion B Eberly, U. of Washington

1235 (Paper Session) - (IP) Knowledge Sharing and the Individual
8:00am - 9:00am Hyatt Regency Chicago: Regency A Table 2
Facilitator: Roxanne Zolin, Queensland U. of Technology
IM: Tacit Knowledge Transfer between Foreign Agents: Role of Individualism and Collectivism | Kiran Mirza Ismail, St. John's U.
OCIS: Sharing Knowledge at Work: Macro, Social and Relational Individual Influences on Individual Behavior | Claire M. Gardiner, Queensland U. of Technology
OCIS: The Impact of External Knowledge Seeking in EKN on Individual Outcomes | Kyung Young Lee, McGill U.; Geneviève Bassellier, McGill U.
OB: An Empirical Study of Variety of Individul Experience and Ease of Knowledge Sharing | Xiumei Zhu, Duke U.

1236 (Paper Session) - (IP) Green Entrepreneurship and Green Practices
8:00am - 9:00am Hyatt Regency Chicago: Regency A Table 3
Facilitator: Shady Kanfi, McGill U.
ONE: Obstacles to Sustainability Initiatives: Insights from Industry Leaders | Nancy B Kurland, California State U. Northridge; Deone Maria Zell, California State U. Northridge
OMT: Green, Simple and Profitable: The Paradox of Failed Best Practices in University Maintenance | John
Lyneis, Massachusetts Institute of Technology; John Sterman, Massachusetts Institute of Technology
ENT: The Path of Two Green Entrepreneurs: From Obsolescent Fish Farm to International Success | David Watkins, Southampton Business School, U.K.

1237: (Paper Session) - (IP) Organizational Learning: From Venture to Performance
8:00am - 9:30am Hyatt Regency Chicago: Regency A Table 4
Facilitator: Robert Jensen, Brigham Young U.
PNS: Gauging Org Performance through the Lens of Organizational Learning: Assessing the impact of ...... | Mohan P. Pokharel, Virginia Tech; Sang Ok Choi, Virginia Tech

1238: (Paper Session) - (IP) Understanding Organizational Legitimacy
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 1
Facilitator: Konstantinos Grigoriou, Georgia Institute of Technology
OMT: A New Measure of Organizational Legitimacy for Institutional Research: Methodology and Illustration | Jean-Philippe Vergne, HEC Paris
CMS: A Critical Perspective of Authority, Legitimacy and Strategy From an Emerging Economy | Alex Faria, EBAPE-FGV; Robin Wensley, U. of Warwick; Takeyoshi Imasato, EBAPE-FGV
OMT: The Diffusion of Downsizing in Korea: From Legitimation to Rationalization | Sookyoung Lee, Korea U.; Hicheon Kim, Korea U.
OMT: (Re)producing Institutions: Meaning Construction in the Implementation of a Legitimate Template | Maria B Gondo, U. of Memphis; John Matthew Amis, U. of Memphis; Brian Janz, U. of Memphis; Amy Hennington, Department of Computer Information Systems Middle Tennessee State U.

1239: (Paper Session) - (IP) Corporate Ventures and Entrepreneurship
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 2
Facilitator: David G. Simon, Texas A&M U.
ENT: Solving the paradox: a multifaceted approach to corporate entrepreneurship | Cristina Cruz, Instituto de Empresa Business School; Rachida Justo, Instituto de Empresa Business School
ENT: The Effect of Firm Capabilities on Strategic Entrepreneurship | Lida Kyrgidou, International Hellenic U.; Mathew Hughes, U. of Nottingham
ENT: Management of Uncertain Ventures by Redirecting An Exploratory Analysis | Taina Tukiainen, Helsinki U. of Technology
ENT: Should de novo firms be radical, unpredictable and fast? | Burak Cem Konduk, Georgia State U.

1240: (Paper Session) - (IP) Emerging Issues Involving Information Technology and a Virtual Environment
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 3
Facilitator: Lyda S. Bigelow, U. of Utah
TIM: Motivating firm-sponsored e-collective work | Juan Andrei Villarroel, Massachusetts Institute of Technology
OCIS: Information Privacy and Correlates: An Attempt to Navigate in the Misty Conceptual Waters | Tamara Dinev, Florida Atlantic U.; Heng Xu, Pennsylvania State U.; Jeff Smith, Miami U. Ohio
SIM: Do Companies Embrace Online Privacy as a Social Responsibility? An Exploratory Study of IT Companies | Irene Pollach, Aarhus U.

1241: (Paper Session) - (IP) Organizational and Industry Failure/Decline
8:00am - 9:30am Hyatt Regency Chicago: Regency B Table 4
Facilitator: Sanjay Bhowmick, U. of Auckland
BPS: Defying the Trend: Strategies to Counter the Negative Impact of Operating in Declining Industries | Tom Kirchmaier, Manchester Business School; Vicky Bamiati, Manchester Business School
OMT: Wrestling Control: Subunit Power in Organizational Decline | Todd G. Peterson, INSEAD
ENT: Entrepreneurial Failure Frames: The Effects of Experience | Alexander Bolinger, U. of Utah; Kory D. Brown, U. of Utah

1242: (Paper Session) - (IP) Examining Supply Chains
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 1

Facilitator: Chris Peasner, CELSC - Center for Emerging Logistics and Supply Chain

IM: Are there Global or Regional Supply Chains? | Alan M Rugman, U. of Reading; Jing Li, Simon Fraser U.; Chang Hoon Oh, Brock U.

BPS: Supply Chain Orientation Contribution to Firm Absorptive Capacity | Carolee Maureen Rigsbee, U. of Texas at San Antonio

OB: Seeing the Forest and the Trees? A Study into Collaborative Planning and its Antecedents | Hannes Günter, Maastricht U.; Gudela Grote, ETH Zurich

OM: Awareness, Access and Affordability: Health Care Supply Chain Design for Underserved Communities | Kingshuk Sinha, U. of Minnesota; Emily Kohnke, U. of Minnesota

1243: (Paper Session) - (IP) Political Activities and Strategies
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 2
Facilitator: Margaret Dalziel, U. of Ottawa

BPS: Political Connection, Institutional Environment and Corporate Philanthropy | Jia Min, Northwestern Polytechnical U.; China; Zhang Zhe, Xi’an Jiaotong U.; Wan Difang, Xi’an Jiaotong U.

SIM: The Effective Economic Institutional Paradox: How Political Activity Degrades Economic Performance | Sean Lux, U. of South Florida

BPS: Does a Firm’s Focus on Corporate Political Activities Trigger a Path-dependent Process? | Jan Siedentopp, Freie U. Berlin

PNP: The Role of Government-Nonprofit Partnerships in a Results-oriented Management Reform in Brazil | Alketa Peci, EBAPE-FGV; Juliana Figale, EBAPE-FGV

SIM: Corporate Political Activity of Multinationals from Newly Developed Countries in Emerging Economies | Marcelo Bucheli, U. of Illinois, Urbana-Champaign; Erica Helena Salvaj, ESE Graduate Business School, U. de los Andes, Chile; Alfredo Enrione, ESE Graduate Business School, U. de los Andes, Chile

1244: (Paper Session) - (IP) Understanding Employee Turnover
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 3
Facilitator: Sarah Sorenson, U. of Northern Iowa

HR: Integration of Two Employee Turnover Theories: An Empirical Test in Two samples | Rodger Griffith, Ohio U.; Peter Hom, Arizona State U.; Mian Zhang, Tsinghua U.; Stefan Gaertner, amgen

OB: Expatriate Embeddedness and Repatriate Turnover: An Identity Distress Perspective | Maria Kraimer, U. of Iowa; Margaret Shaffer, U. of Wisconsin, Milwaukee; Hong Ren, U. of Wisconsin-Milwaukee

HR: The Impact of Employer-Supported General Training on Voluntary Turnover | Byron Lee, U. of Toronto

1245: (Paper Session) - (IP) Ambiguity, Risk, and Decision Making
8:00am - 9:30am Hyatt Regency Chicago: Regency C Table 4
Facilitator: Joseph Heinzman, Hodges U.

ENT: Seeing Through the Fog of Ambiguity: Entrepreneurial Judgments of New Venture Success | Desmond W. Ng, Texas A&M U.

BPS: Management’s Perception of Causal Ambiguity in Firm Competencies & Performance: An Analysis in Chile | Richard J Boland, Case Western Reserve U.; Jonathan H. Coleman, Case Western Reserve U.; Richard Ivan Araya, Case Western Reserve U.

ENT: Learning from technology ventures: the impact of causal and effectual behaviour on uncertainty | René Mauer, RWTH Aachen U.

ENT: Cognitive Isolation: Clearing the Path to Entrepreneurial Risk Assessment | Jeremy Funk, I. H. Asper School of Business; Chris T. Street, U. of Regina

1246: (Paper Session) - (IP) Current Research Issues on Work Attitudes
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 1
Facilitator: Christina L. Stamper, Western Michigan U.

ENT: Entrepreneurship in the Emerging Portugal: A national survey of student attitudes and perceptions | Dana Thacher Redford, U. of California at Berkeley

HR: Effects of Scheduling Perceptions on Attitudes and Mobility in Different Part-time Employee Types | Jenell Lynn-Senter Wittmer, U. of Toledo; James E. Martin, Wayne State U.


SIM: Does Making a Difference Make a Difference? Corporate Social Performance & Employee Job Attitudes | Marc Hoffman Lavine, Boston College

1247: (Paper Session) - (IP) Power and Influence in Organizations
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 2
Facilitator: Deborah Kidder, U. of Hartford

CM: Beyond BATNA: The Dynamic Role Alternatives Play in Negotiation Initiation | Jason Myrowitz, Arizona State U.

Winner of CM Division Best Student Paper Award

PNP: A behavioural approach to public organizations governance: perspectives, influences, implications | Luca Gnan, Tor Vergata U.; Alessandro Hinna, Tor Vergata U.; Danila Scarozza, PhD student; Maurizio Decastri, Tor Vergata U.

MC: Business Advice and Archer’s Morphogenetic Approach to Macro and Micro | Kevin Francis Mole, Warwick Business School; Jim McLaughlin, Optima Consulting

MED: A Reference Analysis of Strategic Management Textbooks | Steve Gove, Virginia Tech; Xiaoping Zhao, Virginia Tech; Hanko K. Zeitzmann, Virginia Tech

1248: (Paper Session) - (IP) Managing Talent in India
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 3
Facilitator: Kathryn King-Metters, Capella U., School of Business
Session Details – Tuesday

1249: (Paper Session) - (IP) The Role of Goals
8:00am - 9:30am Hyatt Regency Chicago: Regency D Table 4
Facilitator: Richard W. Stackman, U. of San Francisco

HR: The Effects of Negative Feedback, Goals and Conscientiousness on Tension and Performance | Anna Cianci, Drexel U.; Howard J. Klein, Ohio State U.; Gerard H Seijts, U. of Western Ontario

HR: Coasting Style and Performance: The Mediating Roles of Subjective Task Complexity and Goals | Tak Yin Hui, City U. of Hong Kong; Christina Sue-Chan, City U. of Hong Kong

OB: Ethnic Diversity as a Double-Edged Sword: The Moderating Role of Goal Orientation | Anne Nederven Pieterse, RSM Erasmus U.; Dirk Van Dierendonck, Rotterdam School of Management, Erasmus U.

HCM: Relationship between Goal Ambiguity and Performance in an European Healthcare System | Stefano Calciolari, U. of Lugano; Elena Cantù, SDA Bocconi / Bocconi U.; Giovanni Fattore, SDA Bocconi / Bocconi U.

1250: (Paper Session) - (MED, GDO, IM) The Changing Paradigm of Consulting: Adjusting to the Fast-Paced World
8:00am - 9:30am Hyatt Regency Chicago: Hong Kong
Chair: Ralph Grossmann, U. of Klagenfurt
Participants: Ann E. Feyerherm, Pepperdine U.; Rickie A. Moore, EM Lyon; Leon De Caluwe, Vrije U. Twynstra

1251: (Paper Session) - (MED) Student Engagement: Innovative Approaches to Make It Happen
8:00am - 9:30am Hyatt Regency Chicago: Make it Happen
Chair: Bill Lee, U. of Sheffield, UK
Discussant: Alan T Belasen, State U. of New York, Empire State College

Identity, engagement and student learning | Kathy Lund Dean, Idaho State U.; James Jolly, Idaho State U.
Examining the relationship between University Student Commitment Profiles and Behavior | Jeff McNally, Wilfrid Laurier U.; Greg Irving, Wilfrid Laurier U.
Increasing Student Engagement and Learning: Using Big Hairy Audacious Goals as a Semester Project | Alan D. Boss, U. of Maryland, College Park; Matthew L. Sanders, Utah State U.; David S. Boss, Babson College; Wayne Boss, U. of Colorado, Boulder

Absenteeism in undergraduate management education | Lisa A. Burke, U. of Tennessee at Chattanooga

1252: (Paper Session) - (MED, GDO, IM) Developing Women Leadership in the Middle East: Generating Local Knowledge
8:00am - 9:30am Hyatt Regency Chicago: Columbus KL
Organizer: Katty Marmenout, INSEAD
Chair: Stella M. Nkomo, U. of South Africa
Discussant: Beverly Dawn Metcalfe, Hull U.
The First Steps Toward Developing Leadership Programs for Women in the United Arab Emirates: A Survey Study Exploring the Transformation of Emirati College Students | Susan R. Madsen, Utah Valley U.
A Preliminary Investigation of Emirati Women Business Leaders | Lynda L Moore, Simmons School of Management
The Social Dimension of Management and Gender in the Middle East: A Comparative Study | Hayfaa Tlaiss, U. of Manchester
Challenges Going Forward: How Middle Eastern Women Cope | Katty Marmenout, INSEAD
Winner of MED Division Best Symposium in Management Education and Development (Sponsored by McGraw-Hill/Irwin)

1253: (Paper Session) - (MOC) Methodological Advances in Managerial and Organizational Cognition
8:00am - 9:30am Hyatt Regency Chicago: Truffles
Chair: Devaki Rau, Northern Illinois U.
Discussant: Frances H. Fabian, U. of Memphis
What’s in Sampling? How Illusion of Control Mediates an Experience-based Task | José Lejarraga, U. Carlos III de Madrid; Tomás Lejarraga, U. Pompeu Fabra; Charlotte Gaston-Breton, U. Carlos III de Madrid
Toward a Multidimensional Framework of Nonlinear Thinking Style | Charles M. Vance, Loyola Marymount U.; Kevin S. Groves, Pepperdine U.

1254: (Paper Session) - (MOC) Emotions in Organizational Decision Making
8:00am - 9:30am Hyatt Regency Chicago: Wright
Chair: James A. Downing, U. of Illinois at Chicago
Discussant: Mark P. Healey, U. of Leeds
Linking Organizational Emotions to Strategic Responses | Donal Crilly, INSEAD; Susan C. Schneider, HEC U. of Geneva
Maximizing Moral Intuition in Managerial Decision-Making | Christopher Adkins, College of William & Mary; Todd Mooradian, College of William & Mary; Kurt Matzler, U. of Innsbruck
An Experimental Study of Risk Adaptation and Emotion Differentiation in Dynamic Decision-Making | Yan Li, City U. of Hong Kong
Session Details – Tuesday

1255 (Paper Session) - (MSR) Relationship and Work Attitude in Spiritual Environment
8:00am - 9:30am Sheraton Chicago: Mayfair Room
Chair: Margaret Diddams, Seattle Pacific U.
- Managing the Relationship Between Individuals and Their Organisations: A Spiritual Perspective | Ekaterina Zhuravleva-Todarelo, Macquarie U.
- Eternal Beliefs: Impact on Satisfaction and Performance | William J. Worthington, Baylor U.
- The Relationships between Spirit at Work and Employee Work Attitudes and Organizational Outcomes | Passagorn Tevichapong, Aston U.
Discussant:

1256 (Paper Session) - (OB) Feedback, Rewards, and Performance Evaluation
8:00am - 9:30am Sheraton Chicago: Arkansas Room
Chair: Suzanne T. Bell, DePaul U.
Discussant: Laura M. Little, U. of Georgia
Do Task Type Moderate the Effect of Feedback Sign on Motivation and Performance? | Dina Van Dijk, Ben Gurion U. of the Negev; Avraham N. Kluger, Hebrew U. of Jerusalem
Winner of OB Division Best Paper Award
A Comprehensive Analytical Framework For Studying Performance Evaluation | Nicolas J.B. Mangin, HEC Paris
Examining the Effects of Hybrid Rewards in Teams: Balancing Cooperative and Competitive Dynamics | Michael Christian, U. of Arizona; Matthew Pearsall, U. of Maryland - College Park; Aleksander P. J. Ellis, U. of Arizona
Harnessing Positive Mood for Team Learning Facilitation: The Role of Perceived Team Feedback | Frank Walter, U. of Groningen; Gerben S. Van Der Vegt, U. of Groningen

1257 (Paper Session) - (OB) Personality at Work
8:00am - 9:30am Sheraton Chicago: Colorado Room
Chair: Laura Parks, James Madison U.
Discussant: Stephen E. Humphrey, Pennsylvania State U.
- Personality Change in Organizational Settings | Jerel Slaughter, U. of Arizona; Joel Feldman, U. of Arizona, Tucson
- Personality, Conflict, and Group Perceptions: The Case for Antisocial Personality Traits | Michael Baysinger, Purdue U.; James M. LeBreton, Purdue U.
- The Influence of Personality and Environment on the Use of Self-promoting Behavior. | Brian J. Collins, U. of Southern Mississippi
- Impression Management, Personality Development, and Applicant Personality Ratings Over Time | P. D. Harms, U. of Nebraska-Lincoln; Brent Roberts, U. of Illinois at Urbana-Champaign; Robert Hogan, Hogan Assessment Systems

1258 (Paper Session) - (OB) Culture and Creativity: How Culture Interacts with Person or Situation in Affecting Creativity
8:00am - 9:30am Sheraton Chicago: Mayfair Room
Chairs: Lilach Sagiv, Hebrew U. of Jerusalem; Sharon Arieli, Hebrew U. of Jerusalem
Discussant: Michael Morris, Columbia U.
Team Creative Efficacy and Team Innovation of Chinese R&D Engineers | Yunyun Chen, Peking U.; Miriam Erez, Technion Israel Institute of Technology; Cynthia Lee, Northeastern U.; Hui Wang, Peking U.
Creativity and Culture: Riddle Solving and Cultural Autonomy versus Embeddedness | Sharon Arieli, Hebrew U. of Jerusalem; Lilach Sagiv, Hebrew U. of Jerusalem
Creative Performance: The Roles of Acculturation Strategies and Integrative Complexity | Chi-Tadmor, Tel Aviv U.
Individual Differences in Identity Integration and Creative Performance | Yu-Ching Cheng, Singapore Management U.; Jeffrey Sanchez-Burks, U. of Michigan; Fiona Lee, U. of Michigan
Presenters: Yunyun Chen, Peking U.; Sharon Arieli, Hebrew U. of Jerusalem; Carmit Tadmor, Tel Aviv U.; Chi-Ying Cheng, Singapore Management U.
Participants: Miriam Erez, Technion Israel Institute of Technology; Cynthia Lee, Northeastern U.; Hui Wang, Peking U.; Lilach Sagiv, Hebrew U. of Jerusalem; Jeffrey Sanchez-Burks, U. of Michigan; Fiona Lee, U. of Michigan

1259 (Paper Session) - (OB) Ethics and Moral Values
8:00am - 9:30am Sheraton Chicago: Mississippi Room
Chair: William H Clamplitt, Strayer U.
Discussant: Anthony P. Ammeter, U. of Mississippi
- Supervisors' Abuse of Customers: The Moderating Role of Moral Obligation | Rebecca L. Greenbaum, Oklahoma State U.; Mary Barde, Drexel U.; David Mayer, U. of Michigan; Manuela Priesemuth, U. of Central Florida
- Business Moral Values of Supervisors and Subordinates and Their Effect on Employee Effectiveness | Ding Yu Jiang, National Chung Cheng U.; Yi-Chen Lin, National Chung Cheng U.; Linda Lin-Chin Lin, Kun Shan U.; Yung-Han Chang, National Chung Cheng U.
- The Role of Moral Identity in Maintaining a Favorable Self-Perception in the Aftermath of Lying | Laetitia Mulder, U. of Groningen; Karl Aquino, U. of British Columbia
- Sorry, But It Wasn’t My Fault: Managerial Blame Attribution After Enacting a Necessary Evil | Meena Andiappan, Boston College

1260 (Paper Session) - (OB) Strategic Leadership and Crisis Management
8:00am - 9:30am Sheraton Chicago: Ohio Room
Chair: Malcolm Higgs, Southhampton U. School of Management
Discussant: David D. Van Fleet, Arizona State U.
- Leader Identities In Crises | Wei Zheng, Northern Illinois U.; Min Wu, Sichuan U.
- When It’s Not The Thought That Counts: The Double-Edged Sword Of Care In Corporate Crisis Responses | Jennifer Jordan, Northwestern U.; Daniel Diermeier, Northwestern U.
- The Influence of Leadership Styles and Organizational Context on Absorptive Capacity | Peter Sun, U. of Waikato; Marc H Anderson, U. of Waikato

Visual Presentation
International-oriented
Best Paper Proceedings
Theme-oriented
Research-oriented
Teaching-oriented
Practice-oriented
Session Details – Tuesday

1261. (OB) New Developments in Abusive Supervision Research
8:00am - 9:30am Sheraton Chicago: Sheraton 1

Chair: Marie S. Mitchell, U. of Nebraska; Noel F. Palmer, U. of Michigan
Discussant: Bennett J. Tepper, Georgia State U.
Supervisors' Goals as Antecedents of Abusive Supervision
Mary Barde, Drexel U.
An Experimental Investigation of Abusive Supervision as an Emotional Reaction to Injustice
Denise Marie Breaux, Florida State U.; Pamela L. Perrew, Florida State U.
The Role of Supervisors' Prior Experience of Family Undermining in Predicting Abusive Supervision
Christian Kiewitz, U. of Dayton; Simon Lloyd D. Restubog, U. of New South Wales; Kohyar Kizad, U. of Melbourne; Thomas J. Zagenczyk, Clemson U.; Robert L. Tang, De La Salle-College of Saint Benilde
Multi-Level Analysis of Abusive Supervision
Maureen L. Ambrose, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida; Noel F. Palmer, U. of Nebraska

Participants: Mary Barde, Drexel U.; Denise Marie Breaux, Florida State U.; Pamela L. Perrew, Florida State U.; Christian Kiewitz, U. of Dayton; Simon Lloyd D. Restubog, U. of New South Wales; Kohyar Kizad, U. of Melbourne; Thomas J. Zagenczyk, Clemson U.; Robert L. Tang, De La Salle-College of Saint Benilde; Marie S. Mitchell, U. of Nebraska; Marshall Schminke, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida; Noel F. Palmer, U. of Nebraska

1262. (Paper Session) - (OB) Juggling Multiple Roles
8:00am - 9:30am Sheraton Chicago: Sheraton 2

Chair: Diane Bergeron, Case Western Reserve U.
Discussant: Heather C. Vough, McGill U.
The Co-existence of Positive and Negative Reactions to Organic Jobs in the Knowledge Economy
Jia Lin Xie, U. of Toronto; A R Elangovan, U. of Victoria; Coreen Hrabluki, U. of Toronto
A Wolf in Sheep's Clothing: Uncovering the Hidden Costs of Compartmentalizing Multiple Roles
Taryn Lyn Stanko, U. of Oregon
Emotional Exhaustion In Short-Term Business Travelers: Effects Of CQ, Autonomy And Conflicts
Cheryl SL Tay, Nanyang Technological U.; Riyang Phang, Nanyang Technological U.
The Effects of Role Clarity and Role Discretion on Performance
Paraskevi T. Christoforou, National U. of Singapore

1263. (JS) (OB, IM, GDO) A Comparison of Three Collaborative International Research Projects
8:00am - 9:30am Sheraton Chicago: Sheraton 5
Chair: Cary L. Cooper, Lancaster U.
Discussant: Steven A. Y. Poelmans, IESE Business School
Presentation: Karen Korabik, U. of Guelph; Margaret Shaffer, U. of Wisconsin, Milwaukee; Laurent M. Lapierre, U. of Ottawa; Aline D. Masuda, EADA
Participants: Roya Ayman, Illinois Institute of Technology; Janice R. Joplin, Southern Illinois U. Edwardsville; Theresa Lau, Hong Kong Polytechnic U.; Anne Marie Francesco, Hong Kong Baptist U.

1264. (JS) (OB, ODC) Improving Corporate Citizenship: A Multidisciplinary Perspective
8:00am - 9:30am Sheraton Chicago: Huron Room
Organizer: Anthony Callahan, Hay Group
Moderator: Philip H. Mirvis, Center for Corporate Citizenship
Participants: Paul Shrivastava, Bucknell U.; Hugh Willmott, U. of Cardiff; Speigle Gardner, Hay Group; David Stangis, Campbell Soup Company

1265. (Paper Session) - (OCIS) Green IT: Opportunities and Challenges
8:00am - 9:30am Hyatt Regency Chicago: Picasso
Chair: Nannette Renee Jones, Lockheed Martin
Discussant: Kevin P Gallagher, Northern Kentucky U.
Green Information Technologies and Systems in Organizations: The State of Practice
Tracy Jenkin, Queen's School of Business, Canada; Lindsay McShane, Queen's School of Business, Canada
Green IS: Using Information Systems to Encourage Green Behavior
Paul T. York, Augusta State U.; Richard Thomas Watson, U. of Georgia; Marie-Claude Boudreau, U. of Georgia; Adela Chen, U. of Georgia
An Agenda for 'Green' Information Technology and Systems Research
Tracy Jenkin, Queen's School of Business, Canada; Jane Webster, Queen's School of Business, Canada; Lindsay McShane, Queen's School of Business, Canada

1266. (OCIS) Communicative Dimensions of Strategic Planning
8:00am - 9:30am Hyatt Regency Chicago: Sandburg
Organizer: Ann Langley, HEC Montreal
Discussant: Roy R Saddaby, Alberta U.
Strategic Planning as a Communicative Process
Andreas Paul Spee, Aston U.; Paula Jarzabkowski, Aston U.
The Role of Rhetoric in the Creation of Strategic Coherence
Valerie Chantal, Grenoble U.; Franck Tannery, Lyon U.
Strategy as Authoring, Editing and Translation: Implications for Subjectivity and Power
Virpi Sorsa, Hanken Swedish School of Economics and Business Administration; Eero Vaara, Hanken School of Economics
The Dialectics of Strategy in a Cultural Organization
Chahrazad Abdallah, U. of London, Birkbeck; Ann Langley, HEC Montreal

1267. (Paper Session) - (OCIS) Individual Behavior in Online Communities
8:00am - 9:30am Hyatt Regency Chicago: Water Tower
Chair: Julie 'JP' Palmer, Webster U.
Discussant: Steven L. Johnson, Temple U.
The Role of Psychological Safety in Promoting Knowledge Sharing in Virtual communities
Yixiang Zhang, U. of Science and Technology of China/City U. of Hong Kong; Yulin
Session Details – Tuesday

Fang, City U. of Hong Kong; Kwok-Kee Wei, City U. of Hong Kong; Huaping Chen, U. of Science and Technology of China
- Emergent Specialization in a Large Online Customer Community: The Case of Rooster Teeth | Peter Michael Jaeger, ETH Zurich; Stefan Haefliger, ETH Zurich

1268 ☐: (ODC) Conversations and the Conduct of Change
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV OMT 1
Chair: Jeffrey D Ford, Ohio State U.
Participants: Frank J. Barrett, Naval Postgraduate School; Jean M. Bartunek, Boston College; Robert J Marshak, American U.

1269 ☐→☐: (Paper Session) - (ODC) New Designs in Organizational Development and Change: Artfication, Arts-based Learning, Resilience Reservoirs and Innovative Action-Research
8:00am - 9:30am Swissotel Chicago: Vevey Salon 3
Chair: Leslie Stager Jacques, Massey U. Auckland
Discussant: Meredith H. Myers, Case Western Reserve U.
- Intervening in Organizations: An Artfication Perspective | Georges Romme, Eindhoven U. of Technology
- Material Matters: Designing Arts-Based Learning Processes in Organizations | Steven S Taylor, Worcester Polytechnic Institute; Matt Statler, New York U.
- Beyond Programmatic Change: Building Reservoirs for Resilience | Lisa Vaikangas, Helsinki School of Economics
Winner of ODC Best Action Research Paper

1270 ☐: (Paper Session) - (OM) Capacity and Constraint Management
8:00am - 9:30am Hyatt Regency Chicago: San Francisco
Chair: Zhaohui Wu, Oregon State U.
- Is the Theory of Constraints a Good Managerial Theory According to Wacker’s Criteria? | Michael Naor, George Mason U.; Alex Coman, Academic College of Tel Aviv Jaffa
- A Theory of the Response Capacity of Complex Projects | Serghei Floricel, U. of Quebec, Montreal; Sorin Eugen Piperea, U. of Quebec, Montreal
- Behavioral causes of Bullwhip: An empirically validated critique | T. T. Niranjan, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH; Srinagesh Gavirneni, Cornell U.
- Order management in the customization-respondiveness squeeze | Antti Temhiäälä, Helsinki U. of Technology; Mikko Ketokivi, Helsinki U. of Technology

1271 ☐: (Paper Session) - (OMT) Transparency, Trust, Legitimacy and Signals
8:00am - 9:30am Hyatt Regency Chicago: Columbian
Chair: Jo-Ellen Pozner, U. of California, Berkeley
- Measuring Transparency: Towards a Greater Understanding of Systemic Transparency and Accountability | Andrew Schnackenberg, Case Western Reserve U.

- The Importance of Different Forms of Legitimacy: A Dynamic Model | Kim Clark, U. of Texas, San Antonio; Indu Ramachandran, U. of Texas at San Antonio; Stewart R. Miller, U. of Texas at San Antonio
- Signal Emergence and Evolution: Economic and Institutional Perspectives | Dror Etzion, McGill U.
- Organization Moral Identity and Antecedent Trust in Transformational Leaders | Felix Martin, Manchester Business School; Rosa Chum, Manchester Business School

1272 ☐: (Paper Session) - (OMT) Network Formation
8:00am - 9:30am Hyatt Regency Chicago: DuSable
Chair: Roxana Barbulacu, McGill U.
- The Small and Not Small Worlds of Strategic Management | Duncan Robertson, Warwick Business School; Francois Herve Collet, ESADA
- Resource Search, Psychological Distance, and Network Tie Formation: A Study of Network Emergence | Elissa Grossman, Loyola Marymount U.; Helena Ylen-Renko, U. of Southern California; Ramkumar Janakiraman, Texas A&M U.
- Strategic Experience Accumulation and the Evolution of Network Structure in German Board Interlocks | Exequiel Hernandez, U. of Minnesota; Wm. Gerard Sanders, Rice U.; Anja Christine Tuschke, U. of Munich
- Networking With Newbies? Social Influence, Firm Heterogeneity, and Internet Interlocks | Lori Qingyuan Yue, Columbia U.

1273 ☐: (Paper Session) - (OMT) The Dynamics of Social Networks
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV OMT 1
Presented on Panels 29-34
- The Impact of Identity Focus on Network Dynamics in the Hong Kong Film Industry, 1981-1997 | Yi Tang, Hong Kong Polytechnic U.; Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Jeroen Kuilman, Hong Kong U. of Science and Technology
- What is Social Status? Comparisons and Contrasts With Cognate Concepts | Matthew S. Bothner, U. of Chicago; Frédéric Clément Godart, Columbia U.
- Anybody Out There? Measuring the Influence of the Propinquity Effect on the Choice of a Co-Author | Helene Delacour, IAE de Toulouse; Sebastien Liarte, IAE Toulouse; Philippe Merigot, U. of Paris Dauphine
- Bridging the Knowledge-Gap: The Role of Tie Strength, Cohesion, and Range | Marco Tortoriello, HEC Paris; Ray Reagans, Carnegie Mellon U.; Bill McEvily, U. of Toronto
- Structural Closure and Performance in Networks of Competition: ATP Professional Tennis 1997-2006 | Wonjae Lee, U. of Chicago

- The Importance of Different Forms of Legitimacy: A Dynamic Model | Kim Clark, U. of Texas, San Antonio; Indu Ramachandran, U. of Texas at San Antonio; Stewart R. Miller, U. of Texas at San Antonio
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- Networking With Newbies? Social Influence, Firm Heterogeneity, and Internet Interlocks | Lori Qingyuan Yue, Columbia U.
Session Details – Tuesday

1275: (Paper Session) - (OMT) Theorization and Theoretical Issues
8:00am - 9:30am Hyatt Regency Chicago: Skyway 261
Chair: Bob Hinings, U. of Alberta

- Building New Theories of Organization are Unlikely – and What to do About It | Paul Hibbert, Strathclyde U.; John Silince, Strathclyde U.; Thomas Diefenbach, Strathclyde U.
- A Naturalistic Theory of Organization | J.W. Stelhorst, U. of Amsterdam; Peter J. Richerson, U. of California, Davis
- Zeitgeist and Fashion in Organization Theory | Suleika Bort, Mannheim U.; Alfred Kieser, Mannheim U.
- A Wittgensteinian Response to Institutional Conundrums | Stratos E Ramagoulou, Cambridge U.

1276: (Paper Session) - (OMT) Tales from the Top
8:00am - 9:30am Hyatt Regency Chicago: Skyway 265
Chair: Nicholas C. Fairclough, U. of Alberta

- Why New Theories of Organization are Unlikely – and What to do About It | Paul Hibbert, Strathclyde U.; John Silince, Strathclyde U.; Thomas Diefenbach, Strathclyde U.
- My Brother’s Keeper? The Provision of Social Support Among CEOs | James Westphal, U. of Michigan; Michael McDonald, U. of Central Florida
- Succession Context and New CFO Origin: A Role-Specific Perspective on Managerial Succession | Kevin Zander, Whu – Otto Beisheim School of Management, Vallendar; Volker Büttner, Whu – Otto Beisheim School of Management, Vallendar; U. of Central Florida
- Conceptualizing the Body Work of Executives: A Thematic Treatment | Yew Kwan Tong, National U. of Singapore; Cynthia S. Wang, National U. of Singapore; Daniel J. McAllister, National U. of Singapore

1277: SHCS: (OMT, OCIS) Materiality and Organization Studies
8:00am - 9:30am Hyatt Regency Chicago: Columbus H

Organizers: Anne-Laure Fayard, Polytechnic Institute of New York U.; John Weeks, IMD

Discussant: Wanda J Orlikowski, Massachusetts Institute of Technology

Bringing Materiality In: Affordances as a Lens to Analyze Socio-Material Practices | John Weeks, IMD; Anne-Laure Fayard, Polytechnic Institute of New York U.

Narrative Networks and Materiality in Routines | Brian T Pentland, Michigan State U.

Office Design Elements That Matter: Examining Partitions, Personalization, and Plants | Kimberly D. Elsbach, U. of California, Davis


Ethnographies of Work and the Work of Ethnographers: The Implications of a Sociomaterial Approach | Beth Bechky, U. of California, Davis

Presenters: Beth Bechky, U. of California, Davis; Paul M. Leonard, Northwestern U.; Brian T Pentland, Michigan State U.; Kimberly D. Elsbach, U. of California, Davis

1278: (Paper Session) - (ONE) Voluntary Agreements
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV ONE 1
Presented on Panels 1-5

- Private Governance Networks: Competing to Define the Rules of Environmental Performance | Miriam Fischlein, U. of Minnesota; Timothy M. Smith, U. of Minnesota
- Limits to Knowledge Development in Sustainability Partnerships | Suzanne Benn, Macquarie U.; Andrew Martin, U. of Sydney
- The Global Bumble Bee Industry and Ecological Sustainability | Carol Wasbauer Reade, San Jose State U.; Robbin Thomp, U. of California, Davis; Akira Shimizu, Tokyo Metropolitan U.; Marius Wasbauer, U. of California, Davis; Mark Reade McKenna, San Jose State U.
- Conceptualizing the Role of Business in Sustainable Water Management | Nicole Kranz, Freie U. Berlin
- Using Chemical Management Services to Support Environmental Management System Initiatives | Joe Sprangel, Ithaca College

1279: (Paper Session) - (ONE) Institutional Pressures and Environmental Strategies
8:00am - 9:30am Fairmont Chicago: Crystal Room
Chair: Andrew J. Hoffman, U. of Michigan

- Sustainability uptake in mgt. ed.: Institutional, stakeholder, and strat.-orientation perspectives | Timothy Stewart Clark, George Washington U.; Mark Heuer,Susquehanna U.; Mark Starik, George Washington U.
- An Exploratory Study of Institutional Pressure to Adopt Environmental Practices in New Zealand | Jarrod M. Haar, U. of Waikato; Eva Marie Collins, U. of Waikato
- Industry Associations and corporate environmental performance in emerging economies | Kalim U. Shah, U. of Trinidad & Tobago; Jorge Rivera, George Washington U.
- Beyond Dichotomy: the Currilinear Relationship between Env Regulation and Env Responsiveness | Yousef Eiadat, U. of College Dublin; Patrick Gibbons, U. College Dublin; Frank Roche, U. College Dublin

Organizers: Anne-Laure Fayard, Polytechnic Institute of New York U.; John Weeks, IMD

Discussant: Wanda J Orlikowski, Massachusetts Institute of Technology

Bringing Materiality In: Affordances as a Lens to Analyze Socio-Material Practices | John Weeks, IMD; Anne-Laure Fayard, Polytechnic Institute of New York U.

Narrative Networks and Materiality in Routines | Brian T Pentland, Michigan State U.

Office Design Elements That Matter: Examining Partitions, Personalization, and Plants | Kimberly D. Elsbach, U. of California, Davis


Ethnographies of Work and the Work of Ethnographers: The Implications of a Sociomaterial Approach | Beth Bechky, U. of California, Davis

Presenters: Beth Bechky, U. of California, Davis; Paul M. Leonard, Northwestern U.; Brian T Pentland, Michigan State U.; Kimberly D. Elsbach, U. of California, Davis
1280 | (Paper Session) - (PNP) Macro-Level Governance
8:00am - 9:30am Fairmont Chicago: Ambassador Room
Chair: Joy Smith, Elizabeth City State U.
Discussant: Andrew Cardow, Massey U.
- Challenges for New Models of Territorial Governance | Giuseppe Argiolas, U. of Cagliari; Stefano Cabras, Cagliari U.; Cinzia Dessi, U. of Cagliari; Michelle Fioris, U. of Cagliari
- Does university governing body size matter? A qualitative assessment of the Australian experience | Gavin John Nicholson, Queensland U. of Technology; Michelle Sheldrake, Queensland U. of Technology
- UK POLICING FOR THE 21st CENTURY | Andrew Harry Barton, Nottingham Trent U.; Lisa Ceinwen Barton, Cardiff U.

1281 | (RM) Structural Equation Modeling in Management Research: Suggestions for Improved Analysis
8:00am - 9:30am Sheraton Chicago: Superior A and B
Chair: Larry J. Williams, Virginia Commonwealth U.
Decomposing Model Fit in Management Research: Good Measures vs. Good Theory? | Ernest H O'Boyle, Virginia Commonwealth U.; Larry J. Williams, Virginia Commonwealth U.
A Two Stage Approach to Latent Variable Model Evaluation | Larry J. Williams, Virginia Commonwealth U.; Ernest H O'Boyle, Virginia Commonwealth U.
Structural Model Specification: Basic Issues with Control Variables | Robert J. Vandenberg, U. of Georgia

1282 | (Paper Session) - (SIM) I. Upper Echelons: CEOs, Compensation & Time Horizons
8:00am - 9:30am Fairmont Chicago: Chancellor Room
Chair: Paul Dunn, Brock U.
Discussant: Brian W. Kulik, Central Washington U.
Market reactions to voluntary vs. involuntary disclosure in the stock-option backdating scandal | Jay J Janney, U. of Dayton; Steve Gove, Virginia Tech
Relative CEO pay and stakeholder management | Eric Fong, U. of Alabama, Huntsville
Corporate social responsibility? Not my business anymore: CEO horizon problem in CSP | Jingoo Kang, U. of Pennsylvania

1283 | (Paper Session) - (SIM) I. Public Affairs and Issues Management: Issues Management & Ethical Positioning
8:00am - 9:30am Fairmont Chicago: Embassy Room
Chair: Mark P Sharfman, U. of Oklahoma
Discussant: John M Holcomb, U. of Denver
- Sustainability and climate change: equilibriums, evolution and attention cycles in the public sphere | Diane Holt, Queen's U. Belfast; Ralf Barkemeyer, Queen's U. Belfast
- A comprehensive framework for strategic CSR: Ethical positioning and strategic activities | David Weitzner, York U.; James L Darroch, York U.
- GREEN MANAGEMENT? BE TRANSPARENT! | Antonino Vaccaro, Catholic U. of Lisbon FCEE; Dalia Patino Echeverri, Duke U.
- Emphasizing the negative: How critical media coverage impacts the regulatory process | David Eduardo Cavazos, James Madison U.

1284 | (Paper Session) - (SIM) II. The Performance of Market Systems: The Financial Crisis, Legal Systems, and Compliance Issues
8:00am - 9:30am Fairmont Chicago: Gold Room
Chair: Marguerite Schneider, NJIT
Discussant: David Katz, Tel Aviv U.
Recurrent Failure Of The Financial System | Joseph John McManus, Rutgers U.
- Exploring the Influence of Different Legal Systems on Corporate Responsibility | Celine Gainet, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises; Heidi Wechter, U. Paris 1 Sorbonne / Institut d'Administration des Entreprises
- Perceived Voluntary Code Legitimacy: Towards a Theoretical Framework and Research Agenda | Kernaghan Webb, Ryerson U.; Wesley Helms, York U.
- Can negative externalities be internalized within a CSR framework? | Bertrand Valiorgue, Clermont graduate school of management; Thibault Daudigeos, Grenoble Ecole de Management

1285 | (Paper Session) - (TIM) Service, Technology and Innovation
8:00am - 9:30am Hyatt Regency Chicago: Crystal C
Chair: Kenneth G Huang, Singapore Management U.
- The Locus of Innovation | Floortje P. Blindenbach-Driessen, Vlerick Leuven Gent Management School; Vincent Fructuoso van der Ve, Statistics Netherlands
- Customer-Centered Product and Service Development: The Imperatives of Organizational Learning | Charles R Greer, Texas Christian U.; David Lei, Southern Methodist U.
- Is Firm Performance in Technology Service Firms Linked to Process Innovations? | Maheshkumar P Joshi, George Mason U.; Sidhartha R Das, George Mason U.
- Patent-Centered Diabetes Education: The Dynamics of Product Innovation in Health Services | Paul Windrum, Manchester Metropolitan U.; Manuel Garcia-Goni, Complutense de Madrid

1286 | (Paper Session) - (TIM) Technology and Society
8:00am - 9:30am Hyatt Regency Chicago: Horner
Chair: Anne W. Fuller, California State U. Sacramento
- Idiosyncratic Distances: Practices around Mobile Technologies | Nicolas Battard, Dublin Institute of Technology; Vincent Mangematin, Grenoble Ecole of Management
- Toward a Contingency Theory of Telecommuting Adoption: The Role of Leadership | Margarita Mayo, Instituto de...
Session Details – Tuesday

8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 56-59

A Resource-based Examination of the Mediating Effects of Innovation and Export Performance | Shuk Wong, TUI U.
Managing Resources: A Dynamic Capabilities Approach | Yong-Sheng Chang, National Chung Hsing U.; Shyh-Rong Fang, National Chung Hsing U.; Yan-Chiu Peng, National Chung Hsing U.
Role of Strategy & Slack Resources in Determining Product Innovations among Indian Organizations | Roma Puri, Eastern Institute of Management, Kolkata India; Bharatendu Nath Srivastava, Indian Institute of Management, Calcutta


8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 3
Presented on Panels 56-59

Managing Resources for Innovation | Luis R. Gomez-Mejia, Arizona State U.; Shainaz Firfiray, IE Business School; Verónica Haydee Villena Martínez, Instituto de Empresa Business School
Social Media Users: One Size does not Fit All | Mary Foster, Ryerson U.; Fernando E Pardo, Ryerson U.; Anthony Francescucci, Ryerson U.; Bettina C West, Ryerson U.


1287 (Paper Session) - (TIM) Societal Implications of Technology
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 1
Presented on Panels 42-47

Managing Innovation for Safer, Greener and Less Energy Consuming Outcomes | Christoph Grimpe, ZEW Centre for European Economic Research; Ihesen Ketata, Georgia Institute of Technology
Innovation and Green Technology: Seven Case Studies from a Russian Context | Anna Trifilova, London Metropolitan U.; Dean Bartlett, London Metropolitan U.
Corporate Governance and Innovation: A Contingency Perspective | Chung-Jen Chen, National Taiwan U.; Bou-Wen Lin, National Tsing Hua U.; Ya-Hui Lin, National Taiwan U.; Yung-Chang Hsiao, National Cheng Kung U.
Consumer Preference for Fuel Efficiency and Implications for Hybrid-electric Product Development | Sruthi M. Thatchenkery, Manchester Business School; Marcela Miozzo, U. of Manchester

1288 (Paper Session) - (TIM) Technology Strategy
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 2
Presented on Panels 48-55

Start-ups’ Commercialization in the Markets for Technology: the Effect of Technology Generality | Lin Jiang, Georgia Institute of Technology; Marco Ceccongoli, Georgia Institute of Technology
Product Partitioning and Licensing Strategies | Szabolcs Szilard Sebek, U. Carlos III de Madrid; Andrea Fosfuri, U. of Carlos III de Madrid; Marco Giarratana, U. Carlos III de Madrid
Sense of Belonging and its Effects on Technology Use: A Study of a GPS Dispatching Taxi Fleet | Sheng-Tsung Hou, Feng Chia U.; Hsueh-Liang Fan, National Chengchi U.; Tzu-Shian Han, National Chengchi U.
“Not Invented Here” Revisited: The Bias against Innovations from Technology Acquisitions | Michael Deane Howard, U. of Washington Business School
The Effect of R&D Location on Innovative Performance: Technological Autonomy vs. Communication Cost | Yuri Jo, KAIST; Chang-Yang Lee, KAIST
An Empirical Study on Purposeful Creation of Potential Disruptive Innovation | Dan Yu, National U. of Singapore; Chang Chieh Hang, National U. of Singapore

1289 (Paper Session) - (TIM) Managing Resources for Innovation
8:00am - 9:30am Hyatt Regency Chicago: Riverside Center VV TIM 3
Presented on Panels 56-59

A Resource-based Examination of the Mediating Effects of Innovation and Export Performance | Shuk Wong, TUI U.
Managing Resources: A Dynamic Capabilities Approach | Yong-Sheng Chang, National Chung Hsing U.; Shyh-Rong Fang, National Chung Hsing U.; Yan-Chiu Peng, National Chung Hsing U.
Role of Strategy & Slack Resources in Determining Product Innovations among Indian Organizations | Roma Puri, Eastern Institute of Management, Kolkata India; Bharatendu Nath Srivastava, Indian Institute of Management, Calcutta


1290 (Paper Session) - (TIM) The Role of Internal and External Sources on Knowledge Innovation
8:00am - 9:30am Hyatt Regency Chicago: Skyway 260
Presented on Panels 56-59

Innovation without R&D: Measuring the Economic Impact of Informal Innovation in User Firms | Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne; Stéphane Lhuillery, Ecole Polytechnique Fédérale de Lausanne
The Sources of Knowledge in Patent Activities: External and Internal Sources and Open Innovation | Marco Giarratana, U. Carlos III de Madrid; Myriam Mariani, Bocconi U.
Exploitation and New Product Development: The Role of Cognitive Skills and Strategic Orientations | Yen-Chih Huang, National Cheng Kung U.; Rong Ma, U. of Memphis

1291 (Paper Session) - (TIM) Historical and Institutional Perspectives on Technological Dynamics
8:00am - 9:30am Hyatt Regency Chicago: Skyway 272
Presented on Panels 56-59

Global Pipelines or Global Buzz? A Micro-level Approach towards the Knowledge-based View of Clusters | Marc Bahlmann, VU U. Amsterdam; Marleen Huysman, Vrije U. Amsterdam; Tom Elfring, VU U. Amsterdam; Peter Groenewegen, VU U. Amsterdam
Innovation without R&D: Measuring the Economic Impact of Informal Innovation in User Firms | Marcel Bogers, Ecole Polytechnique Fédérale de Lausanne; Stéphane Lhuillery, Ecole Polytechnique Fédérale de Lausanne
The Sources of Knowledge in Patent Activities: External and Internal Sources and Open Innovation | Marco Giarratana, U. Carlos III de Madrid; Myriam Mariani, Bocconi U.
Exploitation and New Product Development: The Role of Cognitive Skills and Strategic Orientations | Yen-Chih Huang, National Cheng Kung U.; Rong Ma, U. of Memphis

Tuesday 9:00AM

1292 □: (OB) Lifetime Achievement Award Address:
Denise Rousseau
9:00am - 10:10am Sheraton Chicago: Michigan A
Introduction: Carrie R. Leana, U. of Pittsburgh
Distinguished Speaker: Denise M. Rousseau, Carnegie Mellon U.
Introduction | Carrie R. Leana, U. of Pittsburgh
Don't Leave It at the Office: OB Insights on Family Life | Denise M. Rousseau, Carnegie Mellon U.

Tuesday 9:45AM

1293 □: (BPS) Organizational Economics and Organizational Capabilities: Opportunities for Real Integration
9:45am - 11:15am Hyatt Regency Chicago: Acapulco
Presenters: Teppo Felin, Brigham Young U.; Nicholas Argyres, Washington U. in St. Louis; Todd Zenger, Washington U.; Nicolai Foss, Copenhagen Business School; Robert Gibbons, Massachusetts Institute of Technology

1294 □: (Paper Session) - (BPS) Transitional Economies?
Political Ties, Fraud, & Group Affiliation
9:45am - 11:15am Hyatt Regency Chicago: Addams
Chair: John G Michel, U. of Notre Dame
Discussant: Bat Batjargal, Harvard U./Peking U.
State Control, Group Affiliation And Corporate Performance: Evidence From China's Listed Firms | Hans Van Ee, U. of Groningen; Robert Lensink, Groningen U.; Huanjun Yu, Groningen U.
What Keeps Business Group Affiliated Firms Ticking? A View through the Absorptive Capacity Lens | K S Manikandan, Indian Institute of Management, Bangalore; Srinivas Gupta, Indian Institute of Management, Bangalore
Corporate Fraud and Public Shaming in Transition Economies: A Theoretical Exploration | William P. Wan, Texas Tech U.; Daphne W. Liu, Chinese U. of Hong Kong

1295 □: (Paper Session) - (BPS) Industry Dynamics: Organizational Learning
9:45am - 11:15am Hyatt Regency Chicago: Burnham
Chair: Lei Zhang, U. of Maryland, College Park
Discussant: Natarajan Balasubramanian, Florida International U.

1296 □: (Paper Session) - (BPS) Alliances & Networks: Firm Scope - War, Drugs, Junk Food, & Taxis
9:45am - 11:15am Hyatt Regency Chicago: Columbus G
Chair: Nilesch Khare, Ohio State U.
Discussant: Lyda S. Bigelow, U. of Utah
Outsourcing War: The Transaction Cost Dynamics of Private Military Companies after the Cold War | Joel A.C. Baum, U. of Toronto; Anita McGahan, U. of Toronto
Shopping for the Family: How Intra-firm Organization affects the Use of Inter-firm Alliances | Pranav Garg, U. of Michigan; Minyuan Zhao, U. of Michigan
Beyond agency theory: A resource-based explanation for franchising and franchisor performance | Bill Gillis, U. of South Alabama; Jim Combs, Florida State U.
Information, Knowledge and Asset Ownership in Taxicab Fleets | Evan Rawley, Wharton School, U. of Pennsylvania; Tim Simcoe, U. of Toronto

1297 □: (Paper Session) - (BPS) Corporate Governance: Putting the Compensation Pieces Together
9:45am - 11:15am Hyatt Regency Chicago: Comiskey
Chair: Yu Zhang, U. of California, Irvine
Discussant: Joseph E Coombs, Texas A&M U.
Institutional Shareholders and Stock Option Incentives in CEO and Managerial Compensation | Janet H. Marler, U. at Albany-SUNY; Yoshio Yanadori, U. of British Columbia
Executive Compensation and CEO Equity Incentives in China's Listed Firms | Martin J. Conyon, ESSEC; Lerong He, SUNY-Brockport
Compensation Committee Group Process, Social Exchange and CEO Compensation | Lerong He, SUNY-Brockport; Martin J. Conyon, ESSEC

1298 □: (Paper Session) - (BPS) Corporate Effects: Competition, Environment, & Deal-Making in Corporate Strategy
9:45am - 11:15am Hyatt Regency Chicago: Grand C North
Chair: Aseeem Kaul, U. of Pennsylvania
Discussant: Peter G Klein, U. of Missouri
Acquisitions and Aggressive Competitive Eesponse by Rivals | Klaus Uhlenbruck, U. of Montana; Margaret V.
Session Details – Tuesday

9:45am - 11:15am Hyatt Regency Chicago: Skyway 284
Presented on Panels 46-57

1299 (Paper Session) - (BPS) Governance:
Ownership and Control
Presented on Panels 46-57
Agency Theory, Potential for Operational Engineering and Buyout Activity | Fernando R. Chaddad, U. of North Carolina, Chapel Hill
Self-interest and Organizational Performance: A Study with U.S. and Brazilian Managers | Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Gazi Islam, Ibmec São Paulo; Luiz F. Mesquita, Arizona State U.; Insper
Dilemmas on the Corporate Ownership and Performance in Chinese Public Companies | Qingxia Tong, Harvard U.
Ownership Structure, Board Composition and Investors' Protection: Evidence from S&P 500 Firms | Giuliano Iannotta, Bocconi U.; Alessandro Minichilli, Bocconi U.; Alessandro Zattoni, SDA Bocconi - Parthenope U.
Constraints & Discretion in Relationship Governance: Examining Level of Investment by Corporate VCs | Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Sandip Basu, California State U. East Bay
The Paradox of Governance Structure Adaptation and Firm Performance | Bongjin Kim, U. of Texas, San Antonio; John E Prescott, U. of Pittsburgh; Michael L Burns, U. of Texas at San Antonio; Derrick McIver, U. of Texas at San Antonio
Opportunities to Cheat: The Role of Information Asymmetry in Financial Reporting Fraud | Curtis L Wesley II, Texas A&M U.; Herrmann Achidi Ndofor, Texas A&M U.
Middle Managers, Consensus, and Performance: From a Perspective of Strategy Implementation | Katsuhiko Shimizu, U. of Texas, San Antonio

1300 (Paper Session) - (CAR) Creativity and Flexibility: Careers in Context
Presented on Panels 46-57
The Mozart paradox: Careers in creative industries | Pedro Fernando Bendassolli, Escola de Administração de Empresas de São Paulo; Thomaz Wood Jr., Escola de Administração de Empresas de São Paulo
The Siren Song of a Calling: Ability (Mis)perception in Musicians and MBAs | Shoshana Dobrow, Fordham U.
Careers in Academia: Does context matter? | Silvia Bagdadi, Bocconi U. and Sda Bocconi School of Management; Luca Solari, U. degli studi di milano
Knowing-Why, Knowing-How, Knowing-Whom, Knowing-What: A Study of Canadian Flexworkers | Julia Richardson, York U.

1301 (Paper Session) - (CAU) Management Innovation: What are Tomorrow’s Management Moonshots?
9:45am - 11:15am Hyatt Regency Chicago: Riversides Center VV BPS 1
Presenters: Peter W Roberts, Emory U.; Charles Williams, Duke U.; Christopher I. Rider, Emory U.; Gina Dokko, U. of California, Davis/New York U.; Vibha Gaba, INSEAD; Giacomo Negro, Emory U.; Adina D. Sterling, Emory U.

1302 (Paper Session) - (CAR) Creativity and Flexibility: Careers in Context
Presented on Panels 46-57
The Mozart paradox: Careers in creative industries | Pedro Fernando Bendassolli, Escola de Administração de Empresas de São Paulo; Thomaz Wood Jr., Escola de Administração de Empresas de São Paulo
The Siren Song of a Calling: Ability (Mis)perception in Musicians and MBAs | Shoshana Dobrow, Fordham U.
Careers in Academia: Does context matter? | Silvia Bagdadi, Bocconi U. and Sda Bocconi School of Management; Luca Solari, U. degli studi di milano
Knowing-Why, Knowing-How, Knowing-Whom, Knowing-What: A Study of Canadian Flexworkers | Julia Richardson, York U.

1303 (CAU) Theory Development in Green Management Research
9:45am - 11:15am Hyatt Regency Chicago: Skyway 283

1304 (CAU) Awakening the Dreamer--Inspiring Action At the Intersection of Environment, Justice and Spirit
9:45am - 11:15am Hyatt Regency Chicago: Skyway 284
Join us for a powerfully engaging, inspiring, and practical exploration of the essential intersection of environmental sustainability, healthy spirit, and social justice. This event will demonstrate an extraordinarily effective process for interactive exploration of the crises facing the human race, how we got here, and the exhilarating possibilities for positive action to change our world.
Organizers: Martin N. Davidson, U. of Virginia; Christopher Tennis, Sanchez Tennis & Associates, LLC; Tarek Hatem, American U. in Cairo
Participants: Barbara Parker, Seattle U.; Forrest F Aven, U. of Houston-Downtown; Ryan Quinn, U. of Virginia; Erika H. James, U. of Virginia; Melissa C. Thomas-Hunt, Cornell U.

1305 (CAU) (CMS, HR) Green Matters in Turbulent Times: The Impact of Responsible Leadership
9:45am - 11:15am Hyatt Regency Chicago: Skyway 285
Organizer: Matreica S.L. James, Jacksonville U.
Participants: Millicent F. Nelson, Middle Tennessee State U.; Angela Miles, North Carolina A & T State U.; Jennifer Bowers, Florida A & M U.; Sally Sledge, Norfolk State U.; Joseph E McCann, U. of Tampa

1306 (CM) Self Regulation and Social Interdependence
9:45am - 11:15am Sheraton Chicago: Chicago 8
Chairs: Jun Gu, U. of Toronto; Geoffrey Leonardelli, Rotman School of Management, U. of Toronto
Social Networks and Well-Being: Contingent Effects of Individuals’ Self-Regulation Orientation | Xi Zou, Columbia U.
self regulation and perception of social interaction | Jun Gu, U. of Toronto
Outsourcing Self-Regulation to the Social Environment | Grainne Fitzsimons, U. of Waterloo
Strategic Compatibility in Social Interactions: The Case of Regulatory Focus Complementarity | Vanessa Bohns Lake, U. of Toronto

Presenters: Vanessa Bohns Lake, U. of Toronto; Grainne Fitzsimons, U. of Waterloo; Xi Zou, Columbia U.

1307 (Paper Session) - (CM) Questionable Tactics in Promoting Organizational Effectiveness and Negotiation Success
9:45am - 11:15am Sheraton Chicago: Erie Room
Chair: Emily M Hunter, Hankamer School of Business, Baylor U.
Are You Paying Your Employees to Cheat? An Experimental Investigation | Fei Song, Ryrson U.; Bram Cadsby, U. of Guelph; Francis Tapon, U. of Guelph
When Bad Equals Good: Cross-Cultural Reactions to Honesty and Deception | Cynthia S. Wang, National U. of Singapore
Factors Impacting Perceived Acceptability & Reputation Risks of Questionable Tactics in Negotiation | Sammy Showail, American U. of Beirut; Li Ma, Washington U. in St Louis; Judi McLean Parks, Washington U. in St Louis

1308 (Paper Session) - (CMS) Gender and Management Practice
9:45am - 11:15am Hyatt Regency Chicago: San Francisco
Chair: Mary Godwyn, Babson College
Macho Managers and Organizational Heroes: Discourses of Power and Resistance in Popular Cinema | Alexia Panayiotou, U. of Cyprus

An alternative analysis of gender tokenism: implications for occupations and organizations | Lindsey Pilver, Pennsylvania State U.
So What’s a Nurse to Do? The Gendered Logic(s) of Nursing and Health Care Organizations | Paula Lentz, U. of Wisconsin, Eau Claire; Kristina A. Bourne, U. of Wisconsin, Eau Claire

1309 (JS, CMS, HR) The Employee Free Choice Act and the Prospects for a New Green Social Contract
9:45am - 11:15am Hyatt Regency Chicago: Toronto
Chair: David Jacobs, Morgan State U.
Participants: Lewis Malty, National Workrights Institute; Joel Cutcher-Gershenfeld, U. of Illinois, Urbana-Champaign; Mary Beth Maxwell, American Rights at Work; Michael Peck, MAPA

1310 (Paper Session) - (ENT) Cognition and Decision Making
9:45am - 11:15am Hyatt Regency Chicago: Field
Chair: Jon C. Carr, Texas Christian U.
First-time strategy formation of nascent entrepreneurs | Dietmar Grichnik, WHU - Otto Beisheim School of Management; Jan Brinckmann, ESADA; Diane Kapsa, Witten/Herdecke U.
Entrepreneurs Seeking Gains: Profit Motives and Risk Aversion in Inventors’ Commercialization | Kenneth L. Simons, Rensselaer Polytechnic Institute; Thomas Astebrol, HEC
Reviewing the Comprehensiveness of Entrepreneurship Cognition Research | Denis A. Gregoire, Georgia State U.; Andrew C. Corbett, Rensselaer Polytechnic Institute; Jeffery S. McMullen, Indiana U., Bloomington

1311 (Paper Session) - (ENT) Corporate Venturing
9:45am - 11:15am Hyatt Regency Chicago: Grand B
Chair: Ivo Zander, Upsala U.
When does corporate venture capital add value for new ventures? | H. Dennis Park, U. of Washington; Kevin Steensma, U. of Washington
Corporate Venture Capital and the Internationalization of Portfolio Companies | Joseph A LiPuma, EMLYON Business School
The Imprinting Process of Corporate Venturing Units | Marina Binari, Strathclyde U.
Revealment or concealment: A study on voluntary disclosure of corporate venturing programs | Shu-Jou Lin, Chang Gung U.

1312 (ENT) Learning from USASBE Best Practices in Entrepreneurship Pedagogy
9:45am - 11:15am Hyatt Regency Chicago: Grand D North
Co-sponsored by AOM and USASBE
Organizer: Michael H. Morris, Oklahoma State U.
**Session Details – Tuesday**

*1313 ☑ (ENT) Publishing on Social, Sustainable and Environmental Entrepreneurship Theory*

9:45am - 11:15am Hyatt Regency Chicago: New Orleans

Distinguished Speakers: Ana-Maria Peredo, U. of Victoria, Faculty of Business and Director Institute of Co-operative Studies; Mark Starki, George Washington U.; Norris F. Krueger, Max Planck Institute of Economics

Chair: William D Schulte, Shenandoah U.

Discussant: Sophie Bacq, IAG-Louvain School of Management

**1314 ☐ (Paper Session) - (ENT) International Entrepreneurship**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ENT 1

Presented on Panels 24-27

*International human capital, international networks and cross-border private equity investing* | Sofie De Prijcker, Ghent U.; Sophie Manigart, Vlerick Leuven Gent Management School; Wouter De Maeseneire, Erasmus U. Rotterdam

*Effects of knowledge acquisition types on international intentions* | Jose Carissas, U. de Sevilla, Spain; Jose Luis Barbero, Pablo de Olavide U.; Harry J Sapienza, U. of Minnesota

*New Institutionalism in International Entrepreneurship: Perspectives from Economics, Sociology and Political Science* | Stephen Chen, Macquarie U.

**1315 ☐ (Paper Session) - (ENT) Entrepreneurship and Social Context**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ENT 2

Presented on Panels 28-32

*From founders to firms: Examining the retention of Founder-CEO social capital* | Bret Ryan Fund, U. of Colorado - Boulder

*Entrepreneur’s Intensity and Social Support effects on Entrepreneurial Persistence* | Swapnil Garg, U. of Florida


*Nonlinear Effects of Family Ownership and Involvement on Internationalization* | Salvatore Sciascia, IULM U.; Pietro Mazzola, IULM U.; Joseph H Astrachan, Kennesaw State U.; Torsten Michael Pieper, Kennesaw State U.

**1316 ☐ (Paper Session) - (ENT) High Tech/High Potential Ventures**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV ENT 3

Presented on Panels 33-36

*Hard Science, Soft Art:Frame Craft in the Emerging Field of Nanotechnology* | Jade Yu-Chieh Lo, U. of Southern California

*The impact of relationships on employee commitment within fast growing SMEs* | Rodney S Farr-Wharton, U. of the Sunshine Coast; Yvonne Brunetto, Southern Cross U.; Silvia Azevedo Nelson, U. Estadual do Maranhao

**1317 ☉ ☧ (GDO) Two Decades of Running Women’s Leadership Programmes: Do We Still Need Them?**

9:45am - 11:15am Sheraton Chicago: Chicago 9

Chair: Susan Vinnicombe, Cranfield U.

Developing Tomorrow’s Women Business Leaders: The Case for Women-Only Leadership Development Programs | Savita Kumra, Brunel Business School

Navigating the System and Coalescing for Change: Second Generation Issues and Leadership Programs for Women | Deborah M Kolb, Simmons School of Management; Stacy Blake-Beard, Simmons College

Personal Reflections on the Evolution of Women’s Leadership Programmes | Susan Vinnicombe, Cranfield U.; Deirdre Anderson, Cranfield U.

Women in Leadership Programs in Australian Universities: Two Steps Forward - One Step Back? | Linley Anne Lord, Curtin U. of Technology

Participants: Deirdre Anderson, Cranfield U.; Stacy Blake-Beard, Simmons College; Deborah M Kolb, Simmons School of Management; Savita Kumra, Brunel Business School; Linley Anne Lord, Curtin U. of Technology

**1318 ☐ ☧ (GDO) Multiple Perspectives on Asian American Stereotypes and Their Implications for Workplace Diversity**

9:45am - 11:15am Sheraton Chicago: Ontario Room

Chairs: Caitlin Miller Hogan, Stanford U.; Ji-A Min, U. of Toronto; Melody Manch Chao, Hong Kong U. of Science and Technology

Discussant: Melody Manch Chao, Hong Kong U. of Science and Technology

From Yellow Peril to Model Minority: Prescriptive Stereotypes of Asians in North America | Ji-A Min, U. of Toronto; Jennifer L. Berdahl, U. of Toronto


The Perfect Enemy: When the Model Minority Stereotype Elicits Hostile Prejudice | Amy J. C. Cuddy, Northwestern U.

The Self-Protective Function of the Model Minority Myth | Caitlin Miller Hogan, Stanford U.; Brian Lowery, Stanford U.

Speakers: Caitlin Miller Hogan, Stanford U.; Ji-A Min, U. of Toronto; Peter Glick, Lawrence U.; Amy J. C. Cuddy, Northwestern U.


**1319 ☐ JS (GDO, HR) Inclusion in Organizations: Measures, HR Practices, and Climate**

9:45am - 11:15am Sheraton Chicago: Chicago 7

Chair: Beth G Chung, San Diego State U.

Chair: 9:45am - 11:15am Sheraton Chicago: Missouri Room
Discussant: Rebecca Wells, U. of North Carolina

Leadership, Innovation and Uptake of Quality Improvement Methods in UK General Practice | Joseph Gerald McSorley, NHS Institute for Innovation and Improvement; Tanefa Antoinette Apekey, Lincolnshire Teaching Primary Care Trust; Niroshan Siriwardena, U. of Lincoln; Michelle Tilling, Lincolnshire Teaching Primary Care Trust

HCM Best Theory-to-Practice Paper Nominee

Theory Building Using Context: The Capacity and Climate for Service-Improvement in Irish Hospitals | Aoife McDermott, Dublin City U.; Mary A. Keating, Trinity College Dublin

1321 : (Paper Session) - (HCM) Stressful Environments and Health Professionals
9:45am - 11:15am Swissotel Chicago: Vevey Salon 4
Chair: Cheryl Ratlert, U. of Missouri
Discussant: L. Michele Issel, U. of Illinois, Chicago

Stress among Nurses: A Multi-Nation Test of the Demand-Control-Support Model | Vishwanath V. Baba, McMaster U.; Louise Tourigny, U. of Wisconsin, Whitewater; Xiaoyun Wang, U. of Manitoba; Terri R Lituchy, Concordia U.; Silvia Ines Monserrat, U. Nacional del Centro

Winner of HCM Best International Paper Award

Psychological Service Climate in Hospitalization Units: A Coping Resource for Nurses | Dana Yagil, U. of Haifa; Gil Luria, U. of Haifa; Hanna Admi, U. of Haifa; Yael Eilon, U. of Haifa; Shai Linn, U. of Haifa

Workplace Illness and Injury Experience: Influences on Healthcare Workers’ Workplace Safety Climate | Deirdre McCaughhey, Pennsylvania State U.; Nealia Sue Bruning, U. of Manitoba

Stressful Times Call For Team-Based Measures: Psychiatric Nursing in the UK National Health Service | Joanne Richardson, Aston U.; Matthew Richard Carter, Aston U.

1322 : (Paper Session) - (HR) Investing in Human Capital:
The Effects of Training and Development
9:45am - 11:15am Sheraton Chicago: Missouri Room
Chair: George Benson, U. of Texas, Arlington
Discussant: Bradford S Bell, Cornell U.

Perceived Investment in Employee Development: The Mediating and Moderating Effects on Work Outcomes | Yuhee Jung, Meiji U.; Norihiko Takeuchi, Tokyo U. of Science

Building on the Continuous Learning Model: The Role of Human Agency in Training & Development | Jake Messersmith, George Washington U.; Laura Elizabeth Marler, Mississippi State U.

Perceived Investment in Employee Development, Intrinsic Motivation, and Work Performance | Bard Kuvaas, Norwegian School of Management; Anders Dysvik, Norwegian School of Management

Developing Organizational Commitment in Political Environments: An Empirical Investigation | Hunter L. Harris, Oklahoma State U.; Timothy P. Munyon, Florida State U.

1323 : (Paper Session) - (HR) Innovative Research on Work-Life Balance Issues
9:45am - 11:15am Sheraton Chicago: Sheraton 3
Chair: Trevor B King, U. of Arkansas

Explaining Organizational Responsiveness to Work-Life Balance Issues: The Role of Business Strategy | Jing Wang, U. of Toronto; Anil Verma, U. of Toronto

Winner of HR Division Best Student Paper Award


HRM Strategies Across Four Generations: One Size Does Not Fit All. | Julie Ann Cogin, AGSM-Australian School of Business

Meta-Analytic Review of Organizations’ Responses to Work-Family Policies | Tae Seok Yang, U. of Texas at Arlington

1324 : (Paper Session) - (HR) Employee Turnover Dynamics
9:45am - 11:15am Sheraton Chicago: Sheraton 4
Chair: Kevin E. Henderson, U. of St. Thomas-Opus College of Business
Discussant: Ingo Wellar, Freie U. Berlin
Session Details – Tuesday

1325 | (Paper Session) - (IM) International CSR Issues
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV IM 1

Chair: William Newburry, Florida International U. 
Discussant: Helena Barnard, U. of Pretoria

A A Cross-Level Study of Entity Affluence, Money Attitude, Pay Satisfaction, and Corrupt Intent | Thomas Li-Ping Tang, Middle Tennessee State U.; Jian Lian, Shanghai Jiao Tong U.; Toto Sutarto, Middle Tennessee State U.; Mahfooz Alam Ansari, U. of Lethbridge; Debo Akande, Potchefstroom U.; Michael W. Allen, U. of Sydney; Abdulgul Salim Alzubaidi, Sultan Qaboos U.; Fernando Arias-Galicia, U. Autónoma del Estado de Morelos; Mark G. Borg, U. of Malta; Brigitte Charles Pauvers, U. of Nantes; Bor-Shiuan Cheng, National Taiwan U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Linzhi Du, Nankai U.; Ilya Garber, Saratov State Socio-Economic U.; Consuelo del Valle-Arias, Florida International U.; Sichuan Earthquake Donation | Yu Yang, 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. de Valencia; Eva Malovics, U. of Szeged; Alice S. Moreira, Federal U. of Para; Richard T Mpoyi, Middle Tennessee State U.; Anthony Ugochukwu Obiaiuju Nnedum, Nnamdi Azikiwe U.; Johnesto E. Osajie, Florida A & M U.; AAhad Osman-Gani, Nanyang Technological University; Francisco Costa Pereira, Polytechnic Institute of Lisbon, Portugal; Ruja Pehlowska-Krauss, Rangsit U.; Horia Pitaru, Babes-Bolyai U.; Marko Polic, U. of Ljubljana; Elisavet Sardzoska, U. St. Cyril and Methodius; Peter Vlerick, Ghent U.

Corporate Social Responsibility, Product Differentiation Strategy and Export Performance | Dirk Michael Bohe, Insep Institute of Education and Research; Luciano Barin Cruz, U. of Fortaleza (UNIFOR)

International and Domestic Pressures and Chinese Organizational Responses to Greening | James J Cordeiro, State U. of New York, Binghamton; Qinhua Zhu, Dalian U. of Technology; Joseph Sarkis, Clark U.

Best Paper on Emerging Markets

1326 | (Paper Session) - (IM) Internationalization Process and Performance
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV IM 1

Presented on Panels 37-45


Internationalization under Resource Scarcity: The Use of Cooperative Strategies by SMEs | Gerda Gemser, Delft U. of Technology; Maryse Brand, U. of Groningen; Arndt Sorge, U. of Groningen

International Country Institutional Advancement and Outbound Internationalization | Li Sun, U. of Texas at Dallas; Mike Peng, U. of Texas at Dallas; Ruby P. Lee, Florida State U.; Weiqiang Tan, City U. of Hong Kong

Sequence Pattern of Ownership Change: Theory and Empirical Evidence in International Equity Alliances | Akie Iriyama, State U. of New York, Buffalo; Weiwei (Stone) Shi, Baruch College

Corporate Culture Diversity - A New Determinant of Entry Modes: An Empirical Study of Taiwanese MNCs | Cher-Ming Fong, National Sun Yat-sen U.; Linh Hoang Nguyen, National Sun Yat-sen U.

The Determinants of Foreign Investment Size: The Role of Parent Firm and National Distance | Nan Zhou, U. of Pennsylvania; Jiawen Yang, George Washington U.; Andrew Delios, National U. of Singapore

Giving up Linearity: How Does the Nature of Relationships in Management Differ across Cultures? | Dominik Austermann, RWTH Aachen U.; Simon Land, RWTH Aachen U.


A Closer Examination of the Relationship between Interpersonal Skills and Expatriate Performance | Lisa M. Pulick, George Mason U.

Entry Strategies of Firms from NIEs in Emerging Markets: The Role of Institutions and Firm Resources | Yi-Long Jaw, National Taiwan U.; Wiboon Kittilaksanawong, National Taiwan U.

1327 | (Paper Session) - (IM) Management Issues in China
9:45am - 11:15am Hyatt Regency Chicago: Soldier Field

Chair: Dong Chen, Loyola Marymount U.
Discussant: Yu Yang, Cornell U.

A Literature Review for Management of Foreign Firms in China: Where Are We and Where to Go? | Jing Yu Yang, U. of Sydney; Ben F. Tipton, U. of Sydney, Australia

Free to Go: A study of Turnover Intentions in Chinese Enterprises | Jane Giacobbe Miller, U. of Arizona; Jane Giacobbe Miller, National China University; Estrella S. Jimenez, U. of San Diego; Daniel J

Miller, Central Connecticut State U.; Xiajun Yao, Huazhong Agricultural U.
Moderating Effects of Managerial Ties on Resource Bundling and Firm Performance: China vs. U.S. | Xiaojie Li, Xi’an Jiaotong U.; Yuan Li, Xi’an Jiaotong U.; David G. Sirmon, Texas A&M U.; Yi Liu, Xi’an Jiaotong U.; Hong Zhu, Chinese U. of Hong Kong

The Diversity and Relatedness of Strategy Configuration In Chinese SMEs | Zhi Tang, Rochester Institute of Technology; Clyde Hull, Rochester Institute of Technology
Best Paper on Emerging Markets

1328 → JS: (Paper Session) - (IM) International Strategic Alliances
9:45am - 11:15am Hyatt Regency Chicago: Wrigley
Chair: Sea Jin Chang, National U. of Singapore
Discussant: Debbie Elizabeth de Lange, Suffolk U.
Strategic Alliances in the Japanese Economy: Types, Critiques, Embeddedness, and Change | James R Lincoln, U. of California, Berkeley
→ The acquisition and application of knowledge in alliance and networks | Chia-Ling Eunice Liu, National Chung Cheng U.
→ Competing Globally, Aliying Locally: Host Country Factors and Alliances between Global Rivals | Tieying Yu, Boston College; Mohan Subramaniam, Boston College; Albert Cannella, Tulane U.
→ Dynamics of Partner Fit in International Alliances | Chih-Sheng Hsu, National Taiwan U.; Hsueh Liang Wu, National Taiwan U.

1329 → JS: (IM, HR) Global Leadership: From Domestic and Multi-Domestic to Global Leaders
9:45am - 11:15am Hyatt Regency Chicago: Crystal B
Chairs: Miriam Erez, Technion Israel Institute of Technology; Alon Lisak, Technion Israel Institute of Technology; Nancy J Adler, McGill U.
Discussant: Nancy J Adler, McGill U.
Expert Cognition in Global Leaders | Joyce Osland, San Jose State U.; Asbjorn Osland, San Jose State U.; Gary Oddou, California State U. of San Marcos.
Intercultural Competency as a Foundation for Developing Global Leadership Competency | Allan Bird, U. of Missouri, St. Louis
Authentic Flexibility: Global Leadership through Self-Concept Complexity | Jeffrey L. Herman, George Mason U.; Stephen J. Zaccaro, George Mason U.
Attaining Global Leadership through Global Mindset Development | Rachel Clapp-Smith, U. of Nebraska, Lincoln; Todd J. Weber, U. of Nebraska-Lincoln
Understanding global leadership behaviors and multicultural team effectiveness | Alon Lisak, Technion Israel Institute of Technology; Miriam Erez, Technion Israel Institute of Technology

Participants: Asbjorn Osland, San Jose State U.; Gary Oddou, California State U. of San Marcos; Stephen J. Zaccaro, George Mason U.; Todd J. Weber, U. of Nebraska-Lincoln; Miriam Erez, Technion Israel Institute of Technology

1330 : (Paper Session) - (IP) Research in Leadership and Followership
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 1
Facilitator: Kim T. Hinrichs, Minnesota State U. Mankato
→ OB: Not Just Holding Forth: The Roles of Listening in Managerial Effectiveness | Lily Benjamin Maissen, Columbia U.; Daniel Ames, Columbia U.; Joel Brockner, Columbia U.
→ OB: Implicit Followership Theories: Developing a Measure of What Leaders Value in Their Followers | Brian W. Tate, Pennsylvania State U.; Douglas Lindsay, Pennsylvania State U.; Samuel Hunter, Pennsylvania State U.
→ OB: Frustration-Based Outcomes of Entitlement and the Influence of Supervisor Communication | Paul Harvey, U. of New Hampshire; Kenneth J. Harris, Indiana U., Southeast
→ OB: Reexamining Full Range Leadership: Creating Leader Effectiveness for Millennial Followers | Tyler Russell Stockstill, U. of Utah; Darrell G. Coleman, U. of Utah
→ SIM: How Do Ethics, Organizational Support, and Leader-Member Exchange Affect Links in the Safety Chain | Keith Credo, Auburn U.; Achilles A. Armenakis, Auburn U.; Hubert S. Feil, Auburn U.; Robert Young, Florida Institute of Technology

1331 : (Paper Session) - (IP) Innovation and Networks
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 2
Facilitator: Paul Skilton, Arizona State U. Polytechnic
→ ENT: Language as means for involvement in the entrepreneurial process | Björn Remneland, Gothenburg U.
→ CMS: Social Innovation in Sub-Political Arrangements | Suzanne Benn, Macquarie U.; Mel Edwards, School of Management, UTS; Ellen Baker, U. of Technology, Sydney
→ OMT: Innovating a New Management Practice: A Case Study of the Emergence of the ‘Competence Pool’ | Marjo-Riitta Parzefal, European Business School

1332 : (Paper Session) - (IP) Management Research and Practice: The Intersection
9:45am - 11:15am Hyatt Regency Chicago: Regency A Table 3
Facilitator: Arup Varma, Loyola U. Chicago
→ BPS: The Scholar-Practitioner Gap: Luck and Causality | John A Parnell, U. of North Carolina, Pembroke; Eric B. Dent, U. of North Carolina, Pembroke; Tim Hughes, Bristol Business School; Nicholas O’Regan, Bristol Business School
→ TIM: Neighborhood Watch and Absorptive Capacity: the Link Between Academic Knowledge and Innovation | Fiona Xiaoying Ji, Virginia Tech; Linda Tegarden, Virginia Tech; William Lamb, Ohio U.; Donald E. Hatfield, Virginia Tech
Session Details – Tuesday

1333 : (Paper Session) - (IP) Organizational Learning in Context
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 2
Facilitator: Claire A. Simmers, Saint Joseph's U.

CMS: Organizational Learning and Competency Building: Trade Union Organizations in Brazil and the USA | Wilson Aparecido Costa Amorim, Fundação Instituto de Administração; André Luiz Fischer, U. de Sao Paulo; Elza Fátima Rosa Veloso, U. de Sao Paulo; Joel Souza Dutra, U. de Sao Paulo

BPS: The Dynamics of Replication and Template-Use in a Professional Service Firm | Shad S. Morris, Ohio State U.; Ryan Hammond, Massachusetts Institute of Technology


OCIS: Toward a Taxonomy of IT-enabled Integration in NPD | Shamel Addas, McGill U.; Alain Pinsonneault, McGill U.

1334 : (Paper Session) - (IP) Mergers & Acquisitions: Patterns, Challenges, and Effectiveness
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 1
Facilitator: Annette L. Ranft, Florida State U.

TIM: M&As of high-tech firms: organizational challenges and innovative performances | Massimo Gaetano Colombo, Politecnico di Milano; Diego D'Adda, Politecnico di Milano; Evila Piva, Politecnico di Milano

BPS: Strategic business cycle management and merger and acquisition patterns | Jason Whan Park, U. of Pittsburgh; Kevin Hyunkyung Kim, U. of Pittsburgh

BPS: Relationship of TMT Pre-merger Power Characteristics with Post-merger Effectiveness | K Blaine Lawlor, U. of West Florida; Margaret A White, Oklahoma State U.; Kimberly M Ellis, Florida Atlantic U.

TIM: Technology Sourcing by Large Incumbents through Acquisition of Small Firms | Marcus Wagner, Bureau d' Economie Théorique et Appliquée

OB: Is the merger necessary? Antecedents of post-merger identification | Steffen Robert Giessner, Erasmus U. Rotterdam

1335 : (Paper Session) - (IP) Role of the CEO: Pay and Other Matters
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 2
Facilitator: Cheryl ANN Rahms, Texas A & M U., College Station

BPS: CEOs matter, but not that much | Markus A. Fitza, U. of Colorado, Boulder


MC: Share-Based Compensation Arrangements Using a Firm Valuation Perspective | Randall Hayes, Central Michigan U.; Lawrence Lepisto, Central Michigan U.; William Cron, Central Michigan U.

1336 : (Paper Session) - (IP) Evolutionary Perspectives in Entrepreneurship
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 3
Facilitator: Peter Bryant, IE Business School

ENT: Genealogy as evolutionary dynamics | Shmuel Ellis, Tel Aviv U.; Israel Drori, College of Management, Israel; Zur Shapira, New York U.

OB: Antecedents to social entrepreneurship | Michelle Shumate, U. of Illinois at Urbana Champaign

BPS: How Small Firms Enter Markets Dominated by Large Incumbents | Gideon D Markman, Colorado State U.; Theodore L. Waldron, U. of Georgia

ENT: An Evolutionary Framework for Entrepreneurship | Benjamin C. Powell, Appalachian State U.

1337 : (Paper Session) - (IP) Decision Making Under Uncertainty
9:45am - 11:15am Hyatt Regency Chicago: Regency B Table 4
Facilitator: Subrahmaniam Tangirala, U. of Maryland, College Park

OB: Thinking about Risk: Dynamic Inconsistencies in Individual Decision Making | Gazi Islam, Ibmce São Paulo; Danny Pimentel Claro, Insper Institute of Education and Research; Eduardo B Andrade, U. of California, Berkeley

OB: Valuation of New Information Under Uncertainty and Time Pressure: The Role of Comparison Orientation | Yonjeong Paik, U. of Maryland - College Park; Subrahmaniam Tangirala, U. of Maryland, College Park; Kathryn M. Bartol, U. of Maryland, College Park; Crystal I Chien Farh, U. of Maryland - College Park

MOC: Degrees of Belief: Investigating the Managerial Cognition of Uncertainty | Graham M Winch, Manchester U.; Eunice Maytorena, Manchester U.

1338 : (Paper Session) - (IP) Outsourcing/Offshoring Strategies
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 1
Facilitator: Susan F. Storrud-Barnes, Cleveland State U.

OCIS: An Empirical Study of Factors that Affect Chinese Software Vendors Interest in Adopting Offshoring | Jingfang Liu, U. of Southern California; Michael Gallivan, Georgia State U.


OCIS: Research in Offshore Outsourcing of Information Systems: An Overview | Krishna S, IIM Bangalore; Nalini Guhesh, IIM Bangalore; Jang Bahadur Singh, IIM Bangalore; Jayaram Holla, IIM Bangalore

BPS: Backsourcing: an endless new beginning? Proposition and test of a backsourcing process model. | Florence Law-Kheng, ESCP Europe; Frederic Frery, ESCP Europe

1339 : (Paper Session) - (IP) Supplier Relations and Supplier Management
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 2
Facilitator: Antony Pauraj, U. of North Florida
1340: (Paper Session) - (IP) Theories of Decision Making
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 3
Facilitator: Francesca Gino, U. of North Carolina in Chapel Hill

1341: (Paper Session) - (IP) Entrepreneurial Orientation
9:45am - 11:15am Hyatt Regency Chicago: Regency C Table 4
Facilitator: Garry Buttermann, U. of Louisville

1342: (Paper Session) - (IP) Diversity and Anti-Discrimination Initiatives
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 1
Facilitator: Dorothy Perrin Moore, Citadel

1343: (Paper Session) - (IP) Applying Theories of Motivation
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 2
Facilitator: Feirong Yuan, U. of Kansas

1344: (Paper Session) - (IP) New Perspectives in Employee Incentive Research
9:45am - 11:15am Hyatt Regency Chicago: Regency D Table 3
Facilitator: William H Clamptt, Strayer U.
Session Details – Tuesday

1346 | Teaching-oriented | (Paper Session) - (MC) Building Organizational Capabilities Through Management Consulting.
9:45am - 11:15am Hyatt Regency Chicago: Hong Kong
Chair: Rickie A. Moore, EM Lyon
Discussant: Charles G. Capps, Lipscomb U.
A Quasi-Experimental Field Study of Leveraging Employee Engagement via a Talent Management Strategy | Susan L. Sweem, Benedictine U.

1347 | (Paper Session) - (MED) Assurance of Learning in Innovative Course Designs: International Travel Courses, Internships, & Personal Development Initiatives: Can They Make a Difference?
9:45am - 11:15am Hyatt Regency Chicago: Buckingham
Chair: T Russell Crook, U. of Tennessee-Knoxville
Discussant: James C Spee, U. of Redlands
Development of a Worldview: A Framework for Assurance of Learning in International Travel Courses | Jeannie Mannheimer Forray, Western New England College; Jill Woodilla, Sacred Heart U.
Assurance of Learning in the Business Internship: An Exploratory Study | Giles Jackson, Shenandoah U.; William D Schulte, Shenandoah U.; Randy Box, Shenandoah U.
The MBA within: A study of in-depth personal development in an elite MBA program | Gianpietro Petriglieri, INSEAD; Jack Denfeld Wood, -; Jennifer Louise Petriglieri, INSEAD
Developmental interactions for business students: Do they make a difference? | Caroline P. D’Abate, Skidmore College
Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMC)

1348 | (Paper Session) - (MED) Ideas in Improving Graduate and Adult Learning Experiences and Work Performance
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MED 1
Presented on Panels 15-19
Part-Time Versus Full-Time MBAs: A Differentiated Cultural Exploration | Christina G Cataldo, George Washington U.; Jonathan D. Raelin, Loyola College in Maryland
The MBA as an Emotional Arena: An Exploratory Study | Amanda Hay, Nottingham Trent U.; John Blenkinsopp, U. of Teesside
Creating differentiation in PGDM/MBA Curriculum | Ajoy Kumar Dey, Birla Institute of Management Technology
The Psychological Work Preferences of Business Students | G Ronald Gilbert, Florida International U.; Meredith F. Burnett, Florida International U.; Watcharaphong Leartsurawat, Florida International U.
The Management Education Antinomy: We Educate Adults Yet We Neglect Adult Education | Amy L. Kenworthy, Bond U.; George A. Hrivnak Jr, George Washington U.

1349 | (Paper Session) - (MED) Issues in Management Education
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MED 2
Presented on Panels 20-23
Emotional Mind Maps to Promote Team Psychological Safety and Learning in High Affect Environments | Jonathan D. Raelin, Loyola College in Maryland; Anthony J Mento, Loyola College in Maryland
Afghan-Amerian Perception of Developments in Afghanistan: A Study of Gender Differences | Belal Ahmad Kafi, U. of San Francisco; Bahaudin Mujtaba, Nova Southeastern U.
Personality & Teaming in Bioscience Commercialization: Results from a Naturally Occurring Experiment | Anne S. York, Creighton U.; Kim A McCarthy, Creighton U.; Todd C. Darnold, Creighton U.
Forms of Weak Ties Networking For Management Development: Ways Of Managing Dynamic Knowledge | Sarawati Sastrowardoyo, School of Management, U. of South Australia; Mike Metcalfe, U. of South Australia

1350 | JS: (MED, OCIS, TIM) Teaching in Virtual Worlds
9:45am - 11:15am Hyatt Regency Chicago: Columbus KL
Chairs: Charles Wankel, St. John’s U., New York; Jan Kingley, European Foundation for Management Development
Teaching in Virtual Worlds | Charles Wankel, St. John’s U., New York; Jan Kingley, European Foundation for Management Development
Virtual Worlds – Entry Barriers in Higher Education | Gavin Dudeney, The Consultants-E; Howard Ramsay, U. of Strathclyde
Aging, Lifelong Learning, and the Virtual World of Second Life | Leslie Jarmon, U. of Texas at Austin; John W. Traphagan, U. of Texas at Austin; Tomoko Watanabe Traphagan, U. of Texas at Austin; Lynn Jones-Eaton, U. of Texas at Austin
The Space Between | Sandra Bassenowski, U. of Saskatchewan
A New Design Education Experience: Application of Collaborative Virtual Environments | Anthony Williams, U. of Newcastle; Ning Gu, U. of Newcastle; Lehman Figen Gul, U. of Newcastle; Walaiporn Nakapan, Rangsit U.

1351 | (Paper Session) - (MOC) Adaptation and Transition
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV MOC 1
Presented on Panels 6-10
Optimizing Real-Life Problems for Workplace Learning | Roland K. Yeo, King Fahd U. of Petroleum & Minerals

1352: (Paper Session) - (MOC) Sensemaking, Identity and the Meaning of Work
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center W MV C 2
Presented on Panels
Linking Sensemaking, Social Exchange, Identity and Capital from an Affective Perspective | Inju Yang, U. College Dublin; Aidan Kelly, U. College Dublin
Goal Structure and the Meaning of Work | Andrew M. Carton, Duke U.
Sensemaking and Sensegiving Under Conditions of High Conflict | Lorenzo Bizzi, HEC Montreal
Personifying the Organization: Taking the Natives' Perspective | Will Felps, Erasmus U. Rotterdam; Eliza Byington, Rotterdam School of Management, Erasmus U.

1353: (Paper Session) - (MOC) Trade Offs and Biases in Organizational Decision Making
9:45am - 11:15am Hyatt Regency Chicago: Wright
Chair: Bidhan Parmar, U. of Virginia
Discussant: Morten Thanning Vendelo, Copenhagen Business School
When It's Right to be Wrong: Overconfidence Effects on Product Introductions in Dynamic Markets | Mark Simon, Oakland U.; Susan Houghton, North Carolina A & T State U.; John Kim, Oakland U.
(Un)realistic Optimism? How Not Internalizing Performance can Lead to Riskier Strategic Decisions | Emily T. Amanullah, U. of Texas at Austin; Jennifer Whitson, U. of Texas at Austin
When are Losers More Risky than Winners? Examining a 'Gain-loss Affective Bias' | Michael James Liersch, New York U.; Christine R. Harris, U. of California, San Diego; Noriko Coburn, U. of California, San Diego
Why are Maximizers Less Happy than Satisficers? Because they Maximize Success and Failure | Evan Polman, Cornell U.

1354: (US): (MOC, OMT, SIM) The Interplay Between Organizational Identity and Relationships With and Within Organizations
9:45am - 11:15am Hyatt Regency Chicago: Truffles
Chairs: Shelley Brickson, U. of Illinois, Chicago; Dayo Akinlade, U. of Illinois, Chicago
Influence of Organizational Identity on the Relationship Between Organizations and Their Members | Shelley Brickson, U. of Illinois, Chicago; Dayo Akinlade, U. of Illinois, Chicago

The Burden of Identity: How the Relational Content of the Identity Narrative Shifts | Mary Ann Glynn, Boston College;
Mamta Bhatt, Boston College
The Experience of Culture and Identity: Issues of Durability and the Influence of Attachment | Spencer Harrison, Boston College; Kevin G. Corley, Arizona State U.; David M. Sluss, U. of South Carolina
Forgiveness Within Organizations: An Identity Perspective | Bryant Thompson, U. of South Carolina; David M. Sluss, U. of South Carolina
Professional Identity, Organizational Identity and Scientific Innovation | Aimee L. Hamilton, Pennsylvania State U., Park;
Dennis A. Gioia, Pennsylvania State U.
Participants: Mary Ann Glynn, Boston College; Mamta Bhatt, Boston College; Spencer Harrison, Boston College; Kevin G. Corley, Arizona State U.; David M. Sluss, U. of South Carolina;
Bryant Thompson, U. of South Carolina; Aimee L. Hamilton, Pennsylvania State U., Park; Dennis A. Gioia, Pennsylvania State U.

1355: (MSR) The Crash of 2008-09: Causes and Cures from a Management & Spirituality Perspective
9:45am - 11:15am Hyatt Regency Chicago: Haymarket
Organizer: Lee Robbins, Golden Gate U.
Distinguished Speaker: Andre L Delbecq, Santa Clara U.
Presenters: Margaret Benefiel, Andover Newton Theological School; James A F Stoner, Fordham U.; Arthur L. Jue, U. of Phoenix / Oracle Corp.; Frank Werner, Fordham U.

1356: (Paper Session) - (OB) Ability, Expertise and Achievement
9:45am - 11:15am Sheraton Chicago: Arkansas Room
Chair: Michele L. Swift, Oregon State U.
Discussant: Minu Ipe, Arizona State U.
Self-estimated and Psychometric Intelligence: A Meta-analysis | Bennett E. Postlethwaite, U. of Iowa
A Meta-Analytic Approach Examining an Ability Based Measure of EI and Leadership | Derek Y.T. Mann, Multi Health Systems, Inc.; E Manolo Romero Escobar, Multi Health Systems, Inc.; Deena Logan, MHS; Peter Papadogiannis, Multi Health Systems, Inc.
Naturalists and Strivers: Beliefs and Behavior About Innate versus Learned Sources of Achievement | Chia-Jung Tsay, Harvard U.; Mahzarin Banaji, Harvard U.
Expanding on Expertise: The History and Future of the Concept | David Tomczyk, George Washington U.

1357: (Paper Session) - (OB) Regulating Emotions at Work
9:45am - 11:15am Sheraton Chicago: Colorado Room
Chair: Anushri Rawat, U. of Pittsburgh
Discussant: Elaine C. Hollensbe, U. of Cincinnati
An Empirical Analysis of Surface Acting in Intra-Organizational Relationships | Hakan Ozcelik, California State U. Sacramento
Session Details – Tuesday

1358: (Paper Session) - (OB) It’s About Time (And Change)
9:45am - 11:15am Sheraton Chicago: Huron Room
Chair: Seth Spain, U. of Illinois, Urbana-Champaign
Discussant: Richard H Reeves-Ellington, State U. of New York, Binghamton

Temporal Atypicality: The Role of Cognitive Load, Task Complexity and Individual Time Orientation | Chris Sterling, U. of Kentucky; Ginny L. Kidwell, U. of Kentucky; Giuseppe Labianca, U. of Kentucky

A Dynamic Approach to Fairness: Effects of Temporal Changes of Fairness Perceptions on Job Attitudes | Tae-Yeol Kim, City U. of Hong Kong; Xiao-Wan Lin, U. of Macau; Kwok Leung, City U. of Hong Kong

The Impacts of Conflict Dynamics and Temporal Orientation on Team Performance and Team Cohesion | Jia Li, U. of Maastricht; Robert A. Roe, U. of Maastricht

1359: (Paper Session) - (OB) Stress and Well-Being
9:45am - 11:15am Sheraton Chicago: Mississippi Room
Chair: Susan Cartwright, Lancaster U.
Discussant: Richard S DeFrank, U. of Houston

Social Relations and Individual Differences as Predictors of Physiological and Psychological Stress | Aarti Ramaswami, Indiana U., Bloomington; Marne Lynn Arthaud-Day, Kansae State U.; Janet P Near, Indiana U.; Joseph A. Near, Indiana U., Bloomington


Influences of Personality, Appraisal, and Coping on Soldiers’ Adjustment to Deployment In Iraq | Laura Riolli, California State U. Sacramento; John Schauble, Michigan State U.; Chunya Peng, Michigan State U.; Everett S.P. Spain, US.Amy

Conversations about Health: Supervisor Health and Safety Support Scale Development and Validation | Carrie S. Hurst, Tennessee State U.; Lillian Eby, U. of Georgia; Marcus M. Butts, U. of Texas, Arlington

1360: (Paper Session) - (OB) Leadership: Revisiting Old Friends
9:45am - 11:15am Sheraton Chicago: Ohio Room
Chair: Welchun Zhu, Claremont McKenna College
Discussant: Stefan Krummeker, Leibniz U. Hannover

Putting the "Implicit" in Implicit Leadership Theory: Assessing ILTs using Implicit Measures | Emilija Durdjovic, U. of Arkansas, Fayetteville; Russell E. Johnson, U. of South Florida


Does Leadership Matter? Examining the Criterior Space of 20 Years of Leadership Research | Tosho Murase, U. of Central Florida; Nathan J. Miller, Florida International U.; Daniel Doty, U. of Central Florida; Leslie A. DeChurch, U. of Central Florida; David Rohrer, U. of Central Florida

1361: (SHC): (OB, CAR, HR) Proactivity: Benefits, Costs and Temporal Dynamics
9:45am - 11:15am Sheraton Chicago: Sheraton 2
Welcome: Susan J. Ashford, U. of Michigan
Chairs: Samir Nurmuhamed, U. of Michigan, Ann Arbor; Susan J. Ashford, U. of Michigan
Discussant: Thomas S. Bateman, U. of Virginia

Employee, Manage Thyself: Potential Negative Implications of Expecting Employees to Be Proactive | Mark C. Bolino, U. of Oklahoma; Sorin Valcea, U. of Oklahoma

Let Me Tell You How Great I Am: Proactive Personality, Self-Promotion and Success in the Job Search | Samir Nurmuhamed, U. of Michigan, Ann Arbor; Susan J. Ashford, U. of Michigan; Kathleen Dekas, U. of Michigan

Proactive Newcomer Adjustment Behavior and Work Group Diversity | John Kammeyer-Mueller, U. of Florida; Beth Ann Livingston, U. of Florida

Fool of Proactive Behavior: Differential Antecedents and Consequences | Frank D. Belschak, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam

Presenters: Samir Nurmuhamed, U. of Michigan, Ann Arbor; Sorin Valcea, U. of Oklahoma; Beth Ann Livingston, U. of Florida; Frank D. Belschak, U. of Amsterdam

Participants: Kathryn Dekas, U. of Michigan; Mark C. Bolino, U. of Oklahoma; John Kammeyer-Mueller, U. of Florida

1362: (SHC): (OB, HR) Staying Engaged: How to Get and Keep Employee Engagement
9:45am - 11:15am Sheraton Chicago: Sheraton 5
Chairs: Bruce Louis Rich, California State U. San Marcos; Eean Crawford, U. of Florida
Discussant: Amy E. Colbert, U. of Iowa

Staying Engaged: Psychological Detachment From Work During Off-Job Time | Sabine Sonntag, U. of Konstanz; Carmen Binnewies, U. of Mainz; Eva J. Moja, U. of Konstanz


Follower Engagement During Revolutionary Change Initiatives | Jill Waymire Paine, Columbia U.
Explaining the Dynamics of Work Engagement: An Integration of Antecedents | Ronald Bledow, U. of Giessen; Antje Schmitt, Giessen U.; Jana Kuhnel, Konstanz U.; Kerstin Schaupp, Giessen U.
Presenters: Sabine Sonntag, U. of Konstanz; Ean Crawford, U. of Florida; Jill Waymire Paine, Columbia U.; Ronald Bledow, U. of Giessen

1365 (OB, ODC) The Influence of Affective Processes on Collective Outcomes
9:45am - 11:15am Sheraton Chicago: Sheraton 1
Chair: Quy Nguyen Huy, INSEAD
Discussants: Matthew Kraatz, U. of Illinois; Jeffrey Sanchez-Burks, U. of Michigan
The Nature and Function of Collective Emotional Abilities | Stephane Coté, U. of Toronto
The Effects of Anger Expressions on Workplace Outcomes | Anat Rafaeli, Technion Israel Institute of Technology
The Effects of Anger Expressions on Workplace Outcomes | Ella Miron-Spektor, Carnegie Mellon U.
Affective Variation and the Accuracy of Forecasts in Collectives | Laura L. Rees, U. of Michigan, Ann Arbor
Affective Variation and the Accuracy of Forecasts in Collectives | Caroline A Bartel, U. of Texas at Austin
Mutual Dependence and Cooperation—How Entrepreneurs Attract Valuable Resources | Man Zhang, INSEAD

1364 (OB, SIM, CM) Vulnerability to the Dark Side: Factors Affecting the Experience of and Reactions to Workplace Abuse
9:45am - 11:15am Sheraton Chicago: Mayfair Room
Chairs: Kathi Miner-Rubino, Texas A&M U.; Adam C. Stoverink, Texas A&M U.; Elizabeth Eve Umphress, Texas A&M U.
Discussant: Robert Bies, Georgetown U.
Protection from or Vulnerability to Social Undermining? The Roles of Social Capital and Core Self-evaluation | Ruolian Fang, U. of Minnesota; Michelle K. Duffy, U. of Minnesota
No Politics in the Office! Incivility and Political Orientation During the 2008 Presidential Election | Amanda Pesonen, Texas A&M U.; Kathi Miner-Rubino, Texas A&M U.
Counterproductive Reactions to Organizational Injustice: The Moderating Role of Honesty-Humility | Kishia Jones, U. of Illinois, Urbana-Champaign; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign
Session Details – Tuesday

1368 :JS: (ODC, ONE) What Makes a Leader Green: Dispositional and Situational Antecedents to Green Leadership
9:45am - 11:15am Swissôtel Chicago: St. Gallen Salon 2
Organizer: Emily Andurder, Case Western Reserve U.
Participants: Garima Sharma, Case Western Reserve U.; Keith Cox, Benedicente U.; Mona Amodeo, U. of Southern Mississippi & idgroup; Shuo Wang, Dublin City U.; Andrew McGill, U. of Michigan; Mark B. Milsite, Cornell U.; Ante Giavas, Case Western Reserve U.

1369 : (Paper Session) - (OM) Quality Management and Lean Concepts
9:45am - 11:15am Hyatt Regency Chicago: Crystal A
Chair: Dr. Saroj Kou, Acadia U.
Measuring information distortion in real-world supply chains | T. T. Niranjan, Swiss Federal Institute of Technology Zurich, ETH; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH; Vijay Aggarwal, Management Development Institute
Underlying Dynamics of Organizational Learning: Containment and Problem Population Dynamics | Marcelo Pancotto, IAE Business School - Austral U.
Quality Risk in Offshore Manufacturing: An Explanation and Empirical Test | John Gray, Ohio State U.; Aleda V. Roth, Clemson U.; Michael J Leiblein, Ohio State U.
OM Division Chan Hahn Best Paper Award Finalist
Searching for complementarity in lean manufacturing settings | Andrea Furlan, U. of Padova; Giorgia Dal Pont, U. of Padova; Andrea Vinelli, U. of Padova

1370 : (Paper Session) - (OMT) Social Movements
9:45am - 11:15am Hyatt Regency Chicago: Columbian
Chair: Chris Marquis, Harvard U.
Discussant: Mark Thomas Kennedy, U. of Southern California
Pride at Work: Social Movements, Field Dynamics, and Organizational and Institutional Change | You-Ta Chuang, York U.; Robin Church, Ryerson U.; Kristina Dahlin, HEC Paris
Taking Stock on Social Movement Perspectives: What do We Know? Where do We Go? | Yuan Li, U. of Southern California
From Social Movement to Settlement: Three Phases of the Institutionalization Process | Sean Safford, U. of Chicago Graduate School of Business; Forrest Briscoe, Pennsylvania State U.

1371 : (Paper Session) - (OMT) Micro-Foundations, Dynamic Capabilities and Emergent Organizational Change
9:45am - 11:15am Hyatt Regency Chicago: DuSable
Chair: Anthony Briggs, Boston U.
The Micro-Foundations of the Knowledge-Based View of the Firm | Petra Nylund, IESE Business School
Building Dynamic Capabilities in Times of Drastic Change: Lessons from Complexity Science | Catherine Thomas,
A Longitudinal Study of Process and Conditions Fostering Emergent Change Within Organizational Teams | Shalini Lai, UCLA

1372 : (Paper Session) - (OMT) Organizational Change
9:45am - 11:15am Hyatt Regency Chicago: Ogden
Chair: Alan James Krause, U. of Oregon
Now is the Time: Routines, Attention, and Interdependence in Organizational Change | Henrich R. Greve, INSEAD
Conceptionalizing Dynamic Fit and Misfit: Organizational Design Implications | Mark E. Nissen, Naval Postgraduate School
The Cancer of Organizational Change | Michael S. Dahl, Aalborg U.
Radical Organizational Change to Ambiguous Archetypes: The Transition to Sustainable Development | Mike Valet, U. of Victoria

1373 : (Paper Session) - (OMT) Portfolios, Industry Evolution and Corporate Performance
9:45am - 11:15am Hyatt Regency Chicago: Skyway 261
Chair: Andrew Spicer, U. of South Carolina
Organizational Culture, Industry Volatility and Shareholder Value | Ryan Smerek, U. of Michigan; Daniel Denison, IMD
Empirical Test of Organizational Portfolio Theory | Steven D. Charlier, U. of Iowa
Fools Enter Late? Differences in Organizational Fit and the First-Mover Advantage | Aleksios Gotsopoulos, U. of Chicago
Product Line Extension in Hypercompetitive Environments: Evidence From the U.S. Video Game Industry | Thorsten Grohsjean, U. of Munich; Tobias Kretschmer, U. of Munich

1374 : (Paper Session) - (OMT) Issues in Identity
9:45am - 11:15am Hyatt Regency Chicago: Skyway 265
Chair: Jaco Lok, AGSM-Australian School of Business
Theorizing the 'I' in Institutional Theory: Building Microfoundations Through Theories of Identity | Jaco Lok, AGSM-Australian School of Business
The Contribution of Identity Work to Leadership: Explaining Leadership Dynamics | Nada Endrisat, U. of Applied Sciences Bern
Collective Identity Mobilization in an Emerging Field: The Case of Nanotube Technology | Tyler Earle Wry, U. of Alberta; Michael Lounsbury, U. of Alberta

1375 :JS: (OMT, BPS) Professional Services: Insights for Managing Knowledge Intensive Firms
9:45am - 11:15am Hyatt Regency Chicago: Gold Coast
Chairs: Daria Panina, Texas A&M U.; Leonard Bierman, Texas A&M U.
Discussant: Laura Empson, City U. London
What is a Professional Service Firm? Towards a Theory and Taxonomy of Knowledge Intensive Firms | Andrew von Nordenflycht, Simon Fraser U.
The Rise and Development of Large US Corporate Law Firms | Peter D Sherer, U. of Calgary
The Growth of Large Corporate Law Firms and the Managerial Constraint | Huseyin Leblebici, U. of Illinois
The Relationship Between Inter-Agency Managerial Mobility and the Circulation of Client Ties | Joseph Broschak, U. of Arizona

1376 (OMT, BPS, OB) Understanding How Organizations Respond to Failure: That Which Does Not Kill Me Makes Me…?
9:45am - 11:15am Hyatt Regency Chicago: Columbus H
Chair: William H. Starbuck, U. of Oregon
Discussant: Margarethe F Wiersema, U. of California, Irvine
Failure in Context: Organizational Learning from Deviations, Breakdowns and Trials | Amy C. Edmondson, Harvard U.
Learning from Ambiguous Events: A Longitudinal Study of Near Failures in the European Ferry Industry | Claus Rerup, U. of Western Ontario; Mark J Zbaracki, Ivey School of Business
Failing Flat: Failed Technologies and Behavioral Path Dependence | J.P. Eggers, New York U.
Termination of Unsuccessful Investments and Firm Performance | Isin Guler, U. of North Carolina

1377 (Paper Session) - (ONE) Climate Change and Financial Performance
9:45am - 11:15am Fairmont Chicago: Crystal Room
Chair: Jonatan Pinkse, U. of Amsterdam
Eco-efficiency vs Eco-effectiveness: Exploring the Link between GHG Emissions and Firm Performance | Stefano Pogutz, Bocconi U.; Angelantonio Russo, Parthenope U.
How hot is your bottom-line? Linking Carbon and Financial Performance | Timo Busch, ETH Zurich; Volker H. Hoffmann, ETH Zurich
Strategic change: Hybrids of symbolic and substantive action? The case of banks’ climate strategies | Bettina Furrer, ETH Zurich; Volker H. Hoffmann, ETH Zurich; Jens Hamprecht, ETH Zurich
Evaluating Mexico’s Green Supply Chains Program | Thomas P Lyon, U. of Michigan; Bernhardus Johannes Van Hoff, U. de los Andes

1378 (PNP) Seeing Organizations as Communities: Community Perspectives on Public/Nonprofit Management
9:45am - 11:15am Fairmont Chicago: Ambassador Room

1379 (Paper Session) - (RM) How Choices Affect Outcomes: Measurement, Model Specification, and Meta-Analysis
9:45am - 11:15am Sheraton Chicago: Superior A and B
Chair: Christopher D. Nye, U. of Illinois at Urbana-Champaign
Discussant: Hettie A. Richardson, Louisiana State U.
Meta-analytic Choices and Judgment Calls: Implications for Theory and Scholarly Impact | Herman Aguinis, U. of Kentucky; Bloomington; Dan R. Dalton, Indiana U., Bloomington; Frank A. Bosco, U. of Memphis; Charles A. Pierce, U. of Memphis; Catherine M. Dalton, Indiana U., Bloomington
The Influence of Misspecification of Error Covariances on the Reliability and Path Estimation in SEM | Chenn G Ding, National Chiao Tung U.; Ten-Der Jane, National Chiao Tung U.
Measuring Work Group Diversity of Categorical Variables | Jeremy Dawson, Aston U.

1380 (Paper Session) - (SI) II. Upper Echelons: Top Mgt Teams, CSP, & Shareholder Activism.
9:45am - 11:15am Fairmont Chicago: Chancellor Room
Chair: Donald A Palmer, U. of California, Davis
Discussant: David Souder, U. of Connecticut
The Effects of Top Management Team Decision Making on Corporate Social Performance | Elaine M. Wong, Northwestern U.; Margaret Ornstein, London Business School; Philip E. Tetlock, U. of California, Berkeley
Shareholder proposals: Hoping better governance will improve corporate social performance? | Sara A Morris, Old Dominion U.; Barbara R Barkus, Old Dominion U.
Corporate responses to shareholder resolutions: An institutional perspective | Kathleen Reibin, Marquette U.; Stephen Brammer, U. of Bath; Jeanne M Logsdon, U. of New Mexico; Harry J Van Buren, U. of New Mexico

1381 (Paper Session) - (SI) II. Public Affairs and Issues Management: Issue Settings.
9:45am - 11:15am Fairmont Chicago: Ambassador Room
Chair: Jeffrey Lenn, George Washington U.
Discussant: Mary Mallott, U. of Missouri
An Empirical Analysis of Sport Involvement Effects on Ethical Perceptions in Sport and Business | Paula L. Rechner, Texas State U.; Dennis L Smart, Texas State U.
**Corporate Wrongdoing**

Discussant: Glen Whelan, Nottingham U.

Presented on Panels 58-63
9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 1

**How Component Dependencies Predict Change in Complex Technologies**

Chair: Jason Woodard, Singapore Management U.

How Component Dependencies Predict Change in Complex Technologies | Georg von Krogh, ETH Zurich; Matthias Emmanuel Stürmer, ETH Zurich; Markus Michael Geipel, ETH Zurich; Sebastian Spaeth, ETH Zurich; Stefan Haefliger, ETH Zurich


Investigating the Dynamics of System-based Competition in the Video Game Sector | Arati Srinivasan, Boston U.; N Venkatraman, Boston U.

Balancing Alliance Network and Technological Portfolios under Periods of Technological Change | Michiel Pieters, Tilburg U.

**National Innovation Systems**

9:45am - 11:15am Hyatt Regency Chicago: Riverside Center VV TIM 1

Presented on Panels 58-63

Empirical Assessment of Technology Dominance in Technology Programs | Seppo J. Hänninen, Helsinki U. of Technology; Ilkka Kauranen, Asian Institute of Technology

Technology Transfer Officer Application of Commercialization Success Factors | Steven Tello, U. of Massachusetts Lowell; Valerie Kijewski, U. of Massachusetts Lowell

The Diffusion Effects of International Technology Trade: The Case of Taiwan | Szu-Wei Yen, WuFeng Institute of Technology; Tz-Li Wang, National Chung Cheng U.

Social Ties and Indigenous Firm Innovation in China: The Moderating Role of Learning Intent | Yan Xie, Xian Jiaotong U.; Shanzing Liao, Xian Jiaotong U.; Yu Jiang, Xian Jiaotong U.


Innovation and Economic Growth | Ittekhar Hasan, Rensselaer Polytechnic Institute; Christopher L Tucci, EPFL; Cristiano Zazzara, EPFL

Towards a Unifying Classification of Emerging & Specialist Industries: the Niche Industries Typology | Marcos Makoto Ikegame, U. of Tokyo

Developing Measures of the Evolutionary Dynamics of Technology Systems: A Study of Reverse Salience | Ozgur Dedehayir, Tampere U. of Technology; Saku Makinen, Tampere U. of Technology

Explaining R&D Project Portfolio Dynamics with Evolutionary Selection Mechanisms | Patti Aaltonen, Helsinki U. of Technology

Mapping Knowledge Evolution of Technology Foresight | Hsin-Ning Su, Science and Technology Policy Research and Information Center; Pei-Chun Lee, Science & Technology Policy Research and Information Center

GPTs, ICTs and Their Role in Firm Technological Diversification | Ranfeng Gou, Rutgers U.; John Cantwell, Rutgers U.

On the Construction of a New Innovation Life Cycle | Ping Lan, U. of Alaska, Fairbanks

**Inter and Intra-firm Knowledge Transfer**

9:45am - 11:15am Hyatt Regency Chicago: Skyway 260

Chair: Dorothy M. Kirkman, U. of Houston - Clear Lake

Intra-firm Knowledge Transfer and Degree of Process Formalization: The Case of Small Software Firms | Martin Spraggon, American U. of Sharjah; Virginia Bodolica, American U. of Sharjah

Timing in Knowledge Transfer: Primary Mechanisms and Their Contingent Effect on Transfer Stickiness | Robert Jensen, Brigham Young U.; Gabriel Szulanski, INSEAD

On the Spatial Embeddedness of Configurations of Interorganizational Knowledge Transfer Relations | Joris Knoben, Tilburg U.; Leon A. G. Oerlemans, Tilburg U.

International Knowledge Spillover Network: Construction and an Empirical Study Using Patent Data | Xiyaol Xiang, Xian Jiaotong U.; Cai Hong, Xian Jiaotong U.; Shui F. Lam, California State U. Long Beach
1387 - (Paper Session) - (TIM) Open Innovation
9:45am - 11:15am Hyatt Regency Chicago: Skyway 272
Chair: Karim R. Lakhan, Harvard U.
Discussant: Searching for Innovation in Market and Transition Economies: Evidence Across Europe | Christoph Grimpe, ZEW Centre for European Economic Research; Wolfgang Sofka, ZEW Centre for European Economic Research
Open Source Projects: A Stigmergic Approach | Jean-Michel Dalle, U. Pierre et Marie Curie; Paul A David, Stanford U.; Francesco Rullani, Copenhagen Business School

1388 - (OB) Users as Sources of Technological Innovation: Consequences for Firm Strategy and Industry Evolution
9:45am - 11:15am Hyatt Regency Chicago: Crystal C
Organizers: David M. Gomulya, U. of Washington, Seattle; Raja Roy, Tulane U.; Sonali K. Shah, U. of Washington
Discussant: Ron Adner, Dartmouth College

Tuesday 10:10AM

1389 - (OB) OB Making Connections Coffee
10:10am - 11:00am Sheraton Chicago: Michigan B

Tuesday 11:30AM

1390 - (Paper Session) - (BPS) Competitive Heterogeneity: Micro-Foundations of Capabilities - Cognitive, Psychological, & Social
11:30am - 1:00pm Hyatt Regency Chicago: Acapulco
Chair: Connie R James, Pepperdine U.
Discussant: Giovanni Ravetti, Harvard U.
Cognitive Flexibility in Decision-Making: A Neurological Model of Learning and Change | Daniella Laureiro-Martinez, Bocconi U. and U. de los Andes, Colombia; Stefano Brusoni, Bocconi U.; Maurizio Zollo, Bocconi U.
Psychological foundations of dynamic capabilities: Reflection and reflection in strategic management | Gerard P. Hodgkinson, U. of Leeds; Mark P. Healey, U. of Leeds
Social Games in an Economic Frame: Strategy Processes, Activities and Organizational Capabilities | Patrick Regner, Stockholm School of Economics; Udo Zander, Stockholm School of Economics
The ‘How’s’ of DynamicCapabilities: Underlying Processes and their Drivers | Hans-Gerd Ridder, Leibniz U.

1391 - (Paper Session) - (BPS) Global Strategy: An Institutional Lens
11:30am - 1:00pm Hyatt Regency Chicago: Addams
Chair: Florian A. Taube, European Business School
Discussant: Mark Thomas Kennedy, U. of Southern California
Firm Vulnerability and Performance in a Double Void Economy | Joseph Ofori-Dankwa, Saginaw Valley State U.; Scott D Julian, Wayne State U.
Strategic Choice and the Pursuit of Fit in the Face of Alternative Institutional Logics | Steven White, China Europe International Business School; Howard A. Davies, Hong Kong Polytechnic U.
MNC Host-County Competitive Behavior: Roles of Institutional Dissimilarity and Strategic Importance | Ming-Jer Chen, U. of Virginia; Tieying Yu, Boston College; John G Michel, U. of Notre Dame; Albert Cannella, Tulane U.
How do Institutional Distances Shape Entry Strategies of Taiwanese High-Tech Firms? | Wiloon Kittilaksananawong, National Taiwan U.

1392 - (Paper Session) - (BPS) Industry Dynamics: Multi-Market Competition
11:30am - 1:00pm Hyatt Regency Chicago: Balmoral
Chair: Ana Elisa Iglesias, Georgia State U.
Discussant: Olivier Chatain, Wharton School, U. of Pennsylvania
Multimarket Competition, Strategic Similarity and Performance | Lucio Fuentelsaz, U. of Zaragoza; Jaime Gomez, U. of Zaragoza
Multimarket Competition within the Software Industry | Chi-Hyon Lee, George Mason U.; Huseyin Tanriverdi, U. of Texas, Austin
Multimarket Competition, Mobility Barriers, and Firm Performance | Zied Guedri, EM Lyon; Jean McGuire, Louisiana State U.
Imitation of First Movers, Multi-market Contact and Institutional Effects: An Integrated Model | Ji Li, Hong Kong Baptist U.; Gysiao Tang, Hong Kong Baptist U.; Gongming Qian, Chinese U. of Hong Kong; Lei Fang, Hong Kong Baptist U.

1393 - (Paper Session) - (BPS) Alliances & Networks: Chips & Bits - Technology Alliances
11:30am - 1:00pm Hyatt Regency Chicago: Columbus G
Chair: Elisa Alvarez-Garrido, Wharton School, U. of Pennsylvania
Discussant: J. Muir Macpherson, Georgetown U.
Sourcing Capabilities through Alliances: A Study of the Semiconductor Industry | Jeffrey J. Reuer, Purdue U.; Nandini Lahiri, U. of North Carolina, Chapel Hill
Competitive Strategy and Alliance Network Formation: Understanding the Origins of Network Positions | Goce Andrevski, Queen’s School of Business, Canada
1394 Session Details – Tuesday

Teaching-oriented
Managerial Discretion and Agency
Presented on Panels 62-68
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Chair: Manisha Singal, Virginia Tech
Discussant: Denis Mindrutu, HEC Paris
Agents behaving like stewards: Executive discretion and the display of steward behaviors | Nathan T. Washburn, Thunderbird; David Waldman, Arizona State U.; Mary F. Sully De Luque, Thunderbird
The Effects of Narcissism on CEOs’ Glory-Hoarding and Blame-Deflecting Behavior | Arijit Chatterjee, Pennsylvania State U.
Ownership Structure, Profit Maximization, and Competitive Behavior | Brian T. McCann, Purdue U.; Govert Vroom, IESE Business School

1395 Session Details – Tuesday

Corporate Governance: Managerial Discretion and Agency
11:30am - 1:00pm Hyatt Regency Chicago: Grand C north
Chair: Thorbjørn Knudsen, U. of Southern Denmark
Discussant: Nils Stiglitz, U. of Southern Denmark
Caution or Causation? The Underlying Mechanism of Deliberate Learning in Acquisitions | Koen Heimeriks, Rotterdam School of Management; Mario Schijven, Texas A&M U.
Corporate Exploration: A New Perspective on Search in Multiple Markets | Thorbjørn Knudsen, U. of Southern Denmark; Nils Stiglitz, U. of Southern Denmark
The Vicious Circle of Failure in Acquisitions | Pierre-Xavier Meschi, CERAM; Emmanuel Metais, EDHEC
Portfolio Restructuring Decision-Making: The Interaction Between Experience and Analytical Intensity | Thorsten Kahler, U. of St. Gallen

1396 Session Details – Tuesday

Strategic Change & Organizational Learning
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV BPS 1
Presented on Panels 62-68
Expeditionary Leadership on the New Competitive Landscape | John W. Medcof, McMaster U.
Ready for Encore? Testing Hybrid Ideal Type Strategic Orientation and Equifinality | Mehli Madanoglu, Florida Atlantic U.; Umut Avci, Mugla U.; Fevzi Okumus, U. of Central Florida
Society as Source of Competitive Advantage: A Case Survey on CSR Actions and Firm Performance | Saroj Kumar Pani, IIM Bangalore
A history of globalization: Strategy, cognition and national context in industry evolution | Juha-Antti Lamberg, Helsinki U. of Technology; Juha S. Laurila, Helsinki School of Economics; Tomi Samuli Nokela, Tampere U. of Technology

1397 Session Details – Tuesday

Corporate Effects: Corporate Strategy & Organizational Learning
11:30am - 1:00pm Hyatt Regency Chicago: Grand C north
Chair: Thorbjørn Knudsen, U. of Southern Denmark
Discussant: Nils Stiglitz, U. of Southern Denmark
Corporate Exploration: A New Perspective on Search in Multiple Markets | Thorbjørn Knudsen, U. of Southern Denmark; Nils Stiglitz, U. of Southern Denmark
The Vicious Circle of Failure in Acquisitions | Pierre-Xavier Meschi, CERAM; Emmanuel Metais, EDHEC
Portfolio Restructuring Decision-Making: The Interaction Between Experience and Analytical Intensity | Thorsten Kahler, U. of St. Gallen

1398 Session Details – Tuesday

Regulating The Market For Ideas: The Role Of Communities, Norms, And Networks
11:30am - 1:00pm Hyatt Regency Chicago: Columbus IJ
Presented on Panels 62-68
Expeditionary Leadership on the New Competitive Landscape | John W. Medcof, McMaster U.
Ready for Encore? Testing Hybrid Ideal Type Strategic Orientation and Equifinality | Mehli Madanoglu, Florida Atlantic U.; Umut Avci, Mugla U.; Fevzi Okumus, U. of Central Florida
Society as Source of Competitive Advantage: A Case Survey on CSR Actions and Firm Performance | Saroj Kumar Pani, IIM Bangalore
A history of globalization: Strategy, cognition and national context in industry evolution | Juha-Antti Lamberg, Helsinki U. of Technology; Juha S. Laurila, Helsinki School of Economics; Tomi Samuli Nokela, Tampere U. of Technology

Best Paper Proceedings
1399 CAU: (Paper Session) - (CAR) A Closer Look at Mentor Relationships: Origins and Effects
11:30am - 1:00pm Sheraton Chicago: Chicago 10
Chair: Laci Mae Rogers, Florida State U.
Discussant: Angela Murphy, Florida A & M U.
Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis | Frankie J. Weinberg, U. of Georgia; Melenie J. Lankau, U. of Georgia
Factors Related to Proteges’ Initiation of Formal Mentoring Relationships | Maxine M Wade, St. Ambrose U.; Monica L Forret, St. Ambrose U.; Thomas W. Dougherty, U. of Missouri, Columbia
Trust and Mentoring Functions: The Role of Protégé Locus of Control | Sheng Wang, U. of Nevada, Las Vegas; Ed Tomlinson, John Carroll U.; Raymond A. Noe, Ohio State U.
The Powerful Mentor Effect: Differential Career Returns for Males and Females | Thomas W. Dougherty, U. of Missouri, Columbia; George Dreher, Indiana U., Bloomington; Vairam Arunachalam, U. of Missouri; James E Wilbanks, U. of Missouri

1400 CAU: (CAU) Green Innovation
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 283
Presenter: Harish C Chandan, Argosy U. Atlanta
Participants: Andrea Banto, Argosy U.; Robert Berg, Argosy U.; Victor Williams, Argosy U.; Sheryl J Kae, Argosy U.; Pat Taylor, Argosy U.

1401 CAU: (CAU) Women on Boards - Is progress sustainable in times of economic crisis?
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 284
Organizer: Ruth H.V. Sealy, Cranfield U.
Participants: Rosanne Hawarden, Massey U.; Susan M. Adams, Bentley U.; Diana Bilimoria, Case Western Reserve U.

1402 CAU: (CAU) Teaching Sustainability Within and Across Disciplines: A Caucus for Critically Engaged Scholars
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 285
Organizers: Kent D. Fairfield, Fairleigh Dickinson U.; Dima Jamali, American U. of Beirut; Jennifer Leigh, Nazareth College; Jeana Wirtenberg, Fairleigh Dickinson U.

1403 CAU: (Paper Session) - (CM) Trust and Trustworthiness in Negotiation
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV CM 1
Presented on Panels 1-4
The Consequences of Cross-cultural Assumptions about Trust in Negotiation | Brian C. Gunia, Northwestern U.; Jeanne M Brett, Northwestern U.
Electronic Signatures and Interpersonal Trustworthiness in Online Negotiations | Terri R. Kurtzberg, Rutgers U.; Charles E. Naquin, DePaul U.
Beyond Reliability and Concern: Trust is Not Enough for Selecting Future Negotiation Partners | Shay Tzafir, U. of Haifa; Laliv Egozi, U. of Haifa; Rudolph J Sanchez, California State U. Fresno
A Vicarious Experience of Injustice at Work: An Integrated Perspective | Jason Huang, Michigan State U.; Ann Marie Ryan, Michigan State U.

1404 JS: (CM, OB) The Role of Perspective Taking in Conflict Resolution and Interpersonal Justice
11:30am - 1:00pm Sheraton Chicago: Erie Room
Chair: Ruchi Sinha, Michigan State U.
A Dynamic Perspective on Perspective Taking and Its Role in Mitigating Conflict Within Teams | Sharon K. Parker, U. of Sheffield; Thomas Calvard, U. of Sheffield; Catherine G. Collins, U. of New South Wales
Forgiveness and Revenge: The Role of Perspective Taking in the Aftermath of Interpersonal Conflict | Ruchi Sinha, Michigan State U.
Presenters: Sharon K. Parker, U. of Sheffield; Ronald H. Humphrey, Virginia Commonwealth U.; Michele Williams, Cornell U.; Ruchi Sinha, Michigan State U.

1405 JS: (CM, OMT) The Determinants and Consequences of (Un)ethical Judgment and Behavior
11:30am - 1:00pm Sheraton Chicago: Chicago 8
Chair: J. Lamar Pierce, Washington U. in St. Louis
Discussant: Don Moore, Carnegie Mellon U.
Why It is Easier to Get Forgiveness than Permission: A Temporal Asymmetry in Perceptions of Morality | Eugene M Caruso, U. of Chicago
The Ethical Perils of Loss Framing Under Cognitive Load | Dolly Chugh, New York U.; Mary Kern, Baruch College
Double Standards in the Evaluation of Ethical Behavior | Celia Moore, London Business School
Information about Others’ Wealth, Emotional Distress and Unethical Behavior | J. Lamar Pierce, Washington U. in St. Louis

1406 JS: (CM, SIM, OB) What is in a Word? Developments in Behavioral Integrity Research
11:30am - 1:00pm Sheraton Chicago: Ontario Room
Chair: Tony L Simons, Cornell U.
Discussants: Sim B. Sitkin, Duke U.; Jerald Greenberg, RAND Corporation
Culture’s Impact on Behavioral Integrity: When is a Promise Not a Promise? | Ray Friedman, Vanderbilt U.; Tony L Simons, Cornell U.; Ying-Yi Hong, Nanyang Technological U.
Leadership and the Ideological Halo: How Employees Respond to Violations of Organizational Values | Sandra Cha, McGill U.
Session Details – Tuesday

11:30am - 1:00pm Hyatt Regency Chicago: Field
1407 (Paper Session) - (CMS) Critical Analysis of Management Knowledge
Chair: Ann L Cunliffe, U. of Hull
- Transformational Leadership: Scientific Concept or Management Concept? | Sverre Spoelstra, Lund U.
- Green Management: A Hermeneutic Phenomenological Interpretation | Dominikus Josef Heil, U. of Witwatersrand
- Identities in interaction: An analysis of a public meeting | Robyn Thomas, Cardiff U.; Anita Mangan, U. College Dublin; Annette Davies, Cardiff U.

11:30am - 1:00pm Hyatt Regency Chicago: San Francisco
1408 (Paper Session) - (CMS) Management and Labour Relations
Chair: Craig R. Littler, St. Andrews U.
- To be critical or to be functionalist: IHRM in developing countries | Miguel Pinto Caldas, Fundação Getulio Vargas; Maria Jose Tonelli, Fundação Getulio Vargas; Beatriz Maria Braga Lacombe, EAESP-FGV
- Performance Measurement Practices and Ambivalent Technology in the Pharmaceutical Industry | Claire Dambrin, HEC Paris
- The knowledge economy and the restructuring of employment: The case of consultants | Rory Donnelly, Manchester Business School
- Sociological Imagination in Researching the Multinational | Diana Rosemary Sharpe, Regents College, London

11:30am - 1:00pm Hyatt Regency Chicago: New Orleans
1409 (Paper Session) - (ENT) High-tech/High-potential Businesses
Chair: Paul Richard Steffens, Queensland U. of Technology
- VC financing and high-tech firms’ growth: does self-selection in the market for VC matter? | Massimo Gaetano Colombo, Politecnico di Milano; Fabio Bertoni, Politecnico di Milano; Diego D’Adda, Politecnico di Milano; Luca Grilli, Politecnico di Milano

11:30am - 1:00pm Hyatt Regency Chicago: Grand B
1410 (Paper Session) - (ENT) Antecedents and Effect of Entrepreneurial Orientation (EO)
Chair: Susan Coombes, Virginia Commonwealth U.
- CEO ownership and founder status as antecedents of EO: A contingency based approach | Palash Deb, Syracuse U.; Johan Wiklund, Syracuse U.; Ravi Dhawadkar, Syracuse U.; Alexander McKelvie, Syracuse U.
- Impact of EO and Alliance Capability on Knowledge Creation in Strategic Alliances of SMES | Vishal K. Gupta, State U. of New York, Binghamton; Douglas Moesel, U. of Missouri
- The Mediating Role of New Product Development between Entrepreneurial Orientation and Performance | Dominik Austermann, RWTH Aachen U.; Simon Land, RWTH Aachen U.

11:30am - 1:00pm Hyatt Regency Chicago: Grand D North
1411 (Paper Session) - (ENT) Human Capital, Entrepreneurial Action, and Performance
Chair: Kira Kristal Reed, Syracuse U.
- The Role of Entry Thresholds in the Decision to Become a Nascent Entrepreneur | Brian T. McCann, Purdue U.; Timothy B Folta, Purdue U., EM Lyon
- Differentiating the Role Played by Founders’ Human Capital in the Performance of Firms | Joanna Mendonca, Instituto Superior Tecnico; Rui Baptista, Instituto Superior Tecnico; Francisco Lima, Instituto Superior Tecnico
- Entrepreneurial Human Capital and the Internal Organization of the Firm | Miguel Torres Preto, Instituto Superior Tecnico; Rui Baptista, Instituto Superior Tecnico; Francisco Lima, Instituto Superior Tecnico
- Long-term growth and survival chances of newly founded business ventures | Andreas Rauch, Erasmus U. Rotterdam

11:30am - 1:00pm Hyatt Regency Chicago: New Orleans
1412 (Paper Session) - (ENT) Entrepreneurship, Ethics, and Sustainability
Chair: Kai Hockerts, Copenhagen Business School
- Who behaves more ethically - Business owners or managers? | Boris F. Blumberg, Maastricht U.; Sean Patrick O. Sassmannshausen, U. Wuppertal; Monika Anna Hofmann, U. Wuppertal
- Tapping the essence of familiness? Ethical focus and performance in family firms. | Ernest H O’Boyle, Virginia Commonwealth U.; Jeffrey Mathew Pollack, U. of Richmond; Matthew M. Rutherford, Virginia Commonwealth U.
- Ecopreneurship in the ethical fashion movement: Conceptual and empirical challenges | Kim Poldner, HSG St.Gallen
- The Influence of Sustainability Orientation on Entrepreneurial Intentions | Marcus Wagner, Bureau d’
Building Knowledge in Multidisciplinary Contexts and Challenges of Multidisciplinary Working | Lorna McKee, U. of Aberdeen

1418 (HR) Removing the Guesswork from Diversity Management: An Analysis of Diversity Policies and Implications
11:30am - 1:00pm Sheraton Chicago: Huron Room
Chair: Quinetta Roberson, Villanova U.
Risky Business: An Exploratory Study of Diversity Practice Litigation | Patrick F. McKay, Rutgers U.; Ying Hong, Rutgers U.; Kaifeng Jiang, Rutgers U., Dept. of HRM; Derek R. Avery, U. of Houston; David C. Wilson, U. of Delaware

Turning to My Community for Survival: Coping with Organizational Exclusion via Group Identification | Raymond Nam Cam Trau, U. of Queensland; Charmine E. J. Hartel, Monash U., Clayton National Origins and Acceptance Rates: Implications for Class Based Affirmative Action | Kecia M. Thomas, U. of Georgia; Bryan L. Dawson, U. of Georgia; Ny Mia Tran, U. of Georgia; Lindsay Johnson, U. of Georgia; Carlton Lewis, U. of Georgia

1419 (HR) Performance Management and Supervisor - Subordinate Relations
11:30am - 1:00pm Sheraton Chicago: Missouri Room
Chair: Jia Hu, U. of Illinois at Chicago
Discussants: Mary Uhli-Bien, U. of Nebraska
An Exploratory Analysis Of Supervisor Narrative Comments in Performance Appraisal | Kathryn Y Wilson, Delaware State U.
LMX and Leader Prototypicaitly as Predicators of Performance Appraisal Participation | Christina S. Everett, Coastal Carolina U.; Barbara A. Ritter, Coastal Carolina U.
The Effects of Supervisor and Subordinate Personality on Emotional Exhaustion | Emily David, U. of Houston

1420 (HR) The Socialization and Role Identification Process
11:30am - 1:00pm Sheraton Chicago: Sheraton 3
Chair: Diane E. Johnson, U. of Alabama, Tuscaloosa
Socialization Tactics, Newcomer Work Experience and Information-seeking: An Interactionist Study | N Rao Kowtha, Solbridge International Business School
Effects of Psychological Empowerment on Incumbents' Job Analysis Ratings and Perceived Role Breadth | Wen-Dong Li, National U. of Singapore; Kan Shi, Chinese Academy of Sciences
Organizational Socialization and Work Attitudes: The Mediating Effects of POS | Liang-Chin Huang, National Chung Cheng U.; Yu-Fang Yvonne Yen, National Kinmen Institute of Technology; Michael S. Chien, National Sun Yat-sen U.
Negative Affectivity and Job Satisfaction: The Mediating Role of Social Stressors | Ari Malka, U. of Houston; Christiane Spitzmuller, U. of Houston; Dieter Zapf, Work and Organizational Psychology, Frankfurt U.

1421 (IM) Unfolding Trends in Voluntary Turnover Research
11:30am - 1:00pm Sheraton Chicago: Sheraton 4
Chair: Craig J Russell, Price College Of Business
Discussants: Barry Gerhart, U. of Wisconsin-Madison; Gregory Prussia, Seattle U.; Angelo J. Kinicki, Arizona State U.
Involuntary Employment: Employees Who Want to Turnover but Cannot | Craig J Russell, Price College Of Business
Presenters: Anthony J Nyberg, U. of South Carolina; Ryan D. Zimmerman, Texas A&M U.; Mel Fugate, Southern Methodist U.

1422 (IM) International Ownership Issues
11:30am - 1:00pm Hyatt Regency Chicago: McCormick
Discussants: Rakesh B. Sambharya, Rutgers U., Camden
Unpacking Ownership Concentration and Firm Performance in Europe: A Meta-analysis | Marc van Essen, RSM Erasmus U.; Hans Van Oosterhout, RSM Erasmus U.; Pursey Heugens, RSM Erasmus U.
The Impact of State Ownership on Internationalization and Firm Performance of State-Owned MNEs | Xiaoming He, Texas A&M U.; Lorraine Eden, Texas A&M U.
The Effect of Competitor Orientation on Horizontal Alliances with Different Ownership | Kai Xu, Xi’an Jiaotong U.; Shaxing Gao, Xi’an Jiaotong U.
Liability of Multiple Ownership Changes | Chris Changwha Chung, Florida International U.; Paul Beamish, U. of Western Ontario

1423 (IM) MNC Management and Governance
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV IM 1
Presented on Panels 43-47
Enterprise Performance and Its Antecedents in a "Hybrid" Institutional Setting | Kehan Xu, Texas A&M U.; Howard A. Davies, Hong Kong Polytechnic U.
Group Affiliation and Strategic Investment of Institutional Investors | Aharon Yehuda Cohen Mohliver, Columbia Business School
Structural Economic Change and Foreign Acquisition | Hein Bogaard, U. of Michigan, Ann Arbor
International Expansion, Diversification and Regulated Firms’ Nonmarket Strategy | Jean-Philippe Bonardi, HEC Lausanne; Bertrand V. Quelin, HEC Paris; Santiago Urbizondo, FIEL
1424 (Paper Session) - (IM) MNC Structure-Alliances, JVs and the Network Organization
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV IM 2
Presented on Panels 48-53
- Determinants of Expatriate Pay Satisfaction: A Job Demands-Resources Perspective | Barjinder Singh, U. of Wisconsin, Milwaukee; Yu-Ping Chen, U. of Wisconsin Milwaukee
- Early Stage Internationalization of U.S. Biopharmaceutical SMES | Lei Li, U. of Portland; Dan Li, Indiana U.
- Learning and Work Satisfaction in Japanese, Chinese, and Malaysian Managers | Yoshitaka Yamazaki, International U. of Japan; Christopher Kayes, George Washington U.
- The Relationship between Location-Bound Advantages and International Strategy | Fang-Yi Lo, Feng Chia U.; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Danchi Tan, National Chengchi U.

1425 (Paper Session) - (IM) Institutional Pressures in Emerging Markets
11:30am - 1:00pm Hyatt Regency Chicago: Soldier Field
Chair: Kathleen Marshall Park, Massachusetts Institute of Technology
Discussant: Jacqueline Fendt, ESCP-EAP European School of Management
- Political Ties, Technological Capabilities, and Rigidity: Impacts of Market Liberalizations | Sungjin J. Hong, UTD
- Exchange Hazards, Trust, and Contracts in China: The Contingent Role of Legal Enforceability | Laura Poppo, U. of Kansas; Kevin Zhou, U. of Hong Kong
- International Institutional Entrepreneurship | Michael Carney, Concordia U.; Marleen Dieleman, National U. of Singapore

1426 (Paper Session) - (IM) Intercultural Skills
11:30am - 1:00pm Hyatt Regency Chicago: Wigley
Chair: Matthew C. Mitchell, U. of South Carolina
Discussant: Dan V. Caprar, AGSM-Australian School of Business
- The Role of Working Memory Capacity in Cross-Cultural Interactions | Sung Doo Kim, U. of South Carolina; Elizabeth C. Ravlin, U. of South Carolina
- Role and Relationship Performance: The Role of Emotional Intelligence and Personality | Doan E. Winkel, U. of Wisconsin, Milwaukee; Xiangyang Liu, South China U. of Technology; Ben Shaffer, United International College; Rebecca L Wyland, U. of Wisconsin Milwaukee
- Situated Knowledge: A Practice-based View on Intercultural Interaction | Han Ou, U. of Massachusetts at Amherst

Best Paper in OB / HRM / OT
A Longitudinal Study of Cultural Intelligence and Self-Monitoring Personality | Krista Crawford-Mathis, Capella U.

1427 (JS) (IM, BPS) New Perspectives on Risk and Investment in the Developing World
11:30am - 1:00pm Hyatt Regency Chicago: Crystal B
Organizer: Paul M Vaaler, U. of Minnesota
Chair: Glenn Hoetker, U. of Illinois, Urbana-Champaign
- Concentrated Power, Liberalization and Growth in the Global Wireless Telecommunications Sector | Witold Jerzy Henisz, U. of Pennsylvania
- Mobile Capital and the Nation-State: Taxing the Investments of Multinational Corporations | Nathan Jensen, Washington U.
- Immigrant Remittances and the Venture Investment Environment in Developing Countries | R. Isil Yavuz, U. of Minnesota; Paul M Vaaler, U. of Minnesota

Participant: Bennet A. Zelner, Duke U.

1428 (Paper Session) - (IP) Leadership Dynamics
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: Andrew T. Hinrichs, Texas A&M U.
- OB: As Complexity Goes So Goes the Leadership: The Management Implications of Dynamical Systems | James K. Hazy, Adelphi U.
- OMT: Modeling Extended Rationality | Yi Han, Peking U., P. R. China
- OB: The Swoon Effect: An Investigation of Misfit, Facades of Conformity, and Charismatic Leadership | Patricia Faison Hewlin, Georgetown U.; Tracy L. Dumas, Emory U.; Meredith F. Burnett, Florida International U.; Jay A. Hewlin, Life Management Institute

1429 (Paper Session) - (IP) Knowledge Management Processes
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: Jeff Furman, Boston U.
- IM: The Role of Knowledge in the Quest for Subsidiary Power | Lisa Katarina Gaerber, Vienna U. of Economics and Business Administration
- MOC: Past and Future Research on Organizational Knowledge Processes | Jeroen Kraaijenbrink, U. of Twente
- MOC: Knowledge Dis-Integration: The Dynamic Tensions of Knowledge Management Processes | Elena P. Antonacopoulou, U. of Liverpool; Stephanie Geary, U. of Liverpool; Efronkyn Konstantinou, U. of Liverpool
- TIM: Does Organizing for R&D Mean Organizing for Absorptive Capacity? | Anna Comacchio, U. Ca' Foscari of Venice; Sara Bonesso, U. Ca' Foscari of Venice; Martina Valente, U. Ca' Foscari of Venice
- TIM: Knowledge Integration Mechanism Really Mediates the Collaboration-Performance Relationship? | Tiaojung
Session Details – Tuesday

1430 : (Paper Session) - (IP) A Deeper Understanding of Financial/Capital Markets
11:30am - 1:00pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: Claudia Gabbioneta, IULM U.

1431 : (Paper Session) - (IP) Current Trends in Strategic Alliance Research
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: Nicholas C. Fairclough, U. of Alberta

1432 : (Paper Session) - (IP) Research Issues in Emerging and Transitional Economies
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: Denise E. Williams, Indiana U.

1433 : (Paper Session) - (IP) Applying Open Innovation
11:30am - 1:00pm Hyatt Regency Chicago: Regency B Table 3
Facilitator: Fran Ackermann, Strathclyde U.


OCIS Best Interactive Paper Award - Finalist
ENT: Strategic Transformation of Entrepreneurial Firms: Continuous vs. Punctuated Approach | Asda Chintakananda, Marquette U.

OMT: Catalytic Events: How Environmental Events Can Transform Institutions and Organizations | Ken Chung, Rutgers U.

1437: (Paper Session) - (IP) Career Construction: A New Look
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: Wendelien Van Ererde, U. of Amsterdam Business School

CAR: Constructing careers: An interpretive study of the ‘bounded transnational’ career | Marian Crowley-Henry, Dublin Institute of Technology

CAR: Cross-Level Dynamics between Individual Career Journeys and Organizational Currents | Mary Dean Lee, McGill U.; Ellen Ernest Kossek, Michigan State U.; Jean-Baptiste Litrico, Queen’s School of Business, Canada

CAR: Spreading risks in order to keep them | Ann Vogel, Singapore Management U.; Alan Shipman, Open U.

1438: (Paper Session) - (IP) Applications of Social Exchange Theory
11:30am - 1:00pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: Dana L. Haggard, Missouri State U.

OB: A Theoretical Model of Allocation Preferences | Celile Itir Gogus, Bilkent U.

OB: Negotiating Social Exchanges | Brian Christopher Gilbowski, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; Grace Lemmon, U. of Illinois, Chicago

OB: Relational Identity, Benevolence, and OBs: Identity Perspectives and Social Exchange Theory | Li-Fang Chou, Yuan Ze U.; Ding Yu Jiang, National Chung Cheng U.; Michael Chung-Jung Tseng, SITA

1439: (Paper Session) - (IP) Organizational Entry: Recruitment, Job Search & Socialization
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: Aneika L. Simmons, Sam Houston State U.

SIM: Who are you attracting with the Corporate Social Practice? | Sarah Sorenson, U. of Northern Iowa; James E. Mattingly, U. of Northern Iowa

CAR: How Did You Figure That Out? Employee Learning During Socialization | Jaron Harvey, U. of Oklahoma; Anthony R. Wheeler, U. of Rhode Island; Michael R. Buckley, U. of Oklahoma

HR: Self-enhancement in a job search context | Maria Fernanda Garcia, U. of Texas at El Paso; Maria Carmen Triana, U. of Wisconsin, Madison; Abby Peters, U. of Texas at El Paso; Mabel Sánchez, U. of Texas at El Paso

HR: An Examination of Socialization, Person-Environment Fit, and Job Satisfaction over Time | Melissa Amy Clark, Wayne State U.; Cynthia W Shantz, Credit Acceptance Corporation; Boris B Baltes, Wayne State U.; Christian J. Resick, Drexel U.; Kenneth R. Randall, Banner Health

1440: (Paper Session) - (IP) Moral Issues in Management Research
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: Julie A. Clarkson, Wartburg College

CM: Moral Identity and Negative Reciprocity Norms as Predictors of Responses to Hate Speech | Laurie J. Barclay, Wilfrid Laurier U.; Karl Aquino, U. of British Columbia

MED: Moral Accountability of College Students | Anthony P. Ammeter, U. of Mississippi; Bart Garner, U. of Mississippi

PNP: Science, Power and Money in Academia - The Professional Ethics of Scientists and Academics | Yves Fassin, Ghent U.

SIM: Integrating a Virtue Ethics Perspective in Positive Organizational Scholarship | David S. Bright, Wright State U.; Jason Stansbury, Calvin College; Jacqueline M. Stavros, Lawrence Technological U.


1441: (Paper Session) - (IP) The Role of Trust in a Virtual Environment
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: John P. Meyer, Iona College

OMT: Trading Partner Selection in Online Marketplaces: Does it Matter Where They Are and What They Are? | Gianvito Lanzolla, Cass Business School, City U.; Vanina Jasmine Torlò, Cass Business School, City U.

OCIS: Trust and Other Required Characteristics: Establishing Effective Virtual Teams | Gregory R. Berry, Central Connecticut State U.

OB: Virtualness and Organizational Climate: A Multi-level Study Examining Trust Development. | John Elshaw, Purdue U.; West Lafayette; Bradley J Alge, Purdue U.

ODC: Toward a New Model of Virtual Team Development | Thomas Brady Harris, Texas A & M U., College Station; Bradley L. Kirkman, Texas A&M U.

1442: (Paper Session) - (IP) Emotions in the Workplace
11:30am - 1:00pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: Ingrid Nielsen, Monash U.

OB: The Disappointing Consequences of Anger: Comparing anger and disappointment in group work situations | Jennifer T. Carson, London Business School; Celia Moore, London Business School

MOC: Antecedents and Consequences of Emotions and Cognition in Negotiation | Brona Russell, U. College Dublin; Jacob Eisenberg, U. College Dublin

OB: Fear of Envy: Anxious Brakes on Performance | Paresh Mishra, Indiana U.
Session Details – Tuesday

1443 (Paper Session) - (MC) Knowledge Management and Knowledge Transfer.
11:30am - 1:00pm Hyatt Regency Chicago: Hong Kong
Chair: Larry E. Greiner, U. of Southern California
Discussant: Matthew Semadeni, Indiana U., Bloomington
Does Coalescent Knowledge Exist? | Keith K. Morgan, Berkeley College
The Influence of Founding Team and Consultant Knowledge on New Venture Launch Speed | Michael L. DeVaughn, U. of St. Thomas, St. Paul/Mpls, MN; Myleen Leary, Montana State U.

1444 (Paper Session) - (MED) Cultural Variations in the Learning Experience: International Variations in Approaches
11:30am - 1:00pm Hyatt Regency Chicago: Buckingham
Chair: Danielle Talbot, Open U., United Kingdom
Discussant: Travor C. Brown, Memorial U. of Newfoundland
Approaches to Learning and Culture: An Empirical Investigation | Sankaran Manikutty, Indian Institute of Management, Ahmedabad; N. S. Anuradha, Indian Institute of Science; Katrin Hansen, Gelsenkirchen U. of Applied Sciences
Student Competitive Attitudes Across Countries - More Similar or Different? | Alvin Hwang, Pace U.
Bridging Theory and Experience: Using Video to Develop Cultural Intelligence | Anthony Fee, U. of Sydney; Amanda E.K. Budde-Sung, U. of Sydney
Entrepreneurship Education: Global Relevance - Regional Approaches | Peter Russo, European Business School; Johanna Schönrok, European Business School

1445 (Paper Session) - (MED) Issues Facing Academe:
How to Manage the Beast to Improve the Product
11:30am - 1:00pm Hyatt Regency Chicago: Wright
Chair: Julia Teahen, Baker College
Discussant: William N. Ruud, President - Shippensburg U.
Do Research and Education Matter to Business School Rankings? | Paul Louis Drnevich, U. of Alabama; Craig E. Armstrong, U. of Alabama; T Russell Crook, U. of Tennessee-Knoxville
Examining Business Acumen | James A. Belohlav, DePaul U.
How Can Private Universities Survive Taxing Economic Times? Business School Leadership is the Key | Darin W. White, Brock School of Business, Samford U.; Keith Absher, Union U.; John Eli Smothers, Union U.

1446 (Paper Session) - (MED, CMS) The Promise and Reality of Management Education: A World View
11:30am - 1:00pm Hyatt Regency Chicago: Columbus KL
Chairs: Tojo Thatchenkery, George Mason U.; Slawomir Magala, Erasmus U.
Discussant: KB Akhilesh, Indian Institute of Science
The Promise and Reality of Management Education: A World View | Tojo Thatchenkery, George Mason U.; Slawomir Magala, Erasmus U.
Sabanci University: From Greenfield to Performance | Oğuz N. Babüroðlu, Sabanci U. İstanbul
Management Education for Development: Game-changing Opportunities for Brazil | Luis Antonio Joia, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas
The HRM Program at the Tata Institute of Social Sciences | Vijayakumar Parameswaran, Tata Institute of Social Sciences; Gopakumar Gopalakrishnan, Infosys Leadership Institute
Participants: Oğuz N. Baburoðlu, Sabanci U. İstanbul; Luis Antonio Joia, Escola Brasileira de Administração Pública e de Empresas - Fundação Getulio Vargas; Vijayakumar Parameswaran, Tata Institute of Social Sciences; Gopakumar Gopalakrishnan, Infosys Leadership Institute

1447 (Paper Session) - (MOC) Knowledge, Expertise and Decision Making
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV MOC 1 Presented on Panels 58-61
A Short Measure of Generalized Beliefs in One’s Own Performance, Other’s Support, and Good Luck | Diemo Urbig, Max Planck Institute of Economics
On the Robustness and Generality of the Correspondence Bias | Zachariah Steven Sharek, Carnegie Mellon U.; Sam Swift, Carnegie Mellon U.
Advancing to the Core: A Decision-Making Level Analysis of Obstacles to Discontinuous Change | Peter Kesting, Aarhus School of Business, Aarhus U.; Remigiusz Smolinski, HHL - Leipzig Graduate School of Management

1448 (Paper Session) - (MOC) Relationship Matters:
Exploring the Nature and Significance of Workplace Relationships
11:30am - 1:00pm Hyatt Regency Chicago: Truffles
Chair: Kuo Frank Yu, City U. of Hong Kong
Discussant: David M. Sluss, U. of South Carolina
Workplace Friendships: Origins and Consequences for Managerial Effectiveness | Hilla Dotan, Tel-Aviv U.
Beyond Internal and External: Relational Attributes and their Significance in Organizations | Erica Christine Holley, U. of Washington; Terence R. Mitchell, U. of Washington
Crossing Over: The Impact of Permeability on Attitudes of Temporary and Standard Workers | Elizabeth George, Hong Kong U. of Science and Technology; Prithviraj Chattopadhyay, Hong Kong U. of Science and Technology
Abusive Supervision: Perception or Reality? | Mark J. Martinko, Florida State U.; Paul Harvey, U. of New Hampshire; David Sikora, Florida State U.; Scott C. Douglas, U. of Montana
1449  ☐: (Paper Session) - (MSR) MSR Theme Session: Perspectives on Leaders and Leadership
11:30am - 1:00pm Hyatt Regency Chicago: Haymarket
The complex economic, political, business and social crises in today's world seem to require new forms of leadership for ingenuity and excellence. Current leadership theories are largely based on Behavioral and economic models that ostensibly do not account for the real depth and richness of human experience required by today's leaders. In this MSR Theme Session on "Perspectives on Leaders and Leadership" we attempt to integrate cutting edge knowledge with emerging leadership theories, well proven ancient wisdom and practices. Four speakers will present discussion papers and talks on leaders and leadership from different perspectives. These include an emerging theory of leadership based on the needs for creativity, and intuitions; proposal of a leadership framework based on ancient Indian Karma-Yoga and self-management to inspire holistic performances by setting personal examples; and decision-making practice through democratically elected bodies of the "Bahai community"; and more. It is expected that the session will make sound contribution in addressing the complex leadership problems in today's increasingly competitive world, evolving Human Resource Management, and Management Spirituality & Religion literature.
Organizer: Debu Mukerji, Macquarie U.
Discussants: Mark P. Kriger, Norwegian School of Management; Margaret Benefiel, Andover Newton Theological School; Mark P. Kriger, Norwegian School of Management; Marjolein Lips-Wiersma, U. of Canterbury

1450 ☐: (Paper Session) - (OB) Leadership and Teamwork
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center W/V OB 8
Presented on Panels 9-18
☐The Impact of Perceived Support on the Attitudes and Behaviors of Customer Service Employees | John W. Michel, Towson U.; Michael J Kavanagh, State U. of New York, Albany
☐What Managers Value Influences their Perceptions and Commitment to the Organization | Mary Bambacas, U. of South Australia
☐The Inferential Capacity of Leadership Research: A 20-Year Review | Leslie A. DeChurch, U. of Central Florida; Toshio Murase, U. of Central Florida; Nathan J. Hiller, Florida International U.; Saarah Kison, U. of Central Florida
☐Abusive Supervision and Organizational Deviance: A Mediated Moderation Model | Huiwen Lian, U. of Waterloo; Lance Ferris, Singapore Management U.; Douglas J. Brown, U. of Waterloo; Joseph W. Berry, U. of Waterloo
☐Interpersonal Affect and Performance Ratings in Work Teams: A Longitudinal Field Study | Siu-On Kwan, City U. of Hong Kong; C. Harry Hui, U. of Hong Kong
☐Emotional Intelligence and Cohesion Effects on Communication Performance in Teams | Ashlea Clare Troth, Griffith U.; Peter J. Jordan, Griffith U.; Sandra A. Lawrence, Griffith U.; Herman H. M Tse, Griffith U.
☐Antecedents of Network Centrality: Personality, OCB and Knowledge Sharing Behavior | Yuwen Liu, ChungHsing U.; Minu Ipe, Arizona State U.
☐Interactive Effects of Perceived Entitlement Behavior and Political Skill on Job Tension | Katina W. Thompson, Florida State U.; James K Summers, Florida State U.; Gerald R. Ferris, Florida State U.; Wayne A. Hochwarter, Florida State U.
☐The Impacts of Temporal Characteristics on Project Team Performance | Jia Li, U. of Maastricht
☐Social Exchange & Safe Work Rules: The Mediating Role of Self Regulation and Command & Control | Patrick Lawrence Yorio, U. of Pittsburgh; Frits Piët, U. of Pittsburgh

1451 ☐: (Paper Session) - (OB) Responsibility and Performance
11:30am - 1:00pm Sheraton Chicago: Arkansas Room
Chair: Valentina V. Kuskova, Indiana U., Bloomington
Discussant: Robert C Giambatista, Lehig U.
Thanks, but No Thanks: The Role of Personal Responsibility in the Experience of Gratitude | Rosalind M. Chow, Carnegie Mellon U.
Commitment and Job Performance: The Mediating Role of Felt Responsibility | James W. Bishop, New Mexico State U.; Dow Scott, Loyola U. Chicago; Bonnie Daily, New Mexico State U.
Accountability: A Field Study of the Effects of Accountability on Performance | Neal P. Mero, Kennesaw State U.; Rebecca Monette Guidice, U. of Nevada, Las Vegas
The Mechanism of Sanctioning Systems: Promoting or Destroying | Yue Zhu, City U. of Hong Kong; Sijing Chen, Zhejiang U.

1452 ☐: (Paper Session) - (OB) Emotional Intelligence
11:30am - 1:00pm Sheraton Chicago: Colorado Room
Chair: Laura G. Barron, Rice U.
Discussant: Rachael E. Wells, Fordham U.
Working Well Under Challenge: Job Context as a Moderator of the EI-performance Relationship | Crystal I. Chien Farh, U. of Maryland - College Park; Myeong-Gu Seo, U. of Maryland
Emotions and Emotional Intelligence: A Field Investigation | Janaki Gooty, State U. of New York, Binghamton; Mark Gavvin, Oklahoma State U.
☐Augmented Transformational Leadership as a Mediator Between Emotional Intelligence and Team Outcomes | YoungHee S Hur, U. of Twente; Peter van den Berg, Tilburg U.; Celeste P. M. Wilderom, U. of Twente
☐Do Happy People Make Happy, Effective Groups?: The Role of Affect and Leader Emotional Intelligence | Sophia Soyoung Jeong, U. of South Carolina; Audrey Korsgaard, U. of South Carolina

1453 ☐: (Paper Session) - (OB) Organizational Citizenship
11:30am - 1:00pm Sheraton Chicago: Mississippi Room
Chair: Consuelo Luisa Waight, U. of Houston
Discussant: Reeshead Sam Dalal, George Mason U.
☐Satisfaction, Citizenship, and Performance in Units: A Meta-Analysis of Collective Constructs | Daniel S. Whitman,
Session Details – Tuesday

**Discussant:**

*Concurrent and Longitudinal Group Influence: Impact of*  
11:30am - 1:00pm Sheraton Chicago: Sheraton 2  
Multi-Level Outcomes of Creative Engagement |  
Creativity and Performance: A Multi-Level Approach |  
How Creativity-Related Conflict Can Hurt Creative Individuals

11:30am - 1:00pm Sheraton Chicago: Sheraton 1  
Failure, Autonomy, and Longitudinal Perspectives on Leadership in Organizational Trajectories and Emergent Creativity |  
The Emergence of Entrepreneurial Opportunities |  
Innovating when it counts most: The role of reflexivity when external demands are high |  
Diversity, information sharing, reflexivity and innovation

11:30am - 1:00pm Hyatt Regency Chicago: Picasso  
Does it matter what we think about differences? A meta-analysis on the effects of diversity beliefs |  
Team members' innovativeness fit: Effects on socio-emotional team processes underlying innovativeness |  
team processes and outcomes: Diversity, innovation and team innovation

11:30am - 1:00pm Sheraton Chicago: Sheraton 5  
The impact of stressors and intrinsic motivation on creativity: Modifying role of team empowerment |  
The role of reflexivity when external demands are high |  
Team members' innovativeness fit: Effects on socio-emotional and performance outcomes

**Coordinator:**

*Managing Impressions on The Way From Failure to Redemption* |  
Maria Riaz Hamdani, U. of Oklahoma - Norman;  
Sorin Valea, U. of Oklahoma;  
Mark C. Bolino, U. of Oklahoma

*Success in the Beholder's Eyes: Effects of Regulatory Focus on Responses to Non-Contingent Success* |  
Phyllis A. Siegel, Rutgers U.;  
Ariel Y. Fishman, Yeshiva U.;  
Alice Wieland, UCLA Anderson School of Management

**Leaders' Personal Experience and Response to Failure: A Theoretical Framework and Initial Test** |  
Maria Carolina Saffie Robertson, John Molson School of Business;  
Melanie Ann Robinson, John Molson School of Business;  
Kathleen Boies, John Molson School of Business

*When Will Supervisors Regard Extra-Role Actions as Citizenship Behaviors?* |  
Chi-Sum Wong, Chinese U. of Hong Kong;  
Kelly Z. Peng, Hong Kong Shue Yan U.;  
Fung Yi Millissa Cheung, Hong Kong Shue Yan U.

**Chair:**

*Innovating when it counts most: The role of reflexivity when external demands are high* |  
Michaela C. Schippers, Erasmus U.;  
Jeremy Dawson, Aston U.;  
Michael West, Aston U.

**Organizers:**

Jeremy Dawson, Aston U.;  
Karin S Moser, Roehampton U. London

**Presenters:**

Jacqueline K. Mitchelson, Auburn U.;  
N Andrew Cohen, U. of Pennsylvania;  
Tine Koehler, U. of Melbourne

**Chair:**

*Managing Success and Failure*  
11:30am - 1:00pm Sheraton Chicago: Ohio Room

**Chair:**

*What To Expect When You're Expecting Creativity*  
11:30am - 1:00pm Sheraton Chicago: Sheraton 1

**Chair:**

*Longitudinal Perspectives on Leadership in Autonomous Work Teams*  
11:30am - 1:00pm Sheraton Chicago: Sheraton 2

**Chair:**

*Systems Behaving Badly: Lying, Phishing, and Fraud*  
11:50am - 1:00pm Hyatt Regency Chicago: Picasso
**Teaching-oriented** | **Practice-oriented** | **International-oriented** | **Theme-oriented** | **Research-oriented** | **Visual Presentation** | Best Paper Proceedings

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*Chair: Gurvinder Pal Singh Tejay,* Nova Southeastern U.  
Discussant: *Cecil Eng Huang Chua,* Nanyang Technological U.  

*The Influence of Online Technology On Deception and its Consequences* | *Jingjun David Xu,* U. of British Columbia; *Ronald T. Confetti,* U. of British Columbia  

*An Undesirable Consequence of IT Adoption: Earnings Manipulation* | *Theophanis C. Strakopoulos,* U. of Waterloo; *Thomas W. Vance,* U. of Waterloo  

*Unethical Behavior Using Information Technology* | *Sutirtha Chatterjee,* Prairie View A&M U.; *Suprateek Sarkar,* Copenhagen Business School  

**1460**  

**Virtual Work: Paths Taken and to be Taken**  
11:30am - 1:00pm Hyatt Regency Chicago: Water Tower  

Chairs: *Sumita Hygama,* Pennsylvania State U.; *Philipp Tuertscher,* Vienna U. of Economics and Business Administration  
Participants: *Patricia Mokhtarian,* U. of California, Davis; *Timothy Golden,* Rensselaer Polytechnic Institute; *Stacey Lea Connaughton,* Purdue U., Indiana; *Ravi Shanker Gajendra*, Pennsylvania State U.; *Terri Griffith,* Santa Clara U.  

*Intersection between Cognition and Emotion on Processes of Strategic Renewal* | *Quy Nguyen Huy,* INSEAD  

**ODC Division Best Paper Finalist**  
Impressions of Competency: Tactics and Effectiveness | *Julita A. Haber,* TUI U.; *Robyn L. Brouer,* Hofstra U.; *Stephen P Fitzgerald,* TUI U.  

**ODC Division Best Paper Finalist**  
Positioning Change Recipients’ Attitudes Toward Change in the Organizational Change Literature | *Dave Bouckenooge,* Vlerick Leuven Gent Management School  

**1462**  

**Greens Matters and Sustained Learning: Creating Appreciative Learning Cultures in a Virtual World**  
11:30am - 1:00pm Swissôtel Chicago: Vevey Salon 3  

Chair: *Julie Wolfram Cox,* Deakin U.  
Discussant: *Garima Sharma,* Case Western Reserve U.  

Loss, Grief and Organizational Death: A Continuing Bonds Perspective | *Emma Bell,* U. of Bath; *Scott Taylor,* U. of Exeter  

**OCE Division Best Paper Finalist**  
Impressions of Competency: Tactics and Effectiveness | *Julita A. Haber,* TUI U.; *Robyn L. Brouer,* Hofstra U.; *Stephen P Fitzgerald,* TUI U.  

**ODC Division Best Paper Finalist**  
Positioning Change Recipients’ Attitudes Toward Change in the Organizational Change Literature | *Dave Bouckenooge,* Vlerick Leuven Gent Management School  

**1463**  

**Information Systems, Integration and Agile Supply Chains**  
11:30am - 1:00pm Hyatt Regency Chicago: Crystal A  

Chair: *Kathy K. Dhanda,* DePaul U.  

**Enabling supply chains** | *Yi Wu,* Warwick Business School; *Jannis Jan Angelis,* Warwick Business School; *Margi Levy,* Warwick Business School  

**Supply Chain Agility: Scale development** | *Xun Li,* U. of Kentucky; *Thomas J. Goldsby,* U. of Kentucky; *Clyde Holsapple,* U. of Kentucky  

**The Impact of SCM and IS Practices on Operational Performance: A Study of Turkish and Bulgarian SMEs** | *Erdan Yazlayrak,* Bahcesehir U.; *Ekrem Tatoglu,* Bahcesehir U.; *Mehmet Demirbag,* U. of Sheffield  

**Supplier perceived fairness of electronic reverse auctions** | *Erik van Raaij,* Rotterdam School of Management, Erasmus U.; *Marjolein Caniels,* Open U. of the Netherlands  

**1464**  

**Social Capital**  
11:30am - 1:00pm Hyatt Regency Chicago: Columbia  
Chair: *Joseph Broschak,* U. of Arizona  

**Social Capital in Asia: Do Managers in Collective Cultures Benefit from Boundary Spanning?** | *Jennifer M. Hitler,* U. of Chicago  

**Network Ties, Transactional Memory, and Performance in Groups: A Look at the Role of Task Structure** | *Jeong-Young Lee,* U. of Kansas; *Daniel Gregory Bachrach,* U. of Alabama  

**The Contingent Value of Bridging and Bonding Social Capital on Firm Performance: A Meta-Analysis** | *Paolo Ferri,* U. of Bologna; *Maria Musiani,* U. of Bologna; *Simone Santoni,* Bologna U.  

**TMT Social Capital, Competitive Aggressiveness, and Firm Performance** | *Hao-Chieh Lin,* National Chung Cheng U.; *Chit-Ting Shih,* National Pingtung Institute of Commerce  

**Re-Thinking the War for Talent: The Impact of Team Stability & Relational Legacy on Team Performance** | *Fabio Fonti,* Boston College; *Massimo Maoret,* Boston College; *Fabrizio Montanari,* U. of Modena and Reggio Emilia  

**1465**  

**Exploitation and Exploration**  
11:30am - 1:00pm Hyatt Regency Chicago: DuSable  
Chair: *Franz Wohlgezogen,* Northwestern U.  

**Balancing Exploration and Exploitation: The Moderating Impact of Knowledge Stocks and Flows** | *Andreas Al-Laham,* U. of Kaiserslauren; *Terry Amurugge,* U. of Toronto; *Daniel Tzabbar,* U. of Central Florida  

**Market Dynamics, Organizational Design, and Replication Strategies: A (Co-)Evolutionary Perspective** | *Stefan W. Konlechner,* WU Vienna U. of Economics and Business; *Wolfgang H. Guettel,* U. of Hamburg  


**When do Alignment and Adaptability Improve Performance?** | *Narongsak Thongpapani,* Brock U.; *Dirk De Clercq,* Brock U.; *Dimo Dimov,* U. of Connecticut  

**The Investment of Individual Resources in Professional Relationships** | *Michelle A. Rogan,* INSEAD; *Marie Louise Mors,* London Business School  

**1466**  

**Ownership and Governance**  
11:30am - 1:00pm Hyatt Regency Chicago: Ogles  
Chair: *Ming D. Leung,* Stanford U.  

**The Effect of Core Change on Survival Chances of Small and Medium-Sized Organizations** | *Simon Oertel,* Friedrich Schiller U. Jena; *Peter Walgenbach,* Friedrich Schiller U. of Jena  

**The Effect of Organizational Ownership on the Economic Growth of Communities** | *Atul Teckchandani,* UC Berkeley
Managing Change
The Effect of Contentious Politics on the Solar Industry in the Changing Practice and Changing Policy: Green Building
Collective Action Without Selective Incentives: How Self-Organizers:
Does Reputation Matter to Organizational Performance? A Chair:
Presented on Panels 54-57
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center
Chair: David L. Deephouse, U. of Alberta
From Guilty to (Looking) Good: Reputation Dynamics in the U.S. Toy Industry | Anastasiya A. Zavyalova, U. of Maryland, College Park; Mike Pfarber, U. of Denver; Rhonda K. Reger, U. of Maryland; Debra L. Shapiro, U. of Maryland
Intra-industry Network Embeddedness, Reputation and Syndication Behavior | Qian Gu, National U. of Singapore; Xiaohui Lu, National U. of Singapore

Whither the State? Rethinking Connections Between the State, Social Movements and Green Markets
11:30am - 1:00pm Hyatt Regency Chicago: Gold Coast
Discussant: Brayden G King, Northwestern U.
Collective Action Without Selective Incentives: How Self-Selected Stakeholders... | Jeffrey G. York, U. of Virginia; Saras D Sarasvathy, U. of Virginia
The Effect of Contentious Politics on the Solar Industry in the United States | Sarah A Soule, Stanford U.; Susan Olzak, Stanford U.

Managerial Work in Modern Organizational Contexts: New Work or New Challenges?
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 205
Chair: Ivan Montiel, California State U. Los Angeles
➔ Sustainable dialogues and institutionalization of a social movement | Aarti Sharma, U. of South Florida
➔ Governing Corporate Environmentalism in South Africa: A Process of Punctuated Institutionalization | James Van Alstine, U. of Leeds

Public Management & Innovation
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center
➔ The Impact of HRM on Commitment in Dutch Child Daycare | Paul Boselie, Tilburg U.; Monique Veld, Erasmus U.
➔ Completing the Organizational Process Theory of Budgeting: A Positive Model of Expenditure Growth | Michael Uriel Dothan, Willamette U.; Fred Thompson, Willamette U.
➔ Time to Seek Help: The role of critical incident involvement intensity and job control | Samuel Bacharach, Cornell U.; Dana Rachel Vashdi, U. of Haifa
➔ Agency Rulemaking and Optimal Regulatory Standard: An Irrelevant Result of Market Structure | Xueyong Zhan, Hong Kong Polytechnic U.; Guangliang Ye, Southwestern U. of Finance and Economics
1473: (PAPN) Dimensions and Issues of Dual Leadership
11:30am - 1:00pm Fairmont Chicago: Ambassador Room
Organizer: Wendy Reid, HEC Montreal
Chair: Ann Langley, HEC Montreal
Discussant: Peter Gronn, U. of Cambridge
Dual or unitary leadership: Managing competing logics in pluralistic organizations | Hilde Fjellvaer, Trondheim Business School
Leadership structure in nonprofit performing arts: impact on budgets and financial performance | Angela Beard, New York U.
Perceptions of governance in the checks and balances of dual leadership | Wendy Reid, HEC Montreal
At the intersection of autonomy and communion: Defining the shared career | Silviya Svejenova, DESADE; Luis Vives De Prada, ESADE; Jose Luis Alvarez.

1474: (PAPN) Social and Environmental Responsibility: An Expanded View of Green Management
11:30am - 1:00pm Fairmont Chicago: Regent Room
Organizers: Ellen O'Connor, O'Connor Partners; Anne Pezet, U. Paris-Dauphine, DRM
We Have Always Been Social: A Long View of Business-Society Relations | Ellen O'Connor, O'Connor Partners
Historical Perspectives on Corporate Social Responsibility | Peter Dobkin Hall, Harvard U.
Anne Pezet, U. Paris-Dauphine, DRM
Corporate Social Responsibility: Fad or Classic? | Emmanuel Rafflet, HEC Montreal

1475: (Paper Session) - (RM) From Spatial Regression to Measurement Issues to Qualitative Comparative Analysis: Visual Papers on Varied Topics
11:30am - 1:00pm Hyatt Regency Chicago: Riverside Center VV RM 1
Presented on Panels 37-42
Space: The Final Frontier. Using Spatial Regression Models in Organizational Research | Graham David Cookson, King's College London
Multicollinearity and Measurement Error: A Dangerous Blind Spot in What We've Learned from Textbooks | Dale Louis Goodhue, U. of Georgia; William Lewis, Independent Consultant; Ron L. Thompson, Wake Forest U.

1476: (Paper Session) - (RM) Fine Tuning: Recommendations for the Application of a Variety of Methods
11:30am - 1:00pm Sheraton Chicago: Superior A and B
Chair: Kevin Carlson, Virginia Tech
Discussant: Brian Boyd, Arizona State U.
Further Understanding of Fit Indices in Evaluating Model Fit of Structural Equation Models | Gordon W. Cheung, Chinese U. of Hong Kong; Rebecca S Lau, City U. of Hong Kong; Linda Chang Wang, Michigan State U.
Sage Publications/RM Division Best Paper Winner
Using Multifacet Correlational Analysis to Measure Trait, Method, and Person Variance in MTMM Data | Steve Scullen, Drake U.
Sage Publications/RM Division Best Student Paper Winner
Performance of a Proportion-Based Approach to Meta-Analytic Moderation: Results from Simulations | Miguel Ignacio Aguirre-Urreta, DePaul U.; Wenying Nan Sun, U. of Kansas; Michael E Ellis, U. of Kansas

1477: (Paper Session) - (SIM) III. Upper Echelons: CSR, CSP, and Corporate Governance
11:30am - 1:00pm Fairmont Chicago: Chancellor Room
Chair: W. Trexler Proffitt, Franklin & Marshall College
Discussant: Georgina Voss, CENTRIM, Brighton U.
Upper Echelons and Strategic Corporate Social Responsibility | Nicholas Nelson Bartkoski, U. of Oklahoma
The Ethics of Corporate Governance Ratings: Are Institutional Investors Complicit? | Lori Verstegen Ryan, San Diego State U.
The Effect of Gender and Human Capital on Boardroom Committee Membership | Paul Dunn, Brook U.
Corporate Beneficence: An Upper Echelon Perspective | Daina Mazutis, U. of Western Ontario

1478: (Paper Session) - (SIM) III. Public Affairs and Issues Management: Reputation & Branding
11:30am - 1:00pm Fairmont Chicago: Embassy Room
Chair: Timothy M. Smith, U. of Minnesota
Discussant: Stephanie Bertels, Simon Fraser U.
1479 (Paper Session) - (SIM) I. Accountability & Standards: U.N. Global Compact.
11:30am - 1:00pm Hyatt Regency Chicago: Golden Room
Chair: Richard E. Wokutch, Virginia Tech
Discussant: Adele Santana, Unt. of Northern Iowa

The UN Global Compact: Moving Towards a Critical Mass or a Critical State?
Ralf Barkemeyer, Queen's U.
Belfast; Giulio Napolitano, Queen's U. Belfast

The United Nations Global Compact - A Response to Its Critics
Andreas Rasche, U. of Warwick

MNEs and the UN Global Compact: An Empirical Analysis of the Implementation of Corporate Citizenship
Dorothée Baumann, U. of Zurich; Andreas Georg Scherer, U. of Zurich

1480 (Paper Session) - (TIM) Human Resource Management and Technological Innovation
11:30am - 1:00pm Hyatt Regency Chicago: Homer
Chair: Kristina Lauche, Deft U. of Technology

Individual Initiative, Skill Variety, and Creativity
Chung-Jen Chen, National Taiwan U.; Hsi-An Shih, National Cheng Kung U.; Ya-Ching Yeh, National Cheng Kung U.

The Jack of All Technologies: Knowledge Recombination across Technological Boundaries
Marc Gruber, Ecole Polytechnique Fédérale de Lausanne; Dietmar Harhoff, U. of Munich; Karin Hoist, U. of Munich

Specialized or Omnipotent? - A Meta-analytic Review of Innovation Roles
Katharina Hoezel, Berlin Institute of Technology; Alexander Kock, Berlin Institute of Technology; Hans Georg Gemuenden, Berlin Institute of Technology; Tanja Petersen, Berlin Institute of Technology

Good work if you Can Get it...Again: Non-competes, Technical Expertise, and Staffing Small Firms
Matt Marx, Harvard U.

1481 (Paper Session) - (TIM) Competitive Interactions in High Technology Markets
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 272
Chair: J.P. Eggers, New York U.

Schumpeterian Competition within Computing Markets and Organizational Diseconomies of Scope
Shane Greenstein, Northwestern U.; Rebecca Henderson, Massachusetts Institute of Technology; Timothy Bresnahan, Stanford U.

Parallel Search, Incentives and Problem Type: Revisiting the Competition and Innovation Link
Kevin Boudreau, London Business School; Nicola Lacetera, Case Western Reserve U.; Karim R. Lakhani, Harvard U.

1482 (Paper Session) - (TIM, BPS, OCIS) Strategic Crowdsourcing: Orchestrating Innovation Through the Cream of the Crowd
11:30am - 1:00pm Hyatt Regency Chicago: Skyway 260
Organizers: Jan Van den Ende, Rotterdam School of Management, Erasmus U.; Juan Andrei Villarroel, Massachusetts Institute of Technology; Christopher L Tucci, EPFL
Chair: Christopher L Tucci, EPFL
Participants: Allan Afuah, U. of Michigan; Irma Borst, Rotterdam School of Management, Erasmus U.; Dwayne Spradlin, InnoCentive; Jan Van den Ende, Rotterdam School of Management, Erasmus U.; Juan Andrei Villarroel, Massachusetts Institute of Technology

1483 (Paper Session) - (TIM, OM) Service Innovation: From Idea to Intellectual Property Protection
11:30am - 1:00pm Hyatt Regency Chicago: Crystal C
Chairs: Pedro Oliveira, Catholic U. of Portugal - FCEE; Celine Abecassis-Moedas, U. Catolica Portuguesa
New Ideas Generation and Development in the Service Sector: The Role of Lead-Users
Ettlie, Catholic U. of Portugal - FCEE; Pedro Oliveira, Catholic U. of Portugal - FCEE
Innovative Choices Among Successful Entrepreneurs
Celine Abecassis-Moedas, U. Catolica Portuguesa; John E. Ettlie, Rochester Institute of Technology
Deployment and Protection of Innovations: The Case of Intellectual Property Protection
Peter T. Gianiodis, Clemson U.
Bridging the Gap between Practice and Research in Service Innovation
Liana Victorino, U. of Utah; Rohit Verma, U. of Utah and Cornell U.
Participants: John E. Ettlie, Rochester Institute of Technology; Peter T. Gianiodis, Clemson U.; Liana Victorino, U. of Utah; rosa Eterno, Catholic U. of Portugal - FCEE

Tuesday 1:15PM

1484 (Paper Session) - (AAA) Membership Debriefing Meeting
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 261
Organizer: James Calvin, Johns Hopkins U.

1485 (Paper Session) - (BPS) Competitive Heterogeneity: Knowledge-based Explanations
1:15pm - 2:45pm Hyatt Regency Chicago: Acapulco
Chair: Teppo Felin, Brigham Young U.
Making Knowledge Management a Strategic Capability: A Functional Framework and Empirical Exploration
Jeroen Kraaijenbrink, U. of Twente
Looking Inside the Dream Team: Tacit Knowledge as a Driver of Performance
Jamal Shamso, Michigan State U.; Michael J. Mannor, U. of Notre Dame
Session Details – Tuesday

1486 ː (Paper Session) - (BPS) Alliances & Networks: Exploitation & Collaboration
1:15pm - 2:45pm Hyatt Regency Chicago: Columbia G
Chair: Marcel Charles Minutolo, U. of Pittsburgh
Discussant: Irem Demirkan, Northwestern U.
- Theoretical Analysis of Governance Mode Choices at the Activity Level | Norbert Bach, Ilmenau U. of Technology; Peter Galvin, Curtin U. of Technology
- The Dynamics of Exploration and Exploitation Joint Ventures | Anna Shaojie Cui, Rensselaer Polytechnic Institute; Shyam Kumar, Rensselaer Polytechnic Institute
- From Cooperation to Autonomy: When Do Firms Harvest External Knowledge? | Louis Molotte, Tilburg U.
- Performance Consequences of Collaborative vs. Autonomous Product Development | Xavier Castaño, U. of Lausanne; Louis Molotte, Tilburg U.; Bernard Garrette, HEC Paris; Pierre Dussauge, HEC Paris

1487 ː (Paper Session) - (BPS) Corporate Governance: Corporate Roles & Decision Making
1:15pm - 2:45pm Hyatt Regency Chicago: Comiskey
Chair: Richard John Gentry, West Virginia U.
Discussant: Hugh O’Neill, U. of North Carolina, Chapel Hill
- Undivided attention?: An attention-based view of organizational exploration and exploitation | Jason Ridge, Oklahoma State U.; Aaron Hill, Oklahoma State U.
- Managerial Interplay: Linking Intent to Realized Strategy | Juan Ignacio Canales, U. of St. Andrews; Bill Wooldridge, U. of Massachusetts, Amherst
- The Corporate Context and the Speed of SBU-Level Decision Making | Maximilian Kownatzki, Oliver Wyman; Jorge Walter, Portland State U.; Christoph Lechner, U. of St. Gallen

1488 ː (Paper Session) - (BPS) Corporate Effects: Resource-based Views of Diversification
1:15pm - 2:45pm Hyatt Regency Chicago: Grand C North
Chair: Craig E. Armstrong, U. of Alabama
Discussant: Douglas J. Miller, U. of Illinois at Urbana-Champaign
- Synergies, Coordination Costs and Diversification Choices | Yue Maggie Zhou, U. of Maryland
- Why There? A Decomposition of the Choice of Target Industry | Lasse B. Lien, Norwegian School of Econ. and Bus. Admin.; Peter G Klein, U. of Missouri

1489 ː (Paper Session) - (BPS) Strategies Across Institutional, Environmental and Political Contexts
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center V V BPS 1
- The Institution, Terrorism, Natural and Technological Disasters, and Subsidiary Response | Chang Hoon Oh, Brock U.; Jennifer Oetzel, American U.
- Differentiating Between Levels of Strategic Political Management Approaches | Paul Baines, Cranfield U.; Howard Viney, Open U.
- Environmental Sustainability: Hindrance or Help to Organizational Success? | Denise L. Fleck, Federal U. of Rio de Janeiro
- Moving Targets: Does Recalcitrance on Domestic Labor Dissuade Firms from Offshoring? | Amy Nguyen-Chung, UC Berkeley; Anna Wetterberg, UC Berkeley
- Strategic Analysis Tools for Fair Trade Organizations: Imitating or Revisiting the Classics? | Luc K Audebrand, U. of British Columbia; Annie Camus, ESG-UQAM; Marie-Claire Malo, HEC Montreal
- Ownership Structure and Principal-Principal Conflicts in China | Fangyu Zong, Peking U.

1490 ː JS: (BPS, HR, MC) Knowledge Workers and Competitive Advantage
1:15pm - 2:45pm Hyatt Regency Chicago: Atlanta
Chairs: Deepak Somaya, U. of Illinois at Urbana Champaign; Ian O. Williamson, U. of Melbourne
Discussant: Lori Rosenkopf, U. of Pennsylvania
- Competitive Actions and Firms’ Accumulation of Human Assets | Deepak Somaya, U. of Illinois at Urbana Champaign; Ian O. Williamson, U. of Melbourne
- The Value of Knowledge Stocks within the Global Professional Service Firm | Shad S. Morris, Ohio State U.; Scott A. Snell, U. of Virginia; Ryan Hammond, Massachusetts Institute of Technology
- Employee Mobility, Employee Entrepreneurship and the Effects on Parent Firm Performance | Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Benjamin A. Campbell, Ohio State U.; April Franco, U. of Toronto; Martin Ganco, U. of Illinois, Urbana-Champaign

1491 ː JS: (BPS, OMT) Behavioral Foundations of Strategy
1:15pm - 2:45pm Hyatt Regency Chicago: Addams
Session Details – Tuesday

Organizers: Jerker C. Denrell, U. of Oxford; Giovanni Gavetti, Harvard U.

1492 SHCS: (BPS, OMT, ENT) Integrating Business Models in Strategy, Organization and Entrepreneurship Research
1:15pm - 2:45pm Hyatt Regency Chicago: Columbia U.
Chair: Joan Enric Ricart, IESE Business School
Discussants: Stephanie Hurt, Meredith College; Rita Gunther McGrath, Columbia U.; Michael G. Jacobides, London Business School
Product Market Strategies and Business Models | Christoph Zott, INSEAD; Raphael H Amit, U. of Pennsylvania
Make, Buy— Or Organizing as Platform? | Kevin Boudreau, London Business School
Business Models in Motion: Insides Form the Case of Ferran Adria | Silviya Svejnová, ESADE; Marcel Planellas, ESADE; Luis Vives de Prada, ESADE

1493 (Paper Session) - (CAR) Career Choice, Meaning and Development
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV CAR 1
Presented on Panels 17-23
Labs coats versus business suits: A study of career preferences among Indian high school students | Sruithi M. Thatchenkery, Cornerstone Research
Native American Cultural Influences on Career Self-Schemas and MBA Aspirations | Amy Klemm Verbos, U. of Wisconsin, Milwaukee; Joe Gladstone, New Mexico State U.; Deanna M. Kennedy, U. of Massachusetts Amherst
Career Development of College Students through Part-Time Work: The Role of LMX and Taking Charge | Tomoki Sekiguchi, Osaka U.
Failure to launch? Graduate underemployment and the subjective career | Tracy Scully, Newcastle U.; John Blankensopp, U. of Teesside
From What Might Have Been to What Must Have Been: Finding Meaning through Counterfactual Reflection | Katie Lijenquist, Brigham Young U.; Laura Kray, U. of California, Berkeley; Linda Gary George, UC Berkeley; Philip E. Tetlock, U. of California, Berkeley; Neal Roese, Northwestern U.

1494 (Paper Session) - (CAR) Career Challenges and Transitions
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV CAR 2
Presented on Panels 24-27
The Response to an Aging Workforce: Unacknowledged Differences among Objectives and Stakeholders | Martin Greller, Milano - The New School for Management & Urban Policy
Agency or Communion: A Psychosocial Analysis of Financially Secure Midlife Males Following Job Loss | Thomas Calo, Salisbury U.; Mary A. Gowan, Elon U.
New Immigrants’ Reactions to Social Undermining in the Workplace: A Cross-Cultural Perspective | Soo Min Toh, U. of Toronto; Hugh P. Guntz, U. of Toronto

1495 (Paper Session) - (CAR) Mentoring, Networking and Careers
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV CAR 3
Presented on Panels 28-30
A Moderated Mediation Model of E-mentoring | Marco S. DiRenzo, Drexel U.; Frank Linnehan, Drexel U.; Ping Tyra Shao, Drexel U.; William L. Rosenberg, Drexel U.
Satisfaction with mentoring: Does mentor’s and mentee’s personality matter? | Christine Seeliger, U. of St. Gallen

1496 SHCS: (CAR, GDO) Making Waves: Advancing Knowledge on Diversity and Careers Through Longitudinal Research
1:15pm - 2:45pm Sheraton Chicago: Chicago 10
Organizer: Joy A. Schneer, Rider U.
Discussants: Gary N. Powell, U. of Connecticut, Storrs
Longitudinal Studies of Managerial Careers in an Internal Labor Market | Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.; Jeffrey Alan Sonnenfeld, Yale U.
Exploring the River of Time: A 20-Year Longitudinal Study of the Career Paths of Men and Women MBAs | Joy A. Schneer, Rider U.; Corinne Post, Lehigh U.; dt ogilvie, Rutgers U.; Frieda Reitman, Pace U.
In Search for the Holy Grail: A Longitudinal Study on Career Expectations and Career Experiences | Ana De Vos, Vlerick Leuven Gent Management School
A Second Chance to Make a First Impression? An Examination of Changes in LMX and Career Future | Caren Goldberg, American U.; Lu Zhang, Pennsylvania State U., Harrisburg

Presenters: Corinne Post, Lehigh U.; Caren Goldberg, American U.; Ana De Vos, Vlerick Leuven Gent Management School; Amy Elizabeth Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.; Wolfgang Mayrhofer, WU Vienna
Participants: dt ogilvie, Rutgers U.; Frieda Reitman, Pace U.; Lu Zhang, Pennsylvania State U., Harrisburg; Jeffrey Alan
Session Details – Tuesday

1497  \( \rightarrow \) CAU: (CAU) Emotions in Organizations Network
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 269
Facilitator: Sally V. Russell, Griffith U.
Coordinator: Neil A. Ashkanasy, U. of Queensland

1498  \( \rightarrow \) CAU: (CAU) Building Global Networks for a Green Management Agenda
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 284
Organizers: Luis Felipe M Nascimento, Federal U. of Rio Grande do Sul; Luciano Barin Cruz, U. of Fortaleza (UNIFOR)
Chair: Cleber Dutra, U. of Fortaleza - UNIFOR
Participants: Kumba Jallow, De Montfort U.; Johannes Fresner, Graz U.; Dirk Michael Boehe, Inser Institute of Education and Research

1499  \( \rightarrow \) CAU: (CAU) Fit Happens - Person Environment Fit and Misfit
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 295
The organizers and committed attendees of this conference are top scholars in PE fit who have committed themselves to looking ahead at the future of PE fit research. The caucus will serve as a way to physically get together a broad group of international scholars, with the intention of taking a collaborative effort initiated at the caucus, and formalizing it into a book that focuses on new directions in PE fit and misfit research. Thus, the caucus will provide mechanism for a “mini-conference” on PE fit, without incurring additional travel expenses for our international colleagues. The caucus is open to all participants, with the hopes that new and up-and-coming scholars of fit will be interested and involved in this project. It should be viewed as a place to discuss and share the latest trends and breakthroughs in PE fit research, but also a place to influence future directions in PE fit research. Finally, we would like to learn from people in closely related fields such as job embeddedness, stress, job satisfaction and psychological contracts. Insights from all these, and more, will help us better understand the domain of PE fit and misfit.
Organizers: Amy L. Kristof-Brown, U. of Iowa; Jon Billsberry, Coventry U.
Participants: Jeffrey R. Edwards, U. of North Carolina; Annelies Van Vianen, U. of Amsterdam; Danielle Talbot, Open U., United Kingdom; Karen Jansen, U. of Virginia; Abbie J. Shipp, Texas A&M U.; Benjamin Schneider, Valtera Corporation; Cheri Ostroff, U. of Maryland; Veronique Ambrosini, Cardiff U.; Helena Cooper Thomas, U. of Auckland

1500  \( \rightarrow \) JS: (CM, OB, MOC) All Revved Up: Causes, Consequences, and Construal of Physiological Arousal in Negotiation
1:15pm - 2:45pm Sheraton Chicago: Chicago 8
Chair: Ashley Brown, Massachusetts Institute of Technology
Discussant: Max H. Bazerman, Harvard U.
The Mind and Heart (literally) of the Negotiator | Donald E. Conlon, Michigan State U.; Nikos Dimotakis, Michigan State U.; Remus Ilies, Michigan State U.
Stress and Arousal in Negotiation | Kathleen O’Connor, Cornell U.; Josh Arnold, California State U.; Long Beach; Andrea Maurizio, Cornell U.
Consequences of Physiological Arousal in Negotiation | Ashley Brown, Massachusetts Institute of Technology; Jared R. Curhan, Massachusetts Institute of Technology

1501  \( \rightarrow \) JS: (CMS, SIM) Life for Sale: Commodification and its Consequences
1:15pm - 2:45pm Hyatt Regency Chicago: Toronto
Chair: Anna-Maria Murto, Åbo Akademi U.
Accounting for Interdisciplinarity | Miranda Joseph, U. of Arizona
If We Are Having Fun, Can it be All Bad? Play, Identity, and Community in Virtual Worlds | Jordi Comas, Bucknell U.; Feichin Ted Tschang, Singapore Management U.
How to not sell your soul | Campbell Jones, Copenhagen Business School

1502  \( \rightarrow \) (Paper Session) - (ENT) Critical Perspectives on Entrepreneurship
1:15pm - 2:45pm Hyatt Regency Chicago: Field
Chair: Andreas Schwab, Iowa State U.
A multi-layered approach to nascent entrepreneurship in the Creative Industries | Mine Karatas-Ozkan, U. of Southampton
Practical Confucian Wisdom for Entrepreneurship Development and Training in China | Yunxia Zhu, U. of Queensland
Is Value-Added Valuable? A Study of Finnish Business Angels | Juhana Peltonen, Helsinki U. of Technology; Mikko Rönkkö, Helsinki U. of Technology

1503  \( \rightarrow \) (Paper Session) - (ENT) Method Developments in Entrepreneurship Research
1:15pm - 2:45pm Hyatt Regency Chicago: Grand D North
Chair: Bhupendra V. Singh, Banaras Hindu U.
Still Blinded by the Cites: Has there been Progress in Entrepreneurship Research | Linda F. Edelman, Bentley U.; Tatiana S. Manolova, Bentley College; Candida G Brush, Babson College
Using Experience Sampling Methodology to Advance Entrepreneurship Theory and Research | Marilyn A. Uy, U. of Victoria; Maw-Dee Foo, U. of Colorado, Boulder; Herman Aguinis, Indiana U., Bloomington
Agent Based Simulation in Entrepreneurship Research | Shu-Jung Sunny Yang, U. of Melbourne; Yanto Chandra, U. of Amsterdam
Session Details – Tuesday

**1504**: (Paper Session) - (ENT) Entrepreneurial Teams and Performance
1:15pm - 2:45pm Hyatt Regency Chicago: Haymarket
Chair: Ralph Hanke, Bowling Green State U.
The Impact of Traits in Entrepreneurial Team Composition on Venture Success | Christine Boersch, RWTH Aachen U.; Ralf Schmelter, RWTH Aachen U.
Group Composition, Conflict, and Performance: Faultlines, Facets, and New Venture Teams | Christopher C. Bradshaw, U. of Missouri
CEO versus Top Management Teams: Performance Differences in the Entrepreneurial Environment | Brandon Ofem, U. of Kentucky; Goce Andrevski, Queen’s School of Business, Canada

**1505**: (Paper Session) - (ENT) International Perspectives on Social Capital
1:15pm - 2:45pm Hyatt Regency Chicago: New Orleans
Chair: Florian A. Täube, European Business School
Too Much of a Good Thing: Entrepreneurs’ Reliance on Referrals and Exchange Relationship Formation | Baluppal Vissa, INSEAD
Social Capital of SMEs in a Low-Trust Business Environment | Yuliya V. Ivanova, U. of Alaska Southeast
Location Effects on Small Firm Crossborder Social Capital Levels: The Case of Overseas Coethnic Ties | Shameen Prashantham, Glasgow U.
Homophily in Entrepreneurial Networks: The Case of Neroli | Nelson Phillips, Imperial College London; Paul Tracey, U. of Cambridge; Neri Karra, Imperial College Business School

**1506**: (Paper Session) - (ENT) Issues and Applications of the Entrepreneurial Orientation (EO) Construct
1:15pm - 2:45pm Hyatt Regency Chicago: Grand B
Chair: Sheryllyn Roberts, U. of Texas at Arlington
Moderator: Justin L. Davis, Ohio U.
Participants: Jeffrey S Hornsby, Kansas State U.; Erik Monsen, Max Planck Institute of Economics; Alankrita Pandey, U. of Texas at Arlington; Jeffrey Matthew Pollack, U. of Richmond; Marshall Sashkin, George Washington U.; Todd Saxton, IU Kelley School of Business; Ayman Tarabishy, George Washington U.; William John Wales, Rensselaer Polytechnic Institute; Roxanne Zolin, Queensland U. of Technology

**1507**: (Paper Session) - (GDO) Women: Leadership Excellence and Negotiation Challenges
1:15pm - 2:45pm Sheraton Chicago: Chicago 7
Chair: Nicole Cundiff, Southern Illinois U. Carbondale
Discussant: Karen Korabik, U. of Guelph
Glass Cliffs, Empathy, and Biology: A Functional Magnetic Resonance Imaging Study in Leadership | John G. Vongas, John Molson School of Business
Effective Leadership in Extreme Contexts: Unexpectedly Feminine? | Kara Anne Arnold, Memorial U. of Newfoundland; Catherine Loughlin, St. Mary’s U.
Competent and Likeable? Protecting and Promoting Women’s Likeability in Employment Negotiations | Carol T. Kulik, U. of South Australia; Mara Olekalns, U. of Melbourne

**1508**: (Paper Session) - (GDO) Stigmatization of Men, Caregivers, and Sexual Minorities
1:15pm - 2:45pm Sheraton Chicago: Chicago 9
Chair: Laura M. Graves, Clark U.
Discussant: Eden King, George Mason U.
The Stigmatization of Fatherhood | Kathleen M. Shumate, U. of Texas at Arlington
Disclosing Caregiving Responsibilities at Work | Hugh TJ Bainbridge, U. of New South Wales
Will Your Identity Ever Be Left at Home? Stigmatized Identity, Context and Stereotype Fear at Work | Raymond Nam Cam Trau, U. of Queensland

**1509**: (Paper Session) - (GDO, SIM) Race Matters: Addressing the Role of Race and Racial Identity in the Workplace
1:15pm - 2:45pm Sheraton Chicago: Ontario Room
Chair: Jeannine Johnson Holmes, U. of South Carolina
Discussant: Olenda E Johnson, North Carolina A & T State U.
Coordinator: Atira Cherise Charles, Florida State U.
Dirty Laundry: An Examination of Counterproductive Behaviors in African American Organizations | Monika Hudson, U. of San Francisco
Facades of Conformity: Scale Development and Nomological Validation | Jeanne Johnson Holmes, U. of South Carolina; Douglas Mahony, U. of South Carolina; Sasha Johnson, U. of Georgia
The Teddy Bear Effect: Facial Cues of Warmth Benefit Black CEOs | Robert Livingston, Northwestern U.; Nicholas A. Pearce, Northwestern U.
The Impact of Identity-Impacting Societal Events on Organizations | Atira Cherise Charles, Florida State U.; Jakari Griffith, U. of Nebraska, Lincoln; Oscar Holmes IV, Virginia Commonwealth U.

**1510**: (Paper Session) - (HCM) Healthcare Information Technology and Organizational Performance
1:15pm - 2:45pm Swissôtel Chicago: St. Gallen Salon 1
Chair: Darrell E. Burke, U. of Alabama at Birmingham (UAB)
Discussant: Mark Diana, Tulane U.
Conceptualizing the Institutional Knife-Edge of Technology Adoption: A Case Study in Healthcare | Andre Spicer, U. of Warwick; Wendy L Currie, U. of Warwick; Jimmy Huang, U. of Warwick
HCM Best International Paper Award Nominee
IT Adoption and Use in Multidisciplinary Healthcare Teams | Eivor Oborn, U. of London; Michael Barrett, U. of Cambridge
1511 JS: (HCM, HR) Human Resource Management as Strategic Change Agent in Health Care Organizations
1:15pm - 2:45pm Sheraton Chicago: Sheraton 4
Organizer: Cheryl Rather, U. of Missouri
Participants: Louise Fitzgerald, De Montfort U.; Karin Sanders, U. of Twente, The Netherlands; Judy Scully, Aston U.; Helen Shipton, Aston U.

1512 (Paper Session) - (HR) Using Empirical Methods to Enhance the Practice of Human Resources Management
1:15pm - 2:45pm Sheraton Chicago: Missouri Room
Chair: Philip L. Roth, Clemson U.
Discussant: Patrick Wright, Cornell U.
E Evidence-Based HR Management: A Review of Its Major Prototypes and Guiding Principles | David Lewin, U. of California, Los Angeles; Danut Adrian Casoinesic, Pierre Mendes- France U., Grenoble
The Employee Turnover-Workforce Performance Relationship: An Analysis using Computational Simulation | Harold D. Kohn, Virginia Tech

1513 (HR) Cross-boundary Working and Knowledge Renewal in Professional Service Organizations
1:15pm - 2:45pm Sheraton Chicago: Sheraton 3
Organizer: Juani Swart, U. of Bath
Chair: Scott A. Snell, U. of Virginia
Discussant: Paul Sparrow, Lancaster U.
Filling in Global Gaps: How Codified Social Context Impacts Knowledge Value across Boundaries | Shad S. Morris, Ohio State U.; James Oldroyd, SKK Graduate School of Business
Improving Organizations’ Product and Service Launch Outcomes through HRM Initiatives | Rebecca R. Keohoe, Cornell U.; Christopher Collins, Cornell U.
Renewing Knowledge across Organizational Boundaries in PSOs: The Role of HR Practices | Nick Kinnie, U. of Bath;
Juani Swart, U. of Bath
Starting Points for Knowledge Renewal: Partner Preferences in Inter-organizational Collaboration | Zella King, U. of Reading
Participant: Nick Kinnie, U. of Bath

1514 (Paper Session) - (HR) Individual and Team Based Reward Systems
1:15pm - 2:45pm Sheraton Chicago: Sheraton 4
Chair: Ceasar Douglas, Florida State U.
Discussant: Charles H. Fay, Rutgers U.
Peer-Based Reward and Individual Performance: A Field Examination | Greg L. Stewart, U. of Iowa; Stephen H Courtwright, U. of Iowa; Murray R. Barrick, Texas A&M U.
Team-Based Rewards: An Integrative Theoretical Model | Michael D. Johnson, U. of Washington
Group-Based Pay-For-performance Plans and Firm Performance | Hyondong Kim, Dongguk U.; Kyra Sutton, Auburn U.

1515 SHCS: (HR, GDO, OB) Paradoxes of Implementing Work-Life Flexibility Policies: Emerging Research, Theory and Practice
1:15pm - 2:45pm Sheraton Chicago: Huron Room
Organizer: Ellen Ernst Kossek, Michigan State U.
Discussant: Lisa A Mainiero, Fairfield U.
Implementing Different Types of Work-life Flexibility in Unionized Contexts: Individual, Organizational and Multi-Level Perspectives | Ellen Ernst Kossek, Michigan State U.; Peter Berg, Michigan State U.; Jesse S. Michel, Florida International U.
Diverse Approaches to Early Adoption & Implementation of Flexible Work & Age Inclusion Practices | Ariane Ollier-Malaterre, Rouen School of Management; Marcie Pitt Castaouphe, Boston College; Christina Matz-Costa, Boston College
Work-Life Fit: Aligning Workplace Flexibility to Benefit (and Not Exploit) Employees | Ellen Galinsky, Families and Work Institute; Kerstin Annette Aumann, Families and Work Institute; Terry Bond, Families and Work Institute
Flexible Working and Work Intensification: Trading Choice for Effort | Clare Kelliher, Cranfield U.; Deirdre Anderson, Cranfield U.
Flexible Work & Fairness: Unintended Consequences of Formal & Informal Flexible Work Arrangements | Spela Trefalt, Simmons School of Management

1516 (Paper Session) - (IM) IMD Executive Panel
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal B
Organizer: Timothy Michael Devinney, AGSM-Australian School of Business
Moderator: Art Kleiner, Booz & Company

1517 (Paper Session) - (IM) Ownership and Agency Issues
1:15pm - 2:45pm Hyatt Regency Chicago: McCormick
Chair: Paresha N Sinha, U. of Waikato
Discussant: Heather Elms, American U.
Managerial Ownership, Diversification, and Firm Performance: Evidence from an Emerging Market | Ching-Jung Chen, Chung Yuan Christian U.; Chwo-Ming Yu, National Chengchi U.
Agency within Institutionally-embedded MNCs | Ayse Saka, U. of Surrey; Mike Geppert, U. of Surrey
Session Details – Tuesday

1518: (Paper Session) - (IM) Internationalization and Performance Issues
1:15pm - 2:45pm Hyatt Regency Chicago: San Francisco
Chair: Marcus James Hurt, EDHEC
Discussant: Paul M Vaaler, U. of Minnesota

- Extending the Depth of the Multinational Network: Evidence from Cross-Border Acquisitions | Thomas Hutzschenreuter, WHU - Otto Beisheim School of Management; Ingo Ralf Kleindienst, WHU - Otto Beisheim Graduate School of Management (WHU)
- Leveraging Entrepreneurial Orientation to Enhance SME Export Performance | Pankaj C Patel, U. of Louisville; James Fiet, U. of Louisville
- The Transformation of Firm Profitability Pattern in the Global Economy | Kenneth J. Hatten, Boston U.; Rogerio Victer, Fairleigh Dickinson U.

1519: (Paper Session) - (IM) International HR Resources
1:15pm - 2:45pm Hyatt Regency Chicago: Soldier Field
Chair: Stefan T. Mol, U. of Amsterdam
Discussant: Chris Brewster, U. of Reading

- Job Resources as Antecedents of Employee Engagement: a Cross-national Investigation | Elaine Farndale, Tilburg U.; Inge Murrer, Tilburg U.
- The Curvilinear Impact of Foreign Direct Investment on Labor Productivity | William M. Tracy, Rensselaer Polytechnic Institute

Doug Nigh Award Finalist

1520: (Paper Session) - (IM) Cross-Cultural Value Comparisons
1:15pm - 2:45pm Hyatt Regency Chicago: Wigley
Chair: Tine Koehler, U. of Melbourne
Discussant: Svjetlana Madzar, U. of Minnesota

- The Relationship between Values and Commitment: A Comparison between Chinese and Israeli Employees | Ying Liu, Renmin U.; Aaron Cohen, U. of Haifa
- Values Of Males And Females In Latin America And The Us: Are They Similar Or Dissimilar? | Regina Greenwood, Nova Southeastern U.; Edward F. Murphy, Embry Riddle Aeronautical U.; Sergio Madero, Tecnológico de Monterrey, Campus Monterrey; Silvia Ines Monserrat, U. Nacional del Centro; Miguel R. Olivas-Lujan, Clarion U. of PA & Tec de Monterrey; Jaime Ruiz-Gutierrez, U. of los Andes, Colombia; Neusa Maria Bastos F. Santos, Pontificia U. Catolica de Sao Paulo; Mark David Woodhull, Schreiner U.; William Teeple, Embry Riddle Aeronautical U.; Shaista Ehsan Khilji, George Washington U.

Power Mental Imagery in Chinese and American People: Power as Action versus Power as Strategy | Isabel W. Ng, Dartmouth College

1521: (Paper Session) - (IP) Teams and Knowledge Sharing
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: Gergana Todorova, Carnegie Mellon U.

- OCIS: Sources of Information, Knowledge Sharing, Learning, and Performance of Work Teams | Yau-De Wang, National Chiao Tung U.; Tzu-E Huang, National Chiao Tung U.


1522: (Paper Session) - (IP) Networks and the Organization
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: Angel Saz-Carranza, ESADE

TIM: Network Governance and the Tertius Gaudens: the Case of ASML | Irene Lammers, Vrije U. Amsterdam; Ard-Pieter de Man, Vrije U. Amsterdam; Mariann Jelinek, College of William & Mary

- GDO: How Are the Governors Governed? Growth And Diversity in an Elite New Zealand Director Small-World | Rosanne Hewarden, Massey U.; Stephen Marsland, Massey U.
- CAR: The Roles of Personallity and Developmental Network Characteristics in Developmental Assistance | Yu Ha Cheung, Hong Kong Baptist U.; Neil C. Herndon, Herndon & Cheung; Longzeng Wu, Hong Kong Baptist U.

1523: (Paper Session) - (IP) Innovation Processes: New Directions
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: David Souder, U. of Connecticut
1524: (Paper Session) - (IP) Alliances and Joint Ventures  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency A Table 1  
Facilitator: Brett Anita Gilbert, Texas A&M U. 
ENT: Collaborating to Improve Entrepreneurial Capabilities in Developing Countries | William J Oliver, Case Western Reserve U. 
BPS: Alliance life cycle stages and valuation effects for partners | Ulrich Wassmer, Concordia U.; Pierre-Xavier Meschi, CERAM 
BPS: A Framework of Local Embeddedness: The Rice Industry in Taiwan | I Han, National Taiwan U.; Cheng-Min Chuang, National Taiwan U. 
ENT: Network resource rent generation by small entrepreneurial firms | Ernst Verwaal, Erasmus U.; Eline Van der Gaast, Erasmus U.; Lotte Coene, ass researcher 

1525: (Paper Session) - (IP) Understanding Institutional Change  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 1  
Facilitator: Julie A. Clarkson, Wartburg College 
OMT: Multinational Corporations as Institutional Chameleons | Liang Wang, Schulich School of Business 
OMT: Institutionalization of Social Innovations: Navigating Between Tensions and Trajectories | Annie Camus, ESG-UQAM; Luc K Audebrand, U. of British Columbia; Marie-Claire Malo, HEC Montreal 

1526: (Paper Session) - (IP) Emerging Research on Emerging Markets  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 2  
Facilitator: Mingfang Li, California State U. Northridge 
IM: Internationalization of SMEs from Argentina | Christian Keen, U. of Southern Denmark/ Odense U. 
IM: Arbitration and Transaction Costs | Brian Pinkham, U. of Texas at Dallas 
IM: Resources, Strategies and FDI Determinants of Emerging Market Firms | Naveen Kumar Jain, Florida International U. 

1527: (Paper Session) - (IP) New Directions in Technology and Innovation  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 3  
Facilitator: Edward Levitas, U. of Wisconsin, Milwaukee 
TIM: A Review and a Critical Assessment of Combinatorial Perspectives on Technological Innovation | Elisa Opetli, U. of Lugano, USI 
BPS: Industry Associations and Discontinuous Technological Change – Towards a Midrange Theory | Martin Schulte, Boston Consulting Group; Albrecht Enders, IMD; Andreas Koenig, IMD; Harald Hungenberg, U. of Erlangen, Nuremberg 
ONE: Choosing an Appropriate University or College Environmental Management System | Amelia C. Clarke, U. of Waterloo; Rosa Kour, Oxford U. 
OCIS: Demo or Die: The Collective Championing of Digital Innovations in an R&D Organization | Aditya Johri, Virginia Tech 
TIM: Appropriating Value from Innovations for Small Businesses | Francois Duhamel, U. de Las Americas, Puebla, Mexico; Sophie Reboud, Groupe ESC Dijon; Michel Santi, HEC Paris 

1528: (Paper Session) - (IP) Strategic Decision Making  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency B Table 4  
Facilitator: Vassilis Papadakis, Athens U. of Economics and Business 
PNP: Strategic Decision Making in Canadian Arts Organizations | Loretta May Inglis, Monash U.; David Cray, Carleton U. 
OB: The Impact of Functional Background on Top Management Team Decision Making: A Contingencies Model | Tine Buyl, U. of Antwerp; Christophe Boone, U. of Antwerp; Walter Hendriks, Maastricht U. 
MOC: Managers, Ideas and Jesters - A Battle for Cognition | Guje Sevon, Stockholm School of Economics; Liisa Valikangas, Helsinki School of Economics 

1529: (Paper Session) - (IP) Sensemaking in Organizations  
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 1  
Facilitator: Kai N. Hockerts, Copenhagen Business School 
RM: All That Jazz: A Methodological Story of Stories | Michael Humphreys, U. of Nottingham; Deniz Ucbasaran, Nottingham U.; Andy Lockett, U. of Nottingham 
ENT: The Constructive Articulation of Entrepreneuring: Sensemaking and Language-in-Use | Maria Aggestam, Lund U. 
SIM: An International Comparison of Sense-making of Social Issues in Management by Small Business Owners | Yves Fassin, Ghent U.; Annick Hortense, Dominique Van
Session Details – Tuesday

1530: (Paper Session) - (IP) Commercialization: University Relations and Academic Spin-offs
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: Norris F. Krueger, Max Planck Institute of Economics
ENT: How does the Failure to Raise Venture Capital affect Startups? A University Spinout Perspective | Harveen Chugh, Royal Holloway, U. of London; Nicos Nicolaou, U. of Cyprus; Simon Barnes, Tate & Lyle Ventures
TIM: Commercializing University Invention: Taiwanese Firm’s perspective | Peter J. Shey, National Chi Nan U.; Hsin-Yu Shih, National Chi Nan U.; Beryl L. Ku, National Chi Nan U.
PNP: Out of Control Technology: Organizational Control Theory and University-based Technologies | William H. A. Johnson, Penn State Erie U.
ENT: Determinants of Life Sciences Spin-off Creation: Empirical Evidence from the Netherlands | Marianne van der Steen, U. of Twente; Roland Ort, Technical U. Delft; Victor Scholten, Delft U. of Technology

1531: (Paper Session) - (IP) Employee Retention Issues
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: Christina Mary Scott-Young, Pennsylvania State U.
GDO: Retaining Older Workers: Using a Case Study to Formulate Propositions on the Role of HR Bundles | Dorien Kooij, VU U. Amsterdam; Paul G. W. Jansen, VU U. Amsterdam; Dikkers Josje, Vrije U. Amsterdam; Annet De Lange, RijksU. Groningen
OB: Contextualizing Perceived Organizational Politics: A Multi-level Exploration | Po Chien Chang, National Sun Yat-sen U.; Long Sheng Lin, National Sun Yat-sen U.; Chin Ming Ho, National Sun Yat-sen U.; Tong-Ming Lin, National Sun Yat-sen U.
HR: Measuring Human Resource Outsourcing and the Relationship with Employee Retention | Thomas James Norman, California State U. Dominguez Hills

1532: (Paper Session) - (IP) Examining Cross-Cultural Employment Issues
1:15pm - 2:45pm Hyatt Regency Chicago: Regency C Table 4
Facilitator: Brenda L. Geren, New York Institute of Technology
HR: Solving an Intercultural Russian Puzzle: Typology of Mid-level Manager Groups in Modern Russia | Marina Astakhova, Kent State U.; Cathy DuBois, Kent State U.; Mary Hogue, Kent State U.
MC: Finding an HR Role In InternationalOrganizational Change | Jean E. Neumann, Tavistock Institute; Theresa Schneider, Royal Bank of Scotland; Lisa Clegg, -

1533: (Paper Session) - (IP) Organizational Commitment and Other Work Attitudes
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 1
Facilitator: Rudolph J Sanchez, California State U. Fresno
RM: Moderating Effects of Attitude Strength on the Commitment-Turnover Intentions Relationship | Kelly Reed, Saint Louis U.; Kevin E Fox, Saint Louis U.; Kosha Bramesfeld, Saint Louis U.
HCM: Job Rotation and Organizational Commitment: The Mediating Effect of Nurses’ Job Satisfaction | Ching-Sheng Chang, National Cheng Kung U.; Shih Chin Tai, I-Shou U.
OB: Leadership Antecedents Of Affective Organizational Commitment: A Field And Experimental Study | Simon Taggar, Wilfrid Laurier U.; Saba Sharif, Wilfrid Laurier U.
PNP: Commitment in the Australian Public Service: What form does it take and does this matter? | Deborah Blackman, U. of Canberra; Samantha Jane Johnson, U. of Canberra
CAR: Underemployment Perceptions, Job Attitudes, and Outcomes: An Equity Theory Perspective | Katina W. Thompson, Florida State U.

1534: (Paper Session) - (IP) Trust and Work Outcomes
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 2
Facilitator: Angela Miles, North Carolina A & T State U.
MC: Same as the Old Boss? A Theory and Test of Experiential Influences on Initial Trust at Work | Christopher Jay Roussin, Suffolk U.
HCM: A Longitudinal Study of Trust, Autonomy Preferences and Patient Outcomes | Yin-Yang Lee, I-Shou U./ Yongkang Veterans Hospital, VAC, Taiwan; Julia L. Lin, I-Shou U.
OB: Triple trust and team performance | Katinka Monica Bijlsma-Frankema, VU U. Amsterdam; Ed Sleebos, VU U. Amsterdam; Dick De Gilder, Vrije U. Amsterdam

1535: (Paper Session) - (IP) Organizational Justice and Attitudinal and Behavioral Outcomes
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 3
Facilitator: Sandy Lim, National U. of Singapore
OB: Distributed and Procedural Justice, Collectivism and Job Satisfaction: A Study From Tanzanian | Jarrod M. Haar, U. of Waikato; Chester S. Spell, Rutgers U.; Pauline Mtunda, U. of Waikato
HCM: Patients and Workgroups as Sources of Justice and Beneficiaries of Citizenship Behavior | James J. Lavelle, U. of Texas, Arlington; Gary C. McMahon, U. of Texas, Arlington; Christopher Harris, U. of Texas, Arlington


1536: (Paper Session) - (IP) The Influence of Culture and/or Climate
1:15pm - 2:45pm Hyatt Regency Chicago: Regency D Table 4
Facilitator: Lisa M. Leslie, U. of Minnesota

OCIS: Culture Clash - How Socio-Technical Factors Contribute to Information Systems Interoperability | Alan George-David Fisk, Case Western Reserve U.

HCM: Factors Affecting Nurses’ Perceptions of Patient Safety: An International Perspective | Ari Mwachofi, U. of Oklahoma

PNP: Evaluating Evidence on Organizational Culture and Service Improvement in the Public Sector | Rachel Elizabeth Ashworth, Cardiff U.

SIM: Direct and Multiplicative Effects of Ethical Dispositions and Climates on Personal Justice Norms | Victor P. Lau, Chinese U. of Hong Kong; Yin Yee Wong, City U. of Hong Kong


1537: (Paper Session) - (MC) Challenges in Consulting Relationships
1:15pm - 2:45pm Hyatt Regency Chicago: Hong Kong
Chair: Kurt Motamedi, Pepperdine U.
Discussant: Michael Kamel, Deloitte & Touche

Determinants of Client Loyalty for Consulting Services | Roland Harste, European Business School; Ansgar Richter, European Business School

Management Consulting as a Dynamic Routine | Alex Wright, The Open U. Business School
Horses for Courses: How Do Clients Select and Retain a Stable of Professional Advisors? | Samantha Fairclough, U. of Oxford/U. of Alberta

In the Eye of the Beholder: The Evaluation of Management Consulting Projects in Client Organizations | Frida Pemer, Stockholm School of Economics

1538: (MC) Cross-Fertilizing IT Knowledge, Consulting & Practice: From Evolution to Greening of Technology
1:15pm - 2:45pm Hyatt Regency Chicago: Horner
Chair: Therese F. Yaeger, Benedictine U.
Participants: Peter Sorensen, Benedictine U.; Joan Finley, Benedictine U.; Elise Barho, Benedictine U.; Flemming Poufelt, Copenhagen Business School

1539: (Paper Session) - (MED) Organizational and Management Learning: Vicarious Learning, Attraction, Learning from Errors, and How My Own Fears Hurt My Learning
1:15pm - 2:45pm Hyatt Regency Chicago: Buckingham
Chair: Melanie P. Cohen, U.S. Department of Housing & Urban Development
Discussant: Michele A Govekar, Ohio Northern U.

“I don’t know what I am doing!” Surfacing Struggles in Management Learning | Amanda Hay, Nottingham Trent U.


An Evaluation of the Relative Efficacy of Vicarious Experiential Learning | J Duane Hoover, Texas Tech U.; Robert C Giambatista, Lehigh U.

Leading for Learning: The Impact of Leadership on Error Learning | Bi-Hong Deng, Claremont Graduate U.; Michelle C Bligh, Claremont Graduate U.

1540: (Paper Session) - (MED) Experiences and Research in Hybrid (Blended) and E-Learning
1:15pm - 2:45pm Hyatt Regency Chicago: Wright
Chair: Jacob Eisenberg, U. College Dublin
Discussant: Joseph E Champoux, Emeritus U. of New Mexico

Hybrids: A Practical Template for an Undergraduate Strategic Management Course | Douglas N Ross, Towson U.; Al Rosenbloom, Dominican U.

A Review of Research on Online and Blended Learning in the Management Discipline | J B Arbaugh, U. of Wisconsin, Oshkosh; Ashay B. Desai, U. of Wisconsin, Oshkosh; Barbara L Rau, U. of Wisconsin, Oshkosh; B. S. Sridhar, U. of Wisconsin, Oshkosh

Winner of MED Global Forum Best Paper Award (Sponsored by U. of Manchester, Manchester Business School)

Blended Learning & Globalizing International Business Students’ Virtual Teams Across the Water | Nancy Jean Higginson, Fort Lewis College; Ina Freeman, La Rochelle Business School

Instructor characteristics and immediacy behaviors in online MBA courses: An exploratory study | J B Arbaugh, U. of Wisconsin, Oshkosh

1541: (MED, ONE, CMS) Practicing Capitalism as if the Earth Matters: Teaching Sustainability to MBA Students
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus KL
Chair: Carol D Watson, Rider U.
Discussant: Joel I Harmon, Fairleigh Dickinson U.
Sustainability: What it is and Why it Matters to Management Professors | Carol D Watson, Rider U.
Beyond the Economic Rationalist Paradigm: Teaching Sustainability to MBAs | Edward Lockhart, Monash U.
Developing Sustainable Subsistence Marketplaces: Management Education for the 21st Century | Madhubalan Viswanathan, U. of Illinois
1542: (Paper Session) - (MOC) Managing Identity
Concerns
1:15pm - 2:45pm Hyatt Regency Chicago: Sandburg
Chair: Katherine A DeCelles, U. of Michigan
Discussant: Richard Blackburn, U. of North Carolina, Chapel Hill
Explaining Post-death Organizing: The Role of Organizational Identity
| Ian Walsh, Boston College
Strategies for the Resolution of Identity Ambiguity | Luciana Turchick Hakak, York U.
Tearing Fabric or Weaving Tapestry? Discursive Interplay of Culture and Organizational Identities | Mathew L. Sheep, Illinois State U.; Elaine C. Hollensbe, U. of Cincinnati
Positive Professional Identity and the Creation of Positive Meaning | Jeffrey Bednar, U. of Michigan

1543: (MOC) New Theorizing on Leadership
1:15pm - 2:45pm Sheraton Chicago: Truffles
Discussant: Amy C. Edmondson, Harvard U.
Personal Loyalty and Organizational Commitment in Organizations | James Denton Emery, Duke U.
Cultivating Trust in Leaders: Are All Leader Behaviors Equally Influential? | Chris Paul Long, Georgetown U.
Conceptualizing Leadership Through a Stewardship Lens | Morela Hernandez, U. of Washington
Participant: E. Allan Lind, Duke U.

1544: (Paper Session) - (OB) Goal Setting and Goal Management
1:15pm - 2:45pm Sheraton Chicago: Arkansas Room
Chair: Jennifer Ellen Yugo, Bowling Green State U.
Discussant: Edwin A. Locke, U. of Maryland, College Park
The Effects of Learning Goal Orientation and Creativity Goals on Creative Performance | Christina E. Shalley, Georgia Institute of Technology; Jeremy Schoen, Georgia Institute of Technology
The Downside of Goal-Focused Leadership: The Burnout Effect Among Unmotivated Workers | Sara Jansen Perry, U. of Houston; Lisa Penney, U. of Houston; L A Witt, U. of Houston
Understanding How People Manage Multiple Goals at Work: A Theoretical Model and Its Implications | Daniela M. Kirchberg, U. of Maastricht; Robert A. Roe, U. of Maastricht; Wendellen Van Eerde, U. of Amsterdam Business School
Achievement Goals and Leaders’ Openness to Employee Creativity | Roy B. L. Sijbom, U. of Groningen; Onne Janssen, U. of Groningen; Nico W. Van Yperen, U. of Groningen

1545: (Paper Session) - (OB) Trust at Work
1:15pm - 2:45pm Sheraton Chicago: Colorado Room
Chair: John B Stark, California State U. Bakersfield
Discussant: Lorena R. Perez Florian, U. of California, Irvine
Effects of Interpersonal Trust on Employee Avoidance and Approach Self-Regulation | Gregory A. Bigley, U. of Washington; Daniel J. McAllister, National U. of Singapore; Hwee-Hoon Tan, Singapore Management U.
Leader Reinforcement, Behavioral Integrity, Trust, and Subordinate Outcomes: Some Empirical Tests | Timothy Hinkin, Cornell U.; Chester A. Schriesheim, U. of Miami
A Reciprocal Model of Trust in Manager-Subordinate Relationships: An Eighteen-Country Study | Pablo Cardona, IIESE Business School; B. Sebastian Reiche, IIESE Business School; Yih-teen Lee, IIESE Business School; Miguel Canela, U. of Barcelona; Marisa Aguirre Nieto, PAD - U. de Piura; Esther Akimukawe, Pan-African U.; Cesar Bullara, Instituto Superior de Empresa; Maria Victoria Caparas, U. of Asia & Pacific School of Management; Dan V. Capar, AGSM-Australian School of Business; Dalliel Charlemagne Kien, Africa Business School; Tor Grenness, Norwegian School of Management; Konrad Jamro, IIESE Business School; Astrid Kainzbauer, Mahidol U.; Kathrin Koester, U. of Heilbronn; Alma Lazo, IPADE, Mexico; Alejandro Moreno, INALDE, U. de la Sabana; Michael Morley, U. of Limon; Barbara Myloni, Athens U. of Economics and Business; Sadia Nadeem, National U. of Computer and Emerging SciencesFAST; Alexey Svischev, MGIMO; Scott N. Taylor, U. of New Mexico; Wei He, IIESE Business School
Dispositional Trust Predicts Employees’ Perceptions of Procedural Fairness | Emily Bianchi, Columbia U.; Joel Brockner, Columbia U.

1546: (OB) What’s in a Norm?: New Advances in Research on the Maintenance and Violation of Work-Group Norms
1:15pm - 2:45pm Sheraton Chicago: Mayfair Room
Chair: William Self, U. of California, Berkeley
Acting out what’s right: The development of moral and amoral group norms | Brian C. Gunia, Northwestern U.
Self-uncertainty and majority opinion expression | Kimberly Rios Morrison, Ohio State U.; S. Christian Wheeler, Stanford U.; Dale Miller, Stanford U.
Varying perceptions in norms for collaboration: Linking help getting and giving to creative status | Kevyn Yong, HEC Paris; Nathan Pettit, Cornell U.
Paying out and moving up: Compensating victims leads to more status than punishing offenders | Gabrielle Adams, Stanford U.; Elizabeth Muller, Stanford U.
Norm enforcement and responses to normatively deviant group members | William Self, U. of California, Berkeley
Presenters: Brian C. Gunia, Northwestern U.; Kimberly Rios Morrison, Ohio State U.; Kevyn Yong, HEC Paris; Gabrielle Adams, Stanford U.; William Self, U. of California, Berkeley
Participants: S. Christian Wheeler, Stanford U.; Dale Miller, Stanford U.; Nathan Pettit, Cornell U.; Elizabeth Muller, Stanford U.

1547: (Paper Session) - (OB) Employee Voice
1:15pm - 2:45pm Sheraton Chicago: Mississippi Room
Chair: Michael Lance Frazier, Oklahoma State U.
Discussant: Michael Wesson, Texas A&M U.
1548 (Paper Session) - (OB) Leaders and Followers
1:15pm - 2:45pm Sheraton Chicago: Ohio Room
Chair: Marshall Glenn Cobb, US Army Research Institute
Discussant: Christian J. Resick, Drexel U.
 проведенном Конструктивной Психологической теории и развитии лидерства и последователей | Sorin Valcea, U. of Oklahoma; Maria Riaz Hamdani, U. of Oklahoma - Norman; Michael R. Buckley, U. of Oklahoma.
Impact of Team Energy and Leader Empowerment on Transformational Leadership: A Followers Perspective | Stefan Krummacker, Leibniz U. Hannover; Bernd Vogel, U. of Reading; Florian Kunze, U. of St. Gallen.
The Additive and Interactive Effects of Subordinate and Supervisor Goal Orientations | Gerard Beenen, Carnegie Mellon U.
Exploring Motivational Mediators Between Transformational Leadership and Employee Outcomes | Jan Ketil Arnulf, BI Norwegian School of Management; Bard Kuvaas, Norwegian School of Management; Anders Dysvik, Norwegian School of Management.

1549 (JS) - (OB, IM) Positive Organizational Scholarship: A Cross-Cultural Perspective from Five Nations
1:15pm - 2:45pm Sheraton Chicago: Sheraton 5
Chair: Rabi S. Bhagat, U. of Memphis
Discussants: Rabi S. Bhagat, U. of Memphis; Kwok Leung, City U. of Hong Kong.
Positive Organizational Scholarship: Perspective from Canada: | Jelena Zikic, York U.
Positive Organizational Scholarship: Perspective from Germany: | Guenter Stahl, WU Vienna.
Positive Organizational Scholarship: Perspective from Argentina: | Hector O. Rocha, IAE Business School - Austral U.

1550 (JS) - (OB, MOC) The Social Effects of Emotions in Organizations: Mechanisms and Moderators
1:15pm - 2:45pm Hyatt Regency Chicago: Water Tower
Organizers: Stéphane Côté, U. of Toronto; Daan van Knippenberg, Erasmus U. Rotterdam.
Moving the Hearts and Minds of Followers: Leader Affect and Effectiveness | Daan van Knippenberg, Erasmus U. Rotterdam; Gerben A. Van Kleef, U. of Amsterdam.
Anger vs. Rigidity: Separating the Effects of Emotion and Behavior | Anat Rafaeli, Technion Israel Institute of Technology; Arik Chesin, Technion Israel Institute of Technology.
The Regulation of Emotions in Conflict Resolution: Consequences for Economic and Relational Capital | Ivona Hideg, U. of Toronto; Stephane Cote, U. of Toronto.
Follow the Leader, or Not? When Leader Emotional Displays and Follower Personality Collide | Gerben A. Van Kleef, U. of Amsterdam.

1551 (JS) - (OB, OMT) Managing Identity Conflicts
1:15pm - 2:45pm Sheraton Chicago: Sheraton 1
Chair: Kanu Priya, U. of Georgia
Discussant: Andrew Ward, U. of Georgia.
Identity Conflict, Ambivalence and Director Disengagement | Christine Shropshire, U. of Georgia; Kristie M Rogers, Arizona State U.
Resolving Conflicts Between Status and Distinctiveness in Individual Identity | Kimberly D. Elsbach, U. of California, Davis.
The Role of Multiple Boundary Crossings on Identification When Changing Organizational Affiliations | Najung Kim, Boston College; Michael G. Pratt, Boston College.
Identity Management in India Call Center Representatives | Laura M. Little, U. of Georgia; Kanu Priya, U. of Georgia; Debra L Nelson, Oklahoma State U.

1552 (Paper Session) - (OCIS) Information Systems Use: Motivation, Habit, and Change
1:15pm - 2:45pm Hyatt Regency Chicago: Picasso
Chair: John M. Nord, Capella U.
Discussant: Patrick K Stacey, Imperial College Business School.
Understanding Intention to Switch between Personal IT Products: A Push-Pull-Mooring Model and Habit | Chen Ye, U. of Illinois at Chicago; Richard Potter, U. of Illinois at Chicago.
Intrinsic Motivation towards Using Information Systems: A Rich Conceptualization and Empirical Test | Xia Li, Hong Kong Polytechnic U.; JJ Po-An Hsieh, Hong Kong Polytechnic U.; Arun Rai, Georgia State U.

1553 (Paper Session) - (OCIS) IT and Organizational Adaptability: Mindfulness, Workarounds, and Dynamic Capabilities
1:15pm - 2:45pm Hyatt Regency Chicago: Water Tower
.Session Details – Tuesday

1554: (Paper Session) - (ODC) Complex Adaptive Systems: Developing Capacity for Continuous Change and Overcoming Resistance
1:15pm - 2:45pm Swissotel Chicago: St. Gallen Salon 2
Chair: Charles McClintock, Fielding Graduate U.
Discussant: Karen S. Whelan-Berry, Providence College
Social Identity and HRM: An Analysis of a Resistance to Change Process in a French IT Company | Isabella Freitas Vasconcelos, Centro U. da FEI; Flavio Vasconcelos, FGV-EAESP
The Anatomy of Continuous Organizational Transformation: A Complex Adaptive Systems Perspective | Heather Stebbings, Cranfield U.; Ashley Braganza, Cranfield U.
Change-adept Culture: A Key to Sustainable Organizations | Janet McCollum, McMullin Consulting
Creating Organizational Capacity for Continuous and Adaptive Change | Sarah A. Malone, AldonMalone Group Ltd

1555: (Paper Session) - (ODC) Designing and Leading Ambidextrous Organizations: Harnessing Paradoxical Forces for High Performance
1:15pm - 2:45pm Swissotel Chicago: Vevey Salon 3
Chair: Thomas C. Head, Roosevelt U. Chicago-Schaumburg
Discussant: Kuo Frank Yu, City U. of Hong Kong
Harnessing Opposing Forces to Achieve Organizational Ambidexterity | Radheshyam Giridharadas, Case Western Reserve U.

Ambidextrous Organizational Design: A Process Perspective | Yen Tran, Copenhagen Business School
Winner of ODC Division Best Doctoral Student Paper

Transcending Paradox: Movement as a Means for Sustaining High Performance | Jason A. Wolf, Benedictine U.

1556: (Paper Session) - (OMT) Organizational Design
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus
Chair: Evelyn R. Micelotta, Politecnico di Milano
Knowledge Building Trajectories and the Design of Boundary Spanning Activities | Dzidziso Samuel Kamuriwo, City U. London; Charles Baden-Fuller, City U. London

No Project is Just a Beginning and End: Conceptual Approaches Toward Temporary Organization | Rene Bakker, Tilburg U.
The Emergence and Maintenance of Organizational Routines: A Situated Action Perspective | Dionysios D. Dionysiou, ALBA Graduate Business School; Haridimos Tsoukas, ALBA & Warwick Business School

1557: (Paper Session) - (OMT) Mechanisms and Discontinuities in Organizational Learning
1:15pm - 2:45pm Hyatt Regency Chicago: DuSable
Chair: Pablo Martin de Holan, IE and INCAE
A Taxonomy of Organizational Learning, Imitation, and Contagion | Karen L. Page, U. of Wyoming
Discontinuities and Transitions in Organizational Learning: A Process Analysis | Hans Berends, Eindhoven U. of Technology; Irene Lammers, Vrije U. Amsterdam
Rule Work: The Mechanisms of Organizational Memorizing | Pursey Huengen, RSM Erasmus U.; Sergey Edward Osadchiy, Rotterdam School of Management, Erasmus U.

1558: (Paper Session) - (OMT) Organizational Change: Punctuation, Inertia and Emergence
1:15pm - 2:45pm Hyatt Regency Chicago: Ogden
Chair: Rich DeJordy, Boston College
Continuous Versus Punctuated Organizational Change: The Positive Role of Inertia | Dorthe Debjak Haakonsson, Aarhus School of Business; Aarhus U.; Peter Klaas, Vestas; Timothy N. Carroll, U. of South Carolina
The Conspiracy of Organizational Inertia: A Complex Systems Perspective on School Reform | Spiro Maroulis, Northwestern U.; Uri Wilensky, Northwestern U.
Toward a Convergence in Emergence: The Four-Sequence Process Theory of Organizational Emergence | Benyamin B. Lichtenstein, U. of Massachusetts, Boston

1559: (IS, BPS) Beyond Unidimensionality of Social Structure: Consequences and Antecedents of Multiplex Networks
1:15pm - 2:45pm Hyatt Regency Chicago: Columbus H
Organizer: Andrew V. Shipilov, INSEAD
Discussant: Joel A.C. Baum, U. of Toronto
Interdependence in Evolution of Inter-Firm Networks: How Alliances Shape Corporate Venture Capital | Gary Dushnitsky, U. of Pennsylvania
The Missing Link: The Effect of Customers on the Formation of Relationships among Producers | Andrew V. Shipilov, INSEAD; Stan X. Li, York U.

Presenters: Andrew V. Shipilov, INSEAD

Participants: Matthew T Bowers, U. of Texas; Martin J. Kilduff, U. of Cambridge; Wenspin Tsai, Pennsylvania State U.

1560 JS: (OMT, OB) Culture and Institutions: Initiating a Conversation Between Scholars
1:15pm - 2:45pm Hyatt Regency Chicago: Gold Coast
Organizers: Kathryn Alen, U. of Oregon; Jennifer Howard-Grenville, U. of Oregon
Participants: Mary Jo Hatch, Copenhagen Business School; Jennifer Howard-Grenville, U. of Oregon; Majken Schultz, Copenhagen Business School; Marc Ventresca, NPS; Tammar B. Zilber, Hebrew U. of Jerusalem

1561: (Paper Session) - (ONE) Greening the Supply Chain
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ONE 1
Presented on Panels 1-4

- Impacts and Benefits of Environmental Management and Reporting Systems | Tania Braga, IMD; Aileen Ionescu-Somers, IMD; Ulrich Steger, IMD; Sophie Coughlan, IMD
- Using life cycle approaches to enhance the value of corporate environmental disclosure | Joseph Kaenzig, U. of St. Gallen; Damien Friot, Mines-Paristech; Myriam Saddé, U. of Lausanne; Manuele Margni, Ecole Polytechnique, Montreal; Olivier Jolliet, U. of Michigan
- Business and Environmental Value: China’s Circular Economy and Electronics Industry Context | Joseph Sarkis, Clark U.; Jacob Park, Green Mountain College; Zhaohui Wu, Oregon State U.
- Residual Materials Reclaiming Practices: A Qualitative Study in Canadian Facilities | Jean Dibondo Kabongo, Millersville U.; Olivier Boiral, U. Laval

1562: (Paper Session) - (ONE) Environmental Responsiveness, Perceptions and Discourse
1:15pm - 2:45pm Hyatt Regency Chicago: Riverside Center VV ONE 2
Presented on Panels 5-8

- Polluted Air Meets “Slumdog Millionaire”: Environmental Perceptions in a Global Subduction Zone | Catherine Marshall, Temple U.; Lynne Andersson, Temple U.
- Representation or Reality: Matters of Environmental Discourse Alignment | Alicia Eggington, U. of Technology, Sydney; Suzanne Benn, Macquarie U.; Stephen T.T. Teo, U. of Western Sydney

1563: (ONE) Innovation, Markets and Sustainable Energy. The Challenge of Hydrogen and Fuel Cells
1:15pm - 2:45pm Fairmont Chicago: Crystal Room

Organizer: Angeloantonio Russo, Parthenope U.
Distinguished Speaker: Michael V. Russo, U. of Oregon
Moderator: Stefano Pogutz, Bocconi U.
Speakers: James Brown, City U. London; Ludovic Dibiagio, CERAM; Paul Harborne, City U. London; Chris Hendry, City U. London; Paul Nieuwtenhuis, BRASS Institute, Cardiff U.; Clodia Vurro, Bocconi U.; Robert Joseph Wuebker, Rensselaer Polytechnic Institute; Rolf Vuestenhagen, U. of St. Gallen
Session Details – Tuesday

**Teaching-oriented**

1568: *(Paper Session) - (SIM)** II. Accountability & Standards: Global Accountability Standards.  
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 260  
Chair: Duane Windsor, Rice U.  
Discussant: Melvin J Dubnick, U. of New Hampshire  
Leaders and Followers: Developing Capabilities in Sustainability Reporting | Irene M. Herremans, U. of Calgary; Jamal A. Nazari, U. of Calgary; Laurie Ingraham, U. of Calgary  
A Practitioner Lens on Global Accountability Standards | Dima Jamali, American U. of Beirut; Amalia Basiou, U. of Southampton  
Where is the accountability in International Accountability Standards? A Decoupling Perspective | Michael Behnam, Suffolk U.; Tammy MacLean, Suffolk U.  

**Research-oriented**

1:15pm - 2:45pm Fairmont Chicago: Chancellor Room  
Organizer: Jason Stansbury, Calvin College  
Chair: Patricia Werhane, DePaul U.  
Discussant: Dennis Moberg, Santa Clara U.  
Extending Moral Imagination | Angelo Carlo Silva Carrascoso, U. of Reindals  
Examining the Impact of Moral Imagination on Organizational Decision-Making | Lindsey Godwin, Morehead State U.  
Morally Imaginative Action: A Contingency Approach (Or: Heaven Must Wait) | Tim Hargrave, U. of Washington, Bothell  
A Theory of a Dynamic Capability for Moral Imagination | Jason Stansbury, Calvin College; David Touve, Washington and Lee  

1570: *(Paper Session) - (TIM)** Decision Making, Communication and Technology Management.  
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 300  
Chair: Philipp Tuertscher, Vienna U. of Economics and Business Administration  
Toward a General Model of Portfolio Decision-Making Effectiveness | Linda Kester, Deft U. of Technology; Abbie Griffin, U. of Utah; Erik Jan Hultink, Deft U. of Technology; Kristina Lauche, Deft U. of Technology  
Are We Communicating? Reflection on Knowledge Management Approaches in Semiconductor Industry | Stephen Tsai, National Sun Yat-sen U.; Ching-fang Lee, Shih Chien U., Kaohsiung; Mansour Amjadi, National Kaohsiung U.  
Unlocking the Effect of Faultlines on Innovation-the Role of Task Conflict and Collective Efficacy | Yunyun Chen, Peking U.  

1571: *(Paper Session) - (TIM)** Knowledge Transfer Mechanisms and Organizational Innovation.  
1:15pm - 2:45pm Hyatt Regency Chicago: Skyway 272  
Chair: George S. Vozikis, California State U. Fresno  
Impact of Knowledge Governance Mechanisms on Individual Knowledge Creation Behavior | Min-shi Liu, Soochow U.; Nietchi Liu, National Central U.  
Perceived Trustworthiness in Innovation Teams and the Moderating Effects of Virtuality | Miriam Muethel, WHU - Otto Beisheim School of Management; Frank Siebrat, WHU - Otto Beisheim School of Management; Martin Hoegl, WHU - Otto Beisheim School of Management  
The Top Team, Trust, Reflexivity, Knowledge Sharing and Innovation | Sarah MacCurtain, U. of Limerick; Patrick Christopher Flood, Dublin City U.; Nagarajan Ramamoorthy, U. of Houston, Victoria; Michael West, Aston U.; Jeremy Dawson, Aston U.  
The Effectiveness of Cross-Functional Innovation Teams | Floorije P. Blindenbach-Driessen, Vierick Leuven Gent Management School  

1572: *(TIM, ENT)** Academic Entrepreneurship in the US and Europe.  
1:15pm - 2:45pm Hyatt Regency Chicago: Crystal C  
Organizers: Rosa Grimaldi, U. of Bologna; Donald Siegel, U. at Albany-SUNY  
Discussants: Maryann P Feldman, U. of Georgia; Rory P. O’Shea, U. College Dublin  
Supporting Entrepreneurship: Rationale, Tools and Results of French Innovation Policy | Philippe Mustar, Ecole Nationale Superieure des Mines de Paris  
Academic Entrepreneurship in the UK | Mike Wright, U. of Nottingham; Simon Mosey, Nottingham U.  
Universities and the Success of Entrepreneurial Ventures: Evidence from the SBIR Programme | Donald Siegel, U. at Albany-SUNY; Charles Wessner, National Research Council  
Inside or Outside the IP-System? Business Creation in Academia | Riccardo Fini, U. of Bologna; Nicola Lacetera, Case Western Reserve U.; Scott Shane, Case Western Reserve U.  
The Interplay between University and Local Context in Supporting Academic Spin-offs | Riccardo Fini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Simone Santoni, Bologna U.; Maurizio Sobrero, U. of Bologna  

**International-oriented**

3:00pm - 4:30pm Hyatt Regency Chicago: Columbus G  
Chair: Roberto Ragozzino, U. of Texas at Dallas  
Discussant: Hans T. W. Frankort, Maastricht U.  

**Theme-oriented**

1574: *(Paper Session) - (TIM)** Summary of Tuesday Sessions.

1576 (Paper Session) - (BPS) A Stakeholder View: Organizational Legitimacy, CSR, & Reputation Effects
3:00pm - 4:30pm Hyatt Regency Chicago: Comiskey
Chair: Maurizio Zollo, Bocconi U.
Discussant: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign

1577 (Paper Session) - (BPS) Going Private: Antecedents and Implications for PTP Firms and the Market-Based Society
3:00pm - 4:30pm Hyatt Regency Chicago: Atlantic
Organizers: Marguerite Schneider, NJIT; Alix Valenti, U. of Houston, Clear Lake
Moderator: Marguerite Schneider, NJIT

1578 (Paper Session) - (BPS, TIM, ENT) Scope, Boundary Choices and Profit Evolution over the Industry Life-Cycle
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus IJ

1579 (Paper Session) - (CAR) New Directions in Work/Family Research
3:00pm - 4:30pm Sheraton Chicago: Chicago 10
Chair: Sherry E. Sullivan, Bowling Green State U.
Discussant: Laura M. Graves, Clark U.
The impact of early career experiences on women’s identity and work/family decisions | Christine Deborah Bataille, McGill U.
The Best of Both Worlds? Work, Family Life and Self-Employment | Ronit Waismel-Manor, Netanya U. College
Is High Involvement at Work and Home So Bad? Contrasting Scarcity and Expansionary Perspectives | David J Pratts, Adelphi U.; MaryAnne Hyland, Adelphi U.
Trouble on the home front: How being a “good soldier” at work may contribute to conflict at home | Jaron Harvey, U. of Oklahoma; Mark C. Bolino, U. of Oklahoma; William H. Turnley, Kansas State U.

1580 CU: (CAU) Making Businesses Take the Global Environment Seriously: Regulation as a Weapon in the Armory
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 283
Organizers: Chizu Nakajima, Cass Business School, City U.; Wes Harry, City U. London
Facilitator: Karen A. Jehn, Leiden U.
Racial Diversity as a Liability for Perception of Relationship Conflicts in Groups | Robert B. Lount, Ohio State U.; Katherine W. Phillips, Northwestern U.; Floor Rink, Groningen U.
How Within-Group Differences in Norm Perception Affect the Emergence and Maintenance of Group Norms | William Self, U. of California, Berkeley; Jennifer A. Chatman, U. of California, Berkeley
The Role of One’s Position in Diverse Teams on Perceptions of Anticipated Interaction | Astrid C. Homan, VU U. Amsterdam
Amsterdam; Stephen E. Humphrey, Pennsylvania State U.
Asymmetries in Perceptions of Conflict: The Role of Human Physiology | Frank De Wit, Leiden U.; Karen A. Jehn, Leiden U.
Making Sense of He Said She Said: The Influence of Power on 3rd Parties’ Conflict Perceptions | Sonja Rispens, Eindhoven U. of Technology; Ellen Giebels, U. of Twente
Presenters: Robert B. Lount, Ohio State U.; William Self, U. of California, Berkeley; Frank De Wit, Leiden U.; Sonja Rispens, Eindhoven U. of Technology; Astrid C. Homan, VU U. Amsterdam

1583 CU: (Paper Session) - (CMS) Resistance and Organizing
3:00pm - 4:30pm Hyatt Regency Chicago: Toronto
Chair: Terrance G. Weatherbee, Acadia U.
Anti-Corporate Activist Anger: Inappropriate Irrationality or Social Change Essential? | Sheldene K Simola, Trent U.
Exploring Transactions in the Organization’s Underworld: A Preliminary Typology | Dan S. Chiaburu, Texas A&M U.
Dancing Round the Maypole: Decaf Resistance, Wishful Leadership, and Laca | Michael B Elmes, Worcester Polytechnic Institute

Critical Management Studies and Actor Network Theory: Towards a Political Ontology of Organising | Rafael Alcadipani, EAESP-FGV, John S Hassard, U. of Manchester

1584 CU: (Paper Session) - (ENT) Venture Growth
3:00pm - 4:30pm Hyatt Regency Chicago: Field
Chair: Rui Baptista, Instituto Superior Tecnico
Organizational Antecedents of Startup Growth Trajectories | Fabian Eggers, San Jose State U.; Joel West, San Jose State U.; Joe Giglierano, San Jose State U.
Market Pioneering and Firm Growth: Knowing When and to What Degree Pioneering Makes Sense | Brandon Mueller, Indiana U.; Varkey K Titus, Indiana U., Bloomington; Jeff Covin, Indiana U.; Dennis P Slevin, U. of Pittsburgh
The Effects Organizational Climate and Strategic Choice on SME Growth | James Fiet, U. of Louisville

1585 CU: (Paper Session) - (ENT) Family Ties in Entrepreneurial Business
3:00pm - 4:30pm Hyatt Regency Chicago: Grand B
Chair: Salvatore Sciascia, IULM U.
A relational model explaining work and relationship outcomes of co-entrepreneurs | Asa Marianne Björnberg, London School of Economics; Jacqueline A-M. Coyle-Shapiro, London School of Economics
The Banyan and the Birch Tree: Family Ties and Embeddedness in the Indian Film Industry in Bollywood | Florian A. Täube, European Business School; Mark Lorenzen, Copenhagen Business School
The Utilization and Benefits of Social Capital in Family and Nonfamily Firms in an African Economy | Moses Acquah, U. of North Carolina, Greensboro
Corporate Entrepreneurship and Image in Family Firms | Esra Memili, Mississippi State U.; Kimberly Eddleston, Northeastern U.; Thomas Markus Zellweger, U. of St. Gallen; Franz W. Kellermanns, Mississippi State U.; Tim Barnett, Mississippi State U.

1586 CU: (Paper Session) - (ENT) New Measurement Instruments for Entrepreneurship Research
3:00pm - 4:30pm Hyatt Regency Chicago: Grand D North
Chair: Grace K. Dagher, Lebanes American U.
The discriminant validity of entrepreneurial passion | Melissa S. Cardon, Pace U.; Christopher E. Stevens, Gonzaga U.
Global Entrepreneurship Index: A Multi-Dimensional Perspective on Entrepreneurship | Pekka Stenholm, George Mason U.; Zoltan J. Acs, George Mason U.

Locus of control in entrepreneurship: development and validation of a scale | Leon Schjoedt, Illinois State U.; Kelly G Shaver, College of Charleston

Development and First Validation of the Culture of Entrepreneurship (C-ENT) Scale | Ute Stephan, K.U.Leuven

1587 ☑️ (Paper Session) - (ENT) Not-for-profit and Social Entrepreneurship: Various Themes
3:00pm - 4:30pm Hyatt Regency Chicago: New Orleans
Chair: Patricia Corner, Auckland U. of Technology

Social Entrepreneurship: Antecedents, prevalence and manifestations | Bjørn Willy Amo, Bodo Graduate School of Business

The Interplay of Form, Structure, and Embeddedness in Organizational Social Entrepreneurship | Geoff Kisttruck, Ohio State U.


The Role of Power in Disadvantaged Persons' Integration into Entrepreneurship | Dirk De Clercq, Brock U.; Benson Honig, Wilfrid Laurier U.

1588 ☑️ (Paper Session) - (GDO) Gender Differences in Social Networks
3:00pm - 4:30pm Sheraton Chicago: Chicago 7
Chair: Marjorie L McNerney, Marshall U.
Discussant: Joy E. Beatty, U. of Michigan, Dearborn

A Longitudinal Analysis of Gender Differences in Networks | Sharique Hasan, Carnegie Mellon U.; David Krakhardt, Carnegie Mellon U.; MJ Tacci, Fulcrum Advisors

Women's Sex Homophily in Social Networks: A Longitudinal Study | Hyun Hee Park, U. at Albany, SUNY; R. Karl Rehemeier, U. at Albany, SUNY

Why Men and Women Form Ties at Work | Susan Lynch, INSEAD

Naked After All These Years: An Exploration of Race & Gender in Social Network Theory | Kimberly Sherman, U. of Massachusetts Amherst

1589 ☑️ (Paper Session) - (GDO) Effects of Stereotypes on Performance and Perceptions of Stereotyped Group Members
3:00pm - 4:30pm Sheraton Chicago: Chicago 9
Chair: Maria Kakarika, IE Business School
Discussant: Raymond Nam Cam Trau, U. of Queensland

A Psychometric Re-Analysis of the Multiple Disability Implicit Association Test | Edwin Daly Vaught, Auburn U.; Adrian Thomas, Auburn U.; Brennan D. Cox, Auburn U.; Andrea L Doyle, Auburn U.

Stereotyping and Visibility of Duos: The Numbers Don’t Always Add Up for a Minority of Two | Judith B. White, Dartmouth College; Denise Lewin Loyd, Massachusetts Institute of Technology; Mary Kern, Baruch College

Effects of Interethnic Ideologies on the Perceptions of Stereotypic and Counterstereotypic Targets | Angélica S. Gutiérrez, UCLA; Miguel M. Unzueta, UCLA


1590 ☑️ (Paper Session) - (HCM) Finance, Efficiency and Performance in Health Care Organizations
3:00pm - 4:30pm Swissôtel Chicago: Vevey Salon 4
Chair: Peter A Weil, American College of Healthcare Executives
Discussant: Peter Hilsenrath, U. of the Pacific

Effects of Ownership on Hospital Efficiency in Germany | Oliver Tiemann, Munich U.; Jonas Schreyögg, Munich U.

HCM Best Paper Award Nominee
HCM Best International Paper Award Nominee


HCM Best Paper Based on a Dissertation Nominee

Agglomeration, Product Portfolio, and Performance Evidence from the Hospital Industry | Hsuan Lo, Chia Nan U. of Pharmacy & Science; Hsien-Jul Chung, National Chung Cheng U.


1591 ☑️ (HR) Human Resource Management in the Project-Based Organization: A New Form of Organization
3:00pm - 4:30pm Sheraton Chicago: Missouri Room
Distinguished Speaker: Jaap Pauwe, Tilburg U.
Discussant: Martina Huemann, U. of economics and business administration Vienna


1592 ☑️ (Paper Session) - (HR) The Design of Work: Teams, Training, and Safety
3:00pm - 4:30pm Sheraton Chicago: Sheraton 3
Chair: Rene Schalk, Tilburg U.
Discussant: John Cordery, U. of Western Australia

The Power of 'We': Effects of Psychological Collectivism on Team Performance Over Time | Suzanne T. Bell, DePaul U.; James A. Belohlíav, DePaul U.


Work Environment Effects on Training Transfer: A Meta-Analysis | Michael T. Rehg, California State U. Chico; Daniel T. Holt, Air Force Institute of Technology; Daniel J. Williams, Air Force Institute of Technology; Robert P. Toney, Air Force Institute of Technology

The Dread Factor: How Hazards and Safety Training Influence Training Outcomes | Michael J. Burke, Tulane U.; Rommel O. Salvador, U. of Washington Tacoma; Alexis Nicole
1593 📚: (Paper Session) - (HR) Human Resources & Social Support
Chair: Christina L. Stamper, Western Michigan U.
Discussant: Timothy M. Gardner, Vanderbilt U.

The Value of Showing Consideration for Employees | Roderick D Verson, Simon Fraser U.; Christopher D. Zatzick, Simon Fraser U.
Alcohol Consumption and Workforce Absenteeism: The Moderating Effect of Social Support | Samuel Bacharach, Cornell U.; Peter Bamberger, Technion Israel Institute of Technology; Michal Biron, Telburg U. & U. of Haifa
Human Resource Practices and Helping in Organizations: A Relational Perspective | Kevin W. Mossholder, Auburn U.; Hettie A. Richardson, Louisiana State U.; Randall Patrick Settoon, Southeastern Louisiana U.

1594: (IM) Booz Allen Hamilton Eminent Scholar in International Management Award
Chair: Elizabeth L. Rose, Helsinki School of Economics
Discussants: Kwok Leung, City U. of Hong Kong; Christopher Earley, U. of Connecticut; Art Kleiner, Booz & Company

1595 📚: (Paper Session) - (IM) MNC Regional Strategies
Chair: Jasmine Tata, Loyola U. Chicago
Discussant: Jean-Luc Arregle, U. of Luxembourg; Toyah L. Miller, Indiana U.; Michael A. Hitt, Texas A&M U.; Paul Beamish, U. of Western Ontario
The MNE as a Portfolio: Interdependencies and Path-dependence in MNE Location Choices | Lilach Nachum, Baruch College; Sangyoung Song, Baruch College
The Regional Strategies and Performance of International New Ventures from Korea | In Hyeck lan Lee, Western Kentucky U.; Alan M Rugman, U. of Reading
The Role of Host Country Technological Base in Location Choice of Assets-exploding FDI | Shengsheng Huang, Rutgers U.

1596 📚: (Paper Session) - (IM) MNC Coordination and Control
Chair: Shalini Rogbeer, Vienna U. of Economics and Business Administration
Discussant: Niron Hashai, Hebrew U.
How do Distance and Time Impact Coordination and Control in Family Business Groups | Hsi-Mei Chung, I-Shou U.; Garry D Bruton, Texas Christian U.
Subsidiary Autonomy in the MNC: The Influence of Bureaucratic Behavioral Controls and Subsidiary Type | Christina Cregan, U. of Melbourne; Stewart Johnston, U. of Melbourne
Cross-Functional Integration and International Coordination in Purchasing and Supply Management | Kai Foerstl, European Business School; Evi Hartmann, European Business School; Finn Wynstra, RSM Erasmus U.
Technological Resource Commitments, Motivation and Control in Emerging Economies | Yu-Ching Chiao, National Chung Hsing U.; Tsai-Ju Liao, National Taichung Institute of Technology

1597 📚: (Paper Session) - (IM) Emerging Multinationals
Chair: Changqi Wu, Peking U.
Discussant: Andrew Spicer, U. of South Carolina
Factors Determining Emerging Market MNEs’ Location Choice: A Study of Turkish MNEs | Mehmet Demirbag, U. of Sheffield; Ekrem Tatoglu, Bahcesehir U.; Keith W. Gaister, U. of Sheffield
Host versus Home Country Institutions and FDI Entry Mode Choice by Emerging Market Enterprises | Daying Yan, Nankai School of Economics
Resources, Institutions and Internationalization Process of Emerging Market Firms | Ajai S Gaur, Old Dominion U.; Deeksha A Singh, National U. of Singapore; Vikas Kumar, Bocconi U.

1598 📚: (Paper Session) - (IM) Leadership Across Countries
Chair: Sally Sledge, Norfolk State U.
Discussant: Laura Rioli, California State U. Sacramento
Biculturalism and Attributional Complexity: Cross-cultural leadership Effectiveness | C Lakshman, Bordeaux Business School

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School of Management: Ananda Kumar Palaniappan, U. of Malaya; Paulo Prochno, U. of Maryland, College Park; Srabani Roy Choudhury, Jawaharlal Nehru U.; Ayse Saka, U. of Surrey; Sununta Siengthai, Asian Institute of Technology; Ayda Uzuncarsili Soydas, Marrama U.; Linda Viswat, Otemon Gakuin U.

Best Paper in OB / HRM / OT
Paternalistic Leadership: A Generalization Study under Globalization | Li-Fang Chou, Yuan Ze U.

1599: (Paper Session) - (IP) Perspectives on Transformational Leadership
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 1
Facilitator: Afriditi Dalakoura, Athens U. of Economics and Business

1600: (Paper Session) - (IP) Knowledge Management: Culture and Context Matter
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 2
Facilitator: Lei Li, U. of Alberta

1601: (Paper Session) - (IP) Investigating the Research-Practitioner Gap
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 3
Facilitator: Jan Schapper, Monash U.

TIM: Investigating the factors that diminish barriers to university-industry collaboration | Johan Bruneel, Imperial College Business School; Pablo D'Este, U. Politecnica de Valencia; Ammon Salter, Imperial College Business School

ED: Corporate CEOs and Popular Management Literature: An Anatomy of Organizational Coevolution | Jacqueline Fendt, ESCP-EAP European School of Management
MED: Navigating an Unknown Future: A Nascent Practitioner Perspective of the Use of Service-Learning | George A. Hrvnak Jr, George Washington U.; Amy L. Kenworthy, Bond U.; Cynthia L. Sherman, Claremont Graduate U.

1602: (Paper Session) - (IP) New Perspectives in Technological Capabilities
3:00pm - 4:30pm Hyatt Regency Chicago: Regency A Table 4
Facilitator: Pedro Faria, Instituto Superior Tecnico


OB: New Venture Strategic Behaviour and Technology Leveraging | Huan Joy Zou, Loughborough U.; Xiaohui Liu, Loughborough U.; Pervez N Ghauri, King's College London

1603: (Paper Session) - (IP) Research Trends in Entrepreneurship
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 1
Facilitator: William D Schulte, Shenandoah U.

ENT: Are Founders Non-Substitutable? Evidence from Nascent Firms where a Founder Dies | Hans K Hvide, U. of Aberdeen

ENT: Entrepreneurial Capital within the Context of Environmental Jolts in Poland | Maria Aggestam, Lund U.

OB: Perseverance strategies for enterprising individuals (WITHDRAWN) | Marco Van-Gelder, Massey U. New Zealand
Session Details – Tuesday

1604: (Paper Session) - (IP) Technological Alliances and Innovation
3:00pm - 4:30pm Hyatt Regency Chicago: Regency B Table 2
Facilitator: John Rice, U. of Adelaide

TIM: Developing Country Innovation and the Role of Multinational Corporations | Joel Nicolas Blit, U. of Toronto
TIM: Complementor Relationships for Market Innovation: an exploratory Study in the Printing Industry | Thijis Habets, U. of Twente; Ariane Raesfeld, U. of Twente; Peter van der Sijde, Vrije U. Amsterdam
IM: The Choice of Governance Mode for Sourcing Technology in the Global Market | Anju Seth, Virginia Tech; Mahka Moeen, U. of Illinois, Urbana-Champaign

ENT: The Interrelationship of Technology and Location in High Status Partner Alliances and Networks | Brett Anitra Gilbert, Texas A&M U.; Kevin L. Johnson, Baylor U.

BPS: Technology Deepening or Technology Widening: Towards a Dispersed Concentration | Shihmin Jimmy Lo, National Chi Nan U.

1607: (Paper Session) - (IP) Effective Collaboration
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 1
Facilitator: Diana L. Burley, George Washington U.

OCIS: Boundary Searching: Enacting Adaptive Collaboration among Occupational Communities: A Field Study | Ching-fang Lee, Shih Chien U.; Koahsiung
MOC: Working Together in the Space between Expertise and Ignorance | Jeanne Mengis, U. of Warwick; Davide Nicolini, U. of Warwick
ONE: Subversive Collaboration in Bureaucratic Interstices: Reducing PFC Emissions at Semiconductor Cos. | Chad White, U. of California, Berkeley
MED: Management & Business Faculty and Librarian Collaboration: Sustainable Benefits | Barbara Norelli, Skidmore College; Timothy Harper, Skidmore College

1608: (Paper Session) - (IP) Value Creation
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 2
Facilitator: Chengli Shu, U. of Illinois at Chicago
OM: The Value Creation and Appropriation Explanations for Value Erosion in Supply Chain Exchange Dyads | Christopher Robert Penney, Florida State U.
OM: Value Creation Versus Value Appropriation: Towards an Understanding of the Underlying Capabilities | Sebastian Bonnemeier, TUM Business School; Christoph Ihl, RWTH Aachen U.; Ralf Reichwald, HHL - Leipzig Graduate School of Management
BPS: Does Leveraged-Buyout Strategy of Private Equity Firms Really Achieve Persistent Performance? | Hong-Jen Charles Chiu, National Taiwan U.

MOC: The Genesis of Value Creation and Network Dynamics | G zhi Wang, Manchester Metropolitan U.; Stuart Horsburgh, Manchester Metropolitan U.

1609: (Paper Session) - (IP) Climates for Innovation
3:00pm - 4:30pm Hyatt Regency Chicago: Regency C Table 3
Facilitator: Vidia Ramdeen, Pace U.

OM: Integrative Model of Innovation Adoption: Empirical Test of Adoption of ERP Systems in Italy | Srikanth Paruchuri, U. of Florida; Vincenzo Morabito, Bocconi U.; Henry L Tosi, U. of Florida
TIM: Integrating two perspectives on innovation in organizations: The barriers approach to innovation | Christoph Mirow, Berlin Institute of Technology
ONE: The origins of proactive and reactive green innovations: the case of AUS in Taiwan | Yu-Shan Chen, National Yunlin U. of Science and Technology; Ming-ji James
Lin, National Central U.; Ching-Hsun Chang, National Central U.

1610: (Paper Session) - (IP) Employee Work Engagement
Facilitator: Jennifer Ellen Yugo, Bowling Green State U.

OB: Transformational Leadership and Job Performance:


OB: Toward a Framework and Operational Definition for Employee Work Passion | Drea Zigarini, Ken Blanchard Companies; Kim Nimon, U. of North Texas; Dobie Houson, Ken Blanchard Companies; David Witt, Ken Blanchard Companies; James B. Diehl, Ken Blanchard Companies

MC: Regulatory Focus and Work Engagement in an Organizational Change | Steven C. Brown, Auburn U.; Achilles A. Armenakis, Auburn U.; Eric B. Gresch, Auburn U.

1611: (Paper Session) - (IP) The Influence of Gender
Facilitator: Olivia Amanda O’Neill, U. of Georgia

CM: How do people respond to negotiation attempts? The effect of gender role incongruity on avoidance | Julia Bear, Carnegie Mellon U.

GDO: The Intersection of Farm Management Software and Gender in Australian Family Cotton Farms | Dale Carolyn Mackrell, Griffith U.; Maree Veronica Boyle, Griffith U.

OB: It May Not Be What You Think: Gender Differences in Predicting Emotional and Social Competence | Scott N. Taylor, U. of New Mexico

PNP: Toward a Gender Theory of the Nonprofit Sector | Nunoo S. Themudo, U. of Pittsburgh

1612: (Paper Session) - (IP) Group Decision Making:
Facilitator: Veronique Tran, ESCP-EAP European School of Management

MOC: The Influence of Emergent Expertise on Group Decision Processes | Golnaz Tajeddini, York U.; Frank Safayan, U. of Waterloo; Catherine E Connolly, McMaster U.; Kevin Tasa, McMaster U.

OB: Intra-individual Knowledge Management and Expertise Feedback in Estimating Groups | Sheli Sillito, Brigham Young U.; Bryan Bonner, U. of Utah

CM: Group Status, Social Motivation, Quality of Intergroup Decision Making: Role of Negotiation Style | Andreas W. Richter, Instituto de Empresa Business School; Wendy P. Van Ginkel, Erasmus U. Rotterdam; Anne Nedevereen Pieterse, RSM Erasmus U.

OMT: The Motivational Foundations of Different Knowledge Sharing Behaviors (WITHDRAWN) | Mia Reinhold, CBS

1613: (Paper Session) - (IP) Compensation: Rewards, Incentives, and Wages
Facilitator: Christy Harris Weer, Salisbury U.

MOC: Norms, Knowledge Sharing, and Group Performance: A Simulation Study of the Effects of Rewards | Taehyon Choi, U. of Southern California; Peter J. Robertson, U. of Southern California

OB: The Effort-Reward Imbalance Model, Well-Being, Procrastination & Turnover Intentions | Sarah E. DeArmond, U. of Wisconsin Oshkosh; Russell A. Matthews, Louisiana State U.; Jennifer A. Bunk, West Chester U.

HR: Antecedents of Wage Differentials: Evidence from Canadian Compensation Survey Data | Sandra Rolfe, TUI U.; Joshua Shackman, TUI U.

OB: The Role of Identification, Rewards, and Knowledge Types in a Dual Exchange Knowledge Sharing Model | Michele L. Swift, Oregon State U.; Lori D. Paris, California State U. Bakersfield

1614: (Paper Session) - (IP) Current Research on High Performance Work Systems
Facilitator: Taryn Lyn Stanko, U. of Oregon

GDO: Diversity and Job Satisfaction: A Cross-Level Examination of High Performance Work Systems | Yang Yang, Wharton School, U. of Pennsylvania; Alison M. Konrad, U. of Western Ontario


HR: Inside the Black Box: How Do High-Performance Work Systems Enhance Employees’ Involvement? | Norihiko Takeuchi, Tokyo U. of Science; Tomokazu Takeuchi, Tokyo Fuji U.

1615: (MC) Emerging Trends in Management Consulting – Client and Practitioner Perspectives
Facilitator: Drumm McNaughton, The Change Leader, Inc.
Participants: Ilise Ennsfeller, Ennsfeller Consulting; Sarah Miller Caldick, Power Patterns of Innovation; John Doerr, Wellsley Hills Group, Inc.; Mark Haas, Research and Organization Management, Inc.

1616: (MC) Greening Practice & Theory: Embedding A Sustainability Agenda in Contrasting Organizational Archetypes
Facilitator: Peter Sorensen, Benedictine U.
Participants: Therese F. Yaeger, Benedictine U.; Jorge Cestou, Benedictine U.; Kevin Lynch, Benedictine U.; Sue Tinnish, SEAL INC/BENEDICTINE U.

1617: (Paper Session) - (MED) Frontiers in the Journey for Quality MBA & PhD Programs
Facilitator: Cynthia L. Sutton, Metropolitan State College of Denver
Participants: Joseph F. Byrnes, Bentley U.
How “Special” are Specialized MBAs? Relevance, Requirements, and Ramifications of SMBS Programs | Robert S. Rubin, DePaul U.; Erich C. Dierdorff, DePaul U.
Session Details – Tuesday

1618 (Paper Session) - (MED) Improving Value Development Through Course and Work Experiences
3:00pm - 4:30pm Hyatt Regency Chicago: Wright
Chair: Grace Lemmon, U. of Illinois, Chicago
Discussant: Charles Roy Fenner, State U. of New York, Canton
Management Academics’ Intention to Influence Values - Model Development and Evaluation | Dirk C. Moosmayer, RWTH Aachen U.
Barry Armandi Award for Best Student Paper in Management Education Research
Investigating the Sustainability of a Sustained 360 Process | Frank Slipper, Salisbury U.

1619 (MED, MOC, OB) Thinking Styles in Managerial Learning, Cognition and Behavior: An Integrative Overview
3:00pm - 4:30pm Hyatt Regency Chicago: Columbus KJ
Thinking Style and Its Relevance for Business and Management | Steven Armstrong, U. of Hull
Thinking Styles: a Dual-process Theoretical Framework | Eugene Sadler-Smith, U. of Surrey
Research Methodologies in the Thinking Styles Field | Eva Cools, Vlerick Leuven Gent Management School
Linear and Non-linear Thinking Styles | Charles M. Vance, Loyola Marymount U.; Kevin S. Groves, Pepperdine U.
A Critical Perspective on Cognitive Styles | Maria Kozhevnikov, George Mason U.
Presenters: Eugene Sadler-Smith, U. of Surrey; Steven Armstrong, U. of Hull; Eva Cools, Vlerick Leuven Gent Management School; Kevin S. Groves, Pepperdine U.; Maria Kozhevnikov, George Mason U.; Charles M. Vance, Loyola Marymount U.

Breaking The Negative Performance Spiral: The Role of Team Reflexivity and Team Learning | Michaela C. Schippers, RSM Erasmus U.; Astrid C. Homan, VU U. Amsterdam

1621 (Paper Session) - (OB) Motivation, Initiative and Conscientiousness
3:00pm - 4:30pm Sheraton Chicago: Arkansas Room
Chair: David L. McLain, SUNY IT Utica
Discussant: Heather Anne MacDonald, Memorial U. of Newfoundland
Contingent Beliefs As Predictors of Within-Person Variation in Conscientiousness at Work | Amirali Minbashian, U. of New South Wales; Robert E. Wood, U. of Melbourne; Nadin Beckmann, U. of New South Wales
A Quantitative Review of the Nomological Network of Proactive Personality | Matthias Spitzmueller, Michigan State U.; Hock-Ping Sin, Michigan State U.
Multifocal Organizational Justice Effects on Newcomers’ Proactive Behaviors | Mohamed Ikram Nasr, U. of Toulouse 1; Assaad El Akremi, U. of Toulouse 1; Patrice Roussel, U. of Toulouse 1; Narjes Sassi, U. of Toulouse 1
Personal Initiative at Work: Psychological Mechanisms and the Role of Work Characteristics | Yuanyuan Huo, City U. of Hong Kong

1622 (Paper Session) - (OB) Organizational Identity
3:00pm - 4:30pm Sheraton Chicago: Colorado Room
Chair: Kevin E. Henderson, U. of St. Thomas-Opus College of Business
Discussant: Audrey Korsgaard, U. of South Carolina
Organizational Identification in China: Clarification of Construct and Validation of a Measure | Jian Min Sun, Renmin U. of China; Hua Wang, Renmin U. of China
Does Organizational Identification Matter beyond Organizational Commitment? | Long Wai Lam, U. of Macau; Yan Liu, U. of Macau
The People Make the Place: The Impact of Relationships on Organizational Identification | Herminia Ibarra, INSEAD; Ottilia Obodaru, INSEAD; Nancy M Carter, Catalyst

1623 (Paper Session) - (OB) Cross-Cultural Comparisons
3:00pm - 4:30pm Sheraton Chicago: Mississippi Room
Chair: Janice R. Joplin, Southern Illinois U. Edwardsville
Discussant: Yu Yang, Cornell U.
Expatriate Motivation and Effectiveness: The Roles of Cultural Distance and Subsidiary Support | Gilad Chen, U. of Maryland; Bradley L. Kirkman, Texas A&M U.; Kwanghyun Kim, California State U. East Bay; Crystal Chien Farh, U. of Maryland - College Park
Winner of OB Division Best International Paper Award, sponsored by Emerald Group Publishing on behalf of the Leadership and Organization Development Journal

When the True Color Shines: Creative Self-efficacy and Employee Creativity in China | Shung Shin, Washington State U.; Feirong Yuan, U. of Kansas
A Cross-Cultural Comparison of Supervisor-Subordinate Interpersonal Relationship Patterns | Ying Chen, Vanderbilt U.

1624 (Paper Session) - (OB) Politics, Power and Status
3:00pm - 4:30pm Sheraton Chicago: Ohio Room
Chair: Jeffrey Glen Peterson, U. of Washington
Discussant: Lindred Greer, U. of Amsterdam
Perceptions of Politics, Intrinsic Motivation and Creative Performance | Samuel Aryee, Aston U.; Qin Zhou, U. of Twente; Li-Yun Sun, Macau U. of Science and Technology; Susanna Lo, Hong Kong Baptist U.
Leader and Context Influences on Employees’ Perception of Organizational Politics | Olivier Doucet, HEC Montreal; Marie-Eve Lapalme, ESG-UQAM; Gilles Simard, ESG-UQAM

1625 (OB) Emotion Regulation: Theoretical and Methodological Advances
3:00pm - 4:30pm Sheraton Chicago: Sheraton 2
Chair: S. Douglas Pugh, U. of North Carolina, Charlotte
Coordinator: Joseph Andrew Allen, UNCC Charlotte
A Multilevel Investigation of Display Rules, Emotional Labor, and Employee Well-being in China | James Diefendorff, U. of Akron; Jane Yang, City U. of Hong Kong; Cecily Becker, U. of Akron
Multi-foci Justice and the Attitudes, Emotional Exhaustion and Emotional Labor of Service Workers | Marion Fortin, Durham U.; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Konstantina Kougianou, Durham U.
Do we know emotional regulation skill when we see it? A multi-trait multi-method analysis | Hilary Anger Elfenbein, Washington U. in St. Louis; Sigal Barsade, U. of Pennsylvania; Noah Eisenkraft, U. of Pennsylvania

1626 (OB) Examining the Motivation to Lead and the Motivation to Follow: Leadership and Regulatory Focus
3:00pm - 4:30pm Sheraton Chicago: Sheraton 5
Chair: Thomas Kosalka, U. of Central Florida
Discussant: Ronit Kark, Bar Ilan U.
Enhancing Explanations for Change Through Regulatory Focus Priming | Michael Christian, U. of Arizona
Follower Regulatory Focus and Leadership Vision Communication | Daan Stam, Erasmus U. Rotterdam
The Effect of Leadership Style and Regulatory Focus on Followers’ Emotions | Michal Teeni, Ben Gurion U.
Contingent Reward, Regulatory Focus, and Psychological Capital | Ronald F. Piccolo, Crummer Graduate School of Business, Rollins College
Presenters: Michael Christian, U. of Arizona; Daan Stam, Erasmus U. Rotterdam; Michal Teeni, Ben Gurion U.; Ronald F. Piccolo, Crummer Graduate School of Business, Rollins College
Participants: Andrew Li, West Texas A&M U.; Joel M. Evans, U. of Arizona; Stephen Gilliland, U. of Arizona; Jordan H. Stein, U. of Arizona; Edgar E. Kauel, U. of Arizona; Dina Van Dijk, Ben Gurion U. of the Negev; Craig D. Crossley, U. of Nebraska/Schwans U.

1627 (JS: OB, OCIS) What Works in Virtual Teams: Uncovering Antecedents of Successful Team Functioning in Virtual Teams
3:00pm - 4:30pm Sheraton Chicago: Mayfair Room
Organizers: Tine Koehler, U. of Melbourne; Julia E. Hoch, Technical U. Dresden
Discussant: Paul E. Tesluk, U. of Maryland
Personality Judgment Accuracy as Predictor of Team Performance and Cohesion in Virtual Project Teams | Radostina K Purvanova, Drake U.
Shared Leadership: Ways to Compensate for Lower Performance in Virtual Teams | Julia E. Hoch, Technical U. Dresden
Group Norms and Team Processes in Internationally Distributed Teams | Tine Koehler, U. of Melbourne
Participants: Zachary Horn, Aptima, Inc.; Tyrone Jefferson, Aptima, Inc.

1628 (JS: OB, ODI) The Impact of Emotions in the Leadership Process: A Follower-Centric Perspective
3:00pm - 4:30pm Sheraton Chicago: Sheraton 1
Organizer: Marion B Eberly, U. of Washington
Discussant: Mary Uhl-Bien, U. of Nebraska
Emotion Spirals: Upward, Downward, and Horizontal Emotional Contagion in the Workplace | Marie T. Dasborough, U. of Miami; Eugene Y. J. Tee, U. of Queensland; Neal M. Ashkanasy, U. of Queensland
Knowing how you Feel about Catching your Boss’s Feelings | Stefanie K. Johnson, U. of Colorado, Denver; Camille Johnson, San Jose State U.
How & When Leaders’ Emotions Influence Followers’ Perceptions of Leadership Effectiveness | Marion B Eberly, U. of Washington; Cristina Fong, U. of Washington

1629 (Paper Session) - (OCIS) Interpersonal Communication, Voice, and Leadership
3:00pm - 4:30pm Hyatt Regency Chicago: Picasso
Chair: Laura Erskine, Illinois State U.
Discussant: Rebecca Heino, Georgetown U.
Passing the Baton: Middle Managers as Conduit of Employee Improvement-Oriented Voice | Nancy Lam, New York U.
A Communication-Centered Approach to Leadership: Links to Leadership and Emotional Intelligence | Marilyn Macik-Frey, Nichols State U.

1630 (Paper Session) - (OCIS) Time and Technology: Emergence and Adaptation
3:00pm - 4:30pm Hyatt Regency Chicago: Water Tower
Chair: Marco Marabelli, Cattolica U.
Discussant: Nora Misiolek, Marist College
A History of Patent Information Management: The Emergence of Interests and Technology Requirements | Anthony Briggs, Boston U.; Paul R. Carline, Boston U.
When Global Times Encounter Local Times | George Kandathil, Cornell U.
OCIS Best Student Paper Award - Finalist
Understanding the BlackBerry™ Spiral: Negotiating Connectivity in Different Organizational Worlds | Melissa Mazmanian, Massachusetts Institute of Technology
OCIS Best Student Paper Award - Finalist

1631 (Paper Session) - (OCIS) Leadership that Transforms: The Importance of Flexibility, Vision, and Development
3:00pm - 3:30pm Swissôtel Chicago: St. Galleren Salon 2
Chair: Shirley Ann Hazlett, Queen’s U. Belfast
Discussant: George W. Hay, Benedictine U.
Transformational Leadership and Organizational Change: The Impact of Vision Content and Delivery | Mark D. Howarth, U. of Queensland; Alannah E. Rafferty, U. of Queensland
A Little More Rigidity: Firming up the Construct of Leader Flexibility | Darren Good, Case Western Reserve U.; Garima Sharma, Case Western Reserve U.
Worklife Improvement and Leadership Development (WILD): The Experience of Leadership Development | Greta Cummings, U. of Alberta; Janice Sharlow, Deloitte & Touche; Judith Spiers, U. of Alberta; Paula Langenhoft, Alberta Cancer Board

1632 (Paper Session) - (OCIS) The Challenges of the Scholar-Practitioner: A Symposium in Honor of Edgar H. Schein
3:00pm - 3:30pm Swissôtel Chicago: Vevey Salon 3
Chair: David Coghlan, Trinity College Dublin; A.B. Rami Shani, California State Polytechnic U.
Discussants: Edgar H. Schein, Massachusetts Institute of Technology; Richard W. Woodman, Texas A&M U.
Reinvigorating the Struggling Organization | Christina G Cataldo, George Washington U.; Jonathan D. Raein, Loyola College in Maryland; Melissa Lambert, George Washington U.
Process Consultation Revisited | Lambrechts Jean Frank, Hasselt U.; Styn Grieten, HU Brussel; Rene Bouwen, U. of Leuven
Enacting the Scholar-Practitioner Role: An Exploration of Narratives | Ilene Carol Wasserman, ICW Consulting Group; Kathy E. Kram, Boston U.
Dialogue: An Extension of Schein’s Clinical Inquiry | Jean-Francois Coget, California Polytechnic State U.
Clinical Inquiry and Reflective Design in a Secrecy-Based Organization | Michael W Stebbins, California Polytechnic State U., San Luis Obispo

1633 (Paper Session) - (OMT) Studies in Status
3:00pm - 3:30pm Hyatt Regency Chicago: Columbian
Chair: Francois Herve Collet, ESADA
Organizing Contests for Status: The Matthew Effect Versus the Mark Effect | Edward Bishop Smith, U. of Chicago; Matthew S. Bothner, U. of Chicago; Joel M Podolny, Yale U.
Status and Surprises: Causes of Overreaction to New Information About Firm Performance | Daniela Lup, London School of Economics
Social Boundaries and the Non-Vertical Component of Social Status | Edward Bishop Smith, U. of Chicago
An Instrumental Variable Approach to Uncover the Status Dynamics in the U.S. Venture Capital | Young-Kyu Kim, Harvard Law School
Double Jeopardy: Discrimination, Foci, and Intersectionality Within the Minority Network Portfolio | Eiston Lo, U. of British Columbia; Dennis Ma, U. of British Columbia; Marc-David L Seidel, U. of British Columbia

1634 (Paper Session) - (OMT) Antecedents of Innovation
3:00pm - 3:30pm Hyatt Regency Chicago: DuSabine
Chair: W. L. Dougan, U. of Wisconsin, Whitewater
Organizational Innovation: A New Theoretical Perspective | Mary Crossan, U. of Western Ontario; Marina Apaydin, Richard Ivey School of Business
Aspiration Correlation and Innovation in the Mobile Phone Industry | John Joseph, Duke U.

Quit From the Cage: A Network Investigation on Antecedents of Product Creativity and Innovation | Giuseppe Soda, SDA Bocconi U.; Alessandra Carline, Bocconi U.

1635 : (Paper Session) - (OMT) Institutional Change
3:00pm - 4:30pm Hyatt Regency Chicago: Ogden
Chair: Michael Smets, Said Business School
Sources of Variation in Embedded Agency: The Adoption of Unconventional Therapies by Hospitals | Sangchan Park, National U. of Singapore; Sangmook Yi, Duksung Women’s U.
Firm Conflict Management Responses as Predictors of Convergent or Radical Institutional Change | Wesley Helms, York U.

1636 : (Paper Session) - (OMT) ROUTINES, Rules and Organizational Design
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 265
Chair: Peter D Sherer, U. of Calgary
The Internal Structure and Dynamics of Organizational Routines Using Language as a Metaphor | Arnaud Gorgeon, UCLA Anderson School of Management
Flexible Formalization: A Study on Inter-Organizational Project Governance | Anna Grandori, Bocconi U.; Marco Furotti, Tilburg U.
Changing Organizational Designs and Frontiers of Healthcare Clinics | Andrew H. Van de Ven, U. of Minnesota; Ricky Leung, U. of Minnesota

3:00pm - 4:30pm Hyatt Regency Chicago: Columbus H
Chairs: Ann Terlaak, U. of Wisconsin, Madison; Vibha Gaba, INSEAD
Discussant: Henrich R. Greve, INSEAD
Adoption Velocity and the Abandonment of Cultural Tastes | Jonah Berger, U. of Pennsylvania; Gael Le Mens, Stanford U.
Aspirations, Ambiguity, and Abandonment: The Firing of Baseball Managers | David Strang, Cornell U.; Kelly Patterson, Cornell U.
Contagious Exit? Interorganizational Learning and Cognitive Heuristics in Market Abandonment | Vibha Gaba, INSEAD; Ann Terlaak, U. of Wisconsin, Madison
Selection Biases in Abandonment Studies | Jerker C. Denrell, U. of Oxford; Balazs Kovacs, Stanford U.

1638 : JS: (OMT, TIM) The Changing Forms of Community in Industry
3:00pm - 4:30pm Hyatt Regency Chicago: Gold Coast
Organizer: Paul Adler, U. of Southern California
Discussant: Mary Ann Glynn, Boston College
The Community Construct In Organizational Theory | Siobhan O’Mahony, Boston U.; Karim R. Lakhani, Harvard U.
Community Structure as Collective Identity Construction and Resource Sharing | Lin Chai, U. of Southern California
The Dynamics Of Collaborative Community Innovation | Ned Gulley, Mathworks; Karim R. Lakhani, Harvard U.
What Do Practitioners Mean By Community? | Laurence Prusak, Independent Consultant
A Parsonian View Of Community And Its Future | Charles Heckscher, Rutgers U.

1639 : (Paper Session) - (ONE) ORGANIZATIONS, Governance and the Ecosystem
3:00pm - 4:30pm Fairmont Chicago: Crystal Room
Chair: Irene Henriquez, York U.
GREEN Governance: Boards of Directors Composition and Environmental Corporate Social Responsibility | Corinne Post, Lehigh U.; Noushi Rahman, Pace U.; Emily Rubow, Pace U.
ORGANIZATIONAL Ecosystem Embeddedness and Its Implications for Sustainable Fit Strategies | Stefano Pogutz, Bocconi U.; Monika Winn, U. of Victoria
SHORT on Time: The Role of Time in Business Sustainability | Natalie Slawinski, U. of Western Ontario; Pratima Bansal, U. of Western Ontario

1640 : JS: (PNP, MSR) Leadership, Environment and Entrepreneurship in Religious Organizations
3:00pm - 4:30pm Fairmont Chicago: Ambassador Room
Organizer: Jeffrey A. Robinson, Rutgers U.
Identifying the disconnect: Toward a typology of perceived value breaches in a megachurch setting | Patricia Faison Hewlin, Georgetown U.; Sandra Cha, McGill U.; Jay A. Hewlin, Life Management Institute
What Institutional and Environmental Factors Motivate Social Entrepreneurial Engagement by Churches | Nicholas A. Pearce, Northwestern U.; Richard N. Hayes, Hofstra U.; Jeffrey A. Robinson, Rutgers U.
The Role of African American Church in social innovation and community development | Marci B. Littlefield, IUPUI

1641 : (Paper Session) - (RM) Capturing and Analyzing Data: Ethnography and Visual Methods

Session Details – Tuesday
Session Details – Tuesday

3:00pm - 4:30pm Sheraton Chicago: Superior A and B
Chair: Catherine Cassell, Manchester Business School
Discussant: Thomas Greckhamer, Louisiana State U.

The Practice Database: Capturing and Analyzing Everyday Practice | Jane Kirsten Matthiesen, Aston U.
Rhetorical Criticism as a Method for Examining Cultural/Discursive Pressures on Organizational Form | Craig Lee Engstrom, Southern Illinois U. Carbondale
An Accounting of Counting: Universalism, Particularism, and the Counting of Qualitative Data | Brenda A. Lautsch, Simon Fraser U.; David R Hannah, Simon Fraser U.; Kirsten M. Pankratz, Simon Fraser U.

Using Video Data as the Text for Analysis | Yu-Ming Kuo, National Chung Cheng U.; Bella Ya-Hui Lien, National Chung Cheng U.

1642 : (SIM) The Craft, Science, and Ethics of Reviewing for the SIM Program
3:00pm - 4:30pm Fairmont Chicago: Chancellor Room
As submissions to SIM have grown (up over 20% in one year) and participation in reviewing has widened to a worldwide base of over 400 reviewers from
Program Chair: Barry M Mitnick, U. of Pittsburgh
Professional Development Workshop Chair: Shawn Berman, U. of New Mexico

1643 : (Paper Session) - (SIM) II. Coercion & Corruption in Organizations: Perceptions, Responses, Corrections
3:00pm - 4:30pm Fairmont Chicago: Embassy Room
Chair: Dawn R Elm, U. of St. Thomas
Discussant: Jonathan Pinte, Imperial College Business School
Taking a Chit: Cognitive Constraints on Stakeholder Response to Corporate Misconduct | Michael L. Barnett, U. of South Florida
Employee Reactions to Workplace Wrongdoing: Emotional Responses, Behavioral Responses and Motive | Marissa S. Edwards, U. of Queensland

In the Name of the Company: Identification, Positive Reciprocity, and Unethical Prosocial Behavior | Elizabeth Eve Umphress, Texas A&M U.; John B. Bingham, Brigham Young U.; Marie S. Mitchell, U. of Nebraska

Comparing the rational and emotional processes of whistle-blowing on low intensity wrongdoing | Abhijeet K. Vadera, U. of Illinois, Urbana-Champaign

1644 : (Paper Session) - (SIM) III. Accountability & Standards: Corporate Social Reporting.
3:00pm - 4:30pm Fairmont Chicago: Gold Room
Chair: Kathleen Getz, American U.
Discussant: Arno Eerikki Kourula, Helsinki School of Economics
The market as panopticon – Explaining changes in CSR accounts | Anna Blombäck, Jönköping International Business School; Caroline Wigren, Lund U.
Corporate Social Reporting: Rational and Institutional Approaches to Achieving Legitimacy | Kareem M. Shabana, Indiana U., Kokomo; Ann K. Buchholtz, U. of Georgia; Archie B Carroll, U. of Georgia

Toward a New Rhetoric of Corporate Social Responsibility and the Legitimacy Strategies Behind | Itziar Castello, ESADE; Josep M. Lozano, ESADE

In Search of Stakeholder Salience: Exploring Corporate Social and Sustainability Reports | Kathryn Marley, Duquesne U.; James Weber, Duquesne U.
More than Words: The impact of Nonfinancial Disclosure Structure on Corporate Social Performance | Clodia Vurro, Bocconi U.; Francesco Perrini, Bocconi U. and Sda Bocconi School of Management

1645 : (Paper Session) - (TIM) National and Global Drivers of Innovation
3:00pm - 4:30pm Hyatt Regency Chicago: Crystal C
Chair: Luca Berchicci, Rotterdam School of Management, Erasmus U.
Faculty Serial Inventors: Life Cycle, University & Transitional Analysis | Anne W. Fuller, California State U. Sacramento

Why do Innovation Intermediaries Exist? | Margaret Dalziel, U. of Ottawa
Export Performance and Strategies to Protect Innovation among US and UK High-technology SMEs | Ana Cristina O Siqueira, U. of Cambridge and MIT; Andy Cosh, U. of Cambridge

1646 : (Paper Session) - (TIM) Knowledge and Innovation Management
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 260
Chair: Nuno A Gil, Manchester Business School
Search Activities for Innovation: An Attention-Based View | Chuan-Chuan Tseng, National Pingtung Institute of Commerce; Pei-Chen Chen, National Cheng Kung U.
The Effect of Potential and Realized Absorptive Capacity on Firm’s Competitive Advantage in China | Erming Xu, Renmin U. of China; Yin Chen, Beijing Foreign Studies U.; Danming Lin, Shantou U.
Agglomeration and Variability in Firm’s Innovative Performance | Raffaele Conti, Bocconi U.

Coherence and Cohesion The Two Faces of Knowledge Integration | Ludovic Dibiaggio, CERAM; Maryam Nasiriyar, CERAM; Lionel J Nesta, OFCE

1647 : (Paper Session) - (TIM) Standards and Dominant Designs: the Role of Entry Timing and Complementors
3:00pm - 4:30pm Hyatt Regency Chicago: Skyway 272
Chair: Feng Zhu, U. of Southern California

Advantages and Disadvantages of Technological Generation First-mover in a Two-sided Market | Carmelo Cennamo, IE Business School
Innovation and the Contingent Value of Complementary Assets | Jonghoon Bae, Korea U.; Jaiho Chung, Korea U.; Jun Koo, Korea U.
Dominant Designs, Vertical Disintegration, and Founding Date: The Case of the IT Sector | Jeffrey Lee Funk, National U. of Singapore

Tuesday 4:00PM
1648: (MED) Management Education Division Executive Committee Meeting
4:00pm - 5:30pm Hyatt Regency Chicago: Burnham
Division Chair: Alvin Hwang, Pace U.
Division Chair-Elect: Katherine A. Karl, Marshall U.
Program Chair: Kenneth R Thompson, DePaul U.
Professional Development Workshop Chair: Jon Billsberry, Coventry U.

Tuesday 5:00PM

1649: (AAA) All-Academy Closing Reception
5:00pm - 7:00pm Hyatt Regency Chicago: Grand Ballroom
Sponsored by: Tulane University, A.B. Freeman School of Business
Hosts: Susan E. Jackson, Rutgers U.; Anne S. Tsui, Arizona State U.
Local Arrangements Chairs: Lisa K Gundry, DePaul U.; Margaret Posig, DePaul U.

1650: (IM) IMD Dinner (EC and BAH Award Winner)
5:00pm - 7:00pm Hyatt Regency Chicago: Crystal B
This event is to be held offsite.

Tuesday 5:30PM

1651: (ICW) Administrative Sciences Association of Canada/Canadian Journal of Administrative Sciences Social
5:30pm - 7:00pm Hyatt Regency Chicago: Columbus KL
Organizer: Robert Brent Anderson, U. of Regina
Get Involved, Make a Difference, and Have Some Fun!!!

All-Academy Activities brought to you by the Local Arrangements Committee

All-Academy Closing Reception!  Come Hear the CTA!  End on a High Note!

We are pleased to present the Chicago Trombone Authority (CTA) for your entertainment pleasure at the All-Academy Closing Reception on Tuesday 8/11, from 5:00 – 7:00 pm, at the Hyatt Regency Grand Ballroom. The CTA is an eclectic collection of some of the best trombonists from the Chicago area. Their mission is to preserve, promote, and enhance the legacy of the trombone and the music written for it. With performing ensembles varying in size from 4 to 20, the CTA is building a strong following and is now in its third year of existence.

March in with the CTA to the reception and learn about the trombone. Then enjoy your friends and colleagues while the CTA plays all styles of music in the background. Appetizers and drinks will be provided as well at our annual closing reception. Let’s end on a high note!

Conference T-shirts - “Green Management” really does matter, and this year the Local Arrangements Committee decided to do what we could to make a difference. Although we were able to find t-shirt suppliers who were environmentally- and socially-responsible, we ultimately realized that the biggest difference would result from saving the cotton, carbon emissions, etc. that would be required to produce and ship the t-shirts. Why bring one more t-shirt into this world when we really do not need it?

Growing Power Donations - You can help us to make a difference with your contribution to the local charity that we have selected, Growing Power. Although you will not receive a t-shirt for your donation this year, you will receive the satisfaction of knowing that you have made a difference in the lives of local Chicago area residents who are growing their own healthy food, right in the heart of the metro area! Be sure to visit the Growing Power desk on site at the Hyatt to make your donation. You may also donate online using the link at the “Go Green” page of the 2009 AOM Annual Meeting website or go directly to http://www.growingpower.org/Index.htm. (Be sure to note the Academy in the memo section.) The Local Arrangements Committee chose Growing Power as the official charity this year because of the contribution to environmental, social and economic sustainability that this organization is making.

Academy Service Project – Growing Power is also the site and partner for the 2009 Academy Service Project. In partnership with the Chicago Park District and a local landscaping business, Growing Power has created a 20,000 square foot urban farm on Chicago’s lakefront, located adjacent to Buckingham Fountain and Lincoln Memorial in Grant Park near the intersection of East Congress Parkway and South Columbus Drive, only a ten to twenty minute walk from the conference hotels. Those interested in giving something back to our host community this year are encouraged to devote three hours of service at the Grant Park urban farm. Service will consist of activities such as general garden clean-up and beautification, adding compost to growing beds, bed preparation, weeding, and planting.

Individuals can volunteer for any one or more of three different project times on Friday August 7th or Saturday August 8th: Friday 1-4, Saturday 9-noon, or Saturday 1-4. Space may still be available. Contact Gordon Rands at 309-255-1735 (cell) if you are interested in participating.
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